

DOC 2024 0036

**Decision/Direction Note  
Office of Women and Gender Equality**

**Title:** 2024-2025 Pillar One Funding under the National Action Plan to End Gender-based Violence

**Decision/Direction Required:**

• [Redacted]

**Background and Current Status:**

s.29(1)(a)

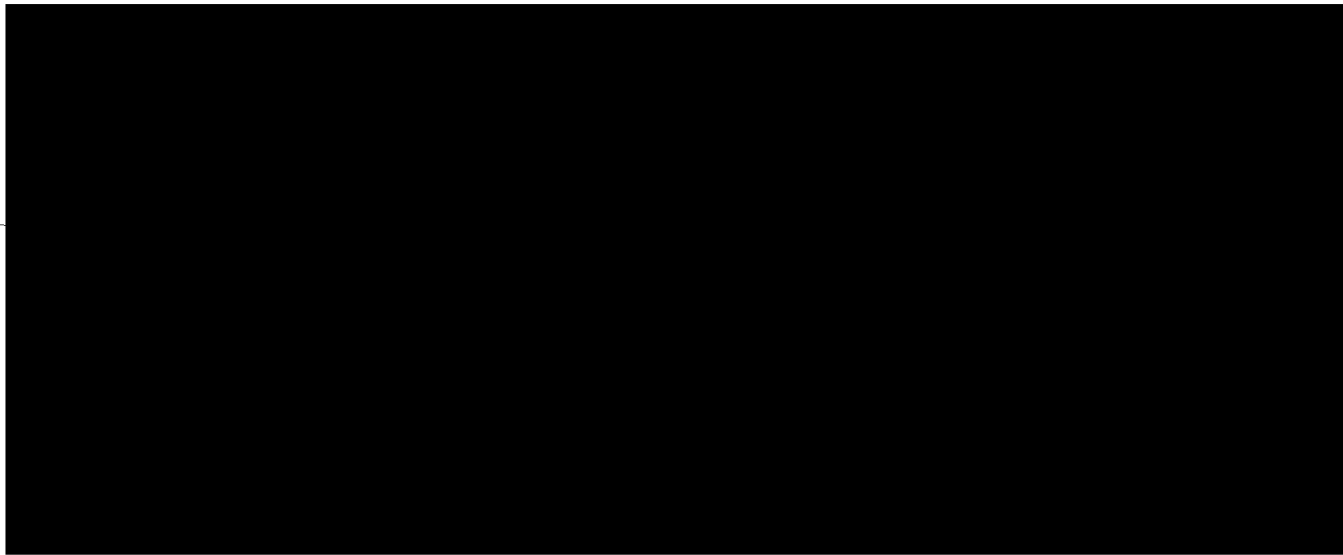
- In 2023, Newfoundland and Labrador negotiated a \$13.6 million four-year bilateral agreement with the Government of Canada through the GBV-NAP (2023-24: \$2.60M; 2024-25: \$3.65M; 2025-26: \$3.65M; 2026-27: \$3.65M).
- The Province is required to match the Federal contribution annually, which means in 2023-24 over \$5.2 million was spent on gender-based violence. For the duration of the bilateral agreement, more than \$27.2 million will be spent by the Province to end gender-based violence.
- Built on existing Federal-Provincial/Territorial (FP/T) approaches and strategies, GBV-NAP is the first FP/T strategic framework for action, within and across jurisdictions, to support GBV victims, survivors and their families, no matter where they live. It affirms a common vision, principles, and goals for GBV response, foundationally rooted in engagement, data mobilization and research, and frontline expertise that support evidence-based policy and program development.
- The GBV-NAP's five pillars identify existing challenges and opportunities for action where FP/T governments can advance work: **Pillar One: Support for victims, survivors, and their families; Pillar Two: Prevention; Pillar Three: Responsive justice system; Pillar Four: Implementing Indigenous-led approaches; and Pillar Five: Social infrastructure and enabling environment.**
- Pillar One focuses on the provision of critical, lifesaving supports and safe spaces, and the delivery of social, health, and community services that protect and empower victims and survivors, including women, girls, and 2SLGBTQIA+ people experiencing violence.
- In 2023-24, over 30 organizations received GBV-NAP funding, with \$610,000 allocated under Pillar One to ten community-based organizations:
  - Big Brothers-Big Sisters Newfoundland and Labrador: \$40,000
  - Corner Brook Status of Women Council: \$60,000
  - Gender Status of Women Council: \$60,000
  - Gateway Status of Women Council: \$60,000
  - Labrador West Status of Women Council: \$60,000
  - Mokami Status of Women Council: \$60,000
  - Northern Peninsula Status of Women Council: \$60,000
  - Status of Women Central: \$60,000
  - St. John's Status of Women Council: \$130,000
  - Thrive: \$20,000

**Analysis:**

- GBV disproportionately affects women and girls. Certain populations, such as Indigenous women and girls, Black and racialized women, women living in Northern, rural, and remote communities, non-status and temporary status migrants, immigrants and refugees, individuals, people with disabilities, children, and youth, 2SLGBTQIA+ individuals, and seniors, experience excessively high rates of GBV.

- The Provincial Action Network on the Status of Women (PANSOW) released a report, "Seeds of Change: Community Perspectives on Gender-Based Violence Advocacy and Action in Newfoundland and Labrador", on March 8, 2024, that speaks to a need for increased core and program funding for organizations within the province. Through the GBV-NAP, the Province has provided funding to over 30 organizations in the GBV sector to increase capacity and stability.
- Funding investments under Pillar One acknowledge the development of integrated, victim/survivor-centred models of care to meet the needs of those who are at risk of GBV or underserved when they experience these forms of violence. GBV-NAP funding in 2023-24 included support to the promotion and expansion of available counselling programming and peer support services across Status of Women councils across the province, the development of enhanced supports for families and youth regarding sexual exploitation, and funding of a youth mentorship program.

s.29(1)(a)



**Alternatives:**

1.



2.

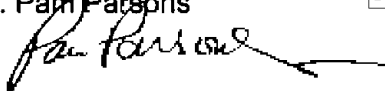
s.29(1)(a)



**Prepared/Approved by:**  
**Ministerial Approval:**

E. Christy/C. Ennis-Williams  
Received from Hon. Pam Parsons

s.29(1)(a)

A handwritten signature in black ink, appearing to read "Pam Parsons", is written over the printed name. A thin line extends from the signature box "s.29(1)(a)" to the signature.

May 27, 2024

**MEETING NOTE**  
**Office of Women and Gender Equality**  
**Provincial Action Network on the Status of Women (PANSOW) and Relevant Ministers**  
**Wednesday, May 15, 12:30 p.m.**  
**Zoom**

**Attendees:**

- Honourable Pam Parsons, Minister Responsible for Women and Gender Equality
- Honourable John Hogan, Minister of Justice and Public Safety
- Honourable Lisa Dempster, Minister of Indigenous Affairs and Reconciliation (TBC)
- Honourable Tom Osborne, Minister of Health and Community Services (TBC)
- Honourable Krista-Lynn Howell, Minister of Education (TBC)
- Honourable Paul Pike, Minister of Children, Seniors and Social Development (TBC)
- Honourable Fred Hutton, Minister of Housing (TBC)
- Kim Dyer, Executive Director, Labrador West Status of Women Council
- Lisa Faye, Executive Director, St. John's Status of Women Council
- Paula Sheppard, Executive Director, Corner Brook Status of Women Council
- Stacey Hoffe, Executive Director, Mokami Status of Women Council
- Nicole Bursey, Executive Director, NORPEN Status of Women Council
- Lori Oram, Executive Director, Gander Status of Women Council
- Sharron Williston, Executive Director, Bay St. George Status of Women Council
- Jackie Thompson, Executive Director, Status of Women Central
- Hayley Osmond, Executive Director, Gateway Status of Women Council
- Candice Ennis-Williams, Deputy Minister, Office of Women and Gender Equality (TBC)
- Emily Christy, Senior Policy and Program Development Specialist, Office of Women and Gender Equality (TBC)

**Purpose of Meeting:**

To discuss the Provincial Advisory Network on the Status of Women's (PANSOW) newly released report entitled: 'Seeds of Change - A Community Perspective on Gender-Based Violence, Advocacy and Action in Newfoundland and Labrador.'

**Background:**

- PANSOW was formed in 2016 and consists of the Executive Directors of all Status of Women councils in Newfoundland and Labrador.
- PANSOW's mandate is two-fold:
  - To educate and build awareness on broad issues related to gender equity and justice in the province; and
  - To advocate for change in government policy and legislation that facilitates gender equity and justice.
- PANSOW is not a registered non-profit organization and does not receive its own operating funding; rather, it is a provincial network for advocacy purposes.
- While PANSOW itself is not funded, the Office of Women and Gender Equality currently provides annual funding to seven of the nine women's centres throughout the province; all of which are PANSOW members. Eight of the nine women centres were a part of the multi-year funding pilot program. The remaining two women centres are funded through NL Housing.
  - On March 8, 2024 (International Women's Day), PANSOW released its 'Seeds of Change' report which contains 88 recommendations (See Annex A for Information Note), including the creation of an all-party Task Force on gender-based violence; development of a

concrete plan with actionable deliverables, and dedicated funding and resources to achieve those goals;

- The report's recommendations are framed based on the five pillars in the National Action Plan to End Gender-based Violence (GBV-NAP) (1) Support for People who Experience Harm, Survivors, and their Families, (2) Prevention, (3) Responsive Justice System, (4) Indigenous-Led Approaches, and (5) Social Infrastructure and Enabling Environment.

#### **Agenda item #1 Discussion on Seeds of Change Report**

- PANSOW says across the country there are gaps in knowledge, research, and policymaking, and is calling on the Provincial Government to recognize these gaps and take appropriate steps to ensure voices are heard and represented in the work to end gender-based violence.
- Each organization works on a diversity of issues that cross the following issue areas: housing, food security, employment, income and economic security, domestic violence and violence prevention, gender equality, childcare.

#### Analysis

- In relation to the recommendations brought forward by PANSOW and partners, WGE continues to work collaboratively across government on the issues of gender-based violence, GBA+, the social determinants of health, pay equity and childcare.
- A major line of business for the Office of Women and Gender Equality is the application of gender-based analysis plus (GBA+). WGE works horizontally across government to ensure that government's programs, policy, and legislation are responsive to women, girls, and gender diverse individuals.
- The Provincial Government recently negotiated a bilateral agreement with the federal government, where nearly \$13.6 million has been provided over four years for gender-based violence prevention initiatives in the province.
- Priorities for the implementation of the GBV-NAP have been developed through continuous engagement with government and community partners and funds secured through the GBV-NAP are being used to enhance the capacity of local organizations and community groups that play an integral role in the gender-based violence sector.

#### Potential Speaking Points

- We must continue to stand united in our commitment to ending gender-based violence. We will continue moving forward with targeted solutions to address violence and prioritize our partnerships with PANSOW as one of our key stakeholders.

#### Proposed Actions

- WGE will continue to work with women centres, as well as other government and community partners, to ensure the ongoing work of gender-based violence prevention reflects the needs of the people of the province and is informed by research and best practices.
- WGE will work in collaboration with women's and gender equality-seeking organizations and community partners to advance the status of women and gender diverse individuals in Newfoundland and Labrador.

**Prepared/Approved by:**  
**Ministerial Approval:**

E. Christy/C. Ennis-Williams  
Received from Hon. Pam Parsons

May 9, 2024

## Annex A

### Information Note Office of Women and Gender Equity

**Title:** Summary of the report “Seeds of Change: Community Perspectives on Gender Based Advocacy and Action in Newfoundland and Labrador”.

**Issue:** To provide a summary to the Deputy Minister of Women and Gender Equality on the Provincial Action Network on the Status of Women's report released in March 2024.

#### Background and Current Status

- The Provincial Action Network on the Status of Women (PANSOW)'s report intends to offer insight and actions needed to end Gender Based Violence in the province through 88 recommendations framed through the National Action Plan (NAP) to End Gender Based Violence's five pillars.
  - Launched in November 2022, the NAP strives for a Canada free of Gender Based Violence through the combined efforts of Federal, Provincial, and Territorial Ministers.
  - NAP's five pillars are (1) Support for People who Experience Harm, Survivors, and their Families, (2) Prevention, (3) Responsive Justice System, (4) Indigenous Led Approaches, and (5) Social Infrastructure and Enabling Environment
- “Seeds of Change” flows from principles of intersectionality, that is, understanding simultaneous oppressions, through a community-centered lens. This includes listening to the voices of those who have lived experiences, as well as those who provide treatment and support. Prevention efforts and supporting education are focused on fostering a new social dynamic that does not sanction or perpetrate violence.
- “Seeds of Change” focuses on a call to action for Government to establish a Gender Based Violence Task Force to take a holistic approach to violence.

#### Pillar One: Support for People Who Experience Harm, Survivors & their Families.

- Housing First programs recognize a need for both primary and secondary stage housing to provide marginalized groups, gender-diverse folks and women a practical first support to leaving situations of harm as well as focusing on healing and moving forward.
  - Increased access to transition houses and community shelters that are designed to accommodate gender-diverse folks, women and children are needed. As well as transition houses equipped with the tools necessary to ensure continuation of success.
- Inclusion of community voices call for much more involvement and agency afforded to victims and frontline supports when it comes to decision making. This provides perspectives and points of view that may otherwise go unbroached.
- Core funding for organizations needs to increase to keep programs and organizations functioning within the province. Long-term funding ensures that these organizations can pay staff a wage adjusted for inflation, run the day-to-day operations and programs as well as elevating morale and retaining staff. Flexible/creative funding supports empowerment and prevents service gaps that interrupt programs often requiring victims of harm to retell their traumas; thus, experiencing them repeatedly. Fund allocation should allow for the diversity of the province's regional and rural needs.

- Intersectional programming and spaces highlight a need for programming and spaces that can support marginalized groups, gender diverse folks and women. Safe spaces and resource availability should not only be in the city, but in rural areas as well.
- Increased survivor resources and community coordination facilitate a smooth transition between supports, allowing victims to leave situations of harm through a cohesive and non-duplicative network. Technological resources (e.g., internet, cellphone, and computers) ensure accessibility to the most vulnerable.

### Pillar Two: Prevention

#### *Care as an Intervention to Violence*

- Collective care is carried out in most cases by marginalized communities; these frontline workers must have access to resources such as sick leave, access to mental healthcare and support through employment assistance programs to foster a safe workplace culture.

#### *Capacity Building for Caring Economy*

- Frontline and care staff often experience vicarious trauma attending gender-based violence survivors and require funding for proper training, and professional development opportunities. As such, funding is needed for learning and healing opportunities.

#### *Care Fosters Creativity*

- A person-centered approach and inclusive support of all those dealing with healing and helping situations promotes a more nurturing, creative environment that aids in the relationship building required for these organizations to succeed efficiently and competently.

#### *Engaging People who Cause Harm in Violence Prevention*

- Traditional standards of patriarchy and colonization has conditioned societal view of masculinity to be conducive to male-perpetrated violence. Some men grow up witnessing violent activities and consider them a part of their role. Time, money and resources are needed on education and program initiatives to build positive masculine identity and relationships of equality in young boys and men as a preventative measure.

#### *Engaging Parents in Violence Prevention*

- To decrease intergenerational trauma, program development is needed to help parents to support how they broach healthy relationships with their children. Cultural differences in parenting must also be considered.

#### *Mandatory Implication of Empowering Them E-Course*

- An online course that explores many aspects and impacts of gender-based violence, promoting empowerment and building understanding launched by the St. John's Status of Women Council could be made mandatory to all departments.

### Pillar Three: Responsive Justice System

#### *Police Response and Coordination*

- The policing system needs reform. Fear of embarrassment and mistreatment from experience stops many from reporting violence. Systematic racism and bias must be acknowledged and dissolved. Community involvement in reform of current systems is needed to build a trust in police, leading to efficiency.

### *Legal and Prison System Reform*

- Incarceration has proven not to decrease recidivism, therefore a holistic approach focused on healing and rehabilitation as well as community interventions to guide those who cause harm as they traverse the legal system. Prison systems need reform to ensure appropriate housing of survivors of gender-based violence, so they are not occupying the same space as those who have caused harm and addressing the impact.

### Pillar Four: Indigenous Led Approaches

#### *Mandatory Indigenous Cultural Diversity Training*

- Indigenous led training programs should be mandatory in all sectors, with a primary focus on those in mental health and addictions, healthcare, policing and justice as well as early childhood education roles.
- Organizations such as First Light and The Labrador Aboriginal Training Partnership offer training programs and workshops in safe and inclusive spaces to explore cultural awareness through history, traditions, crafts and food.
- Decolonizing as a means of ending gender-based violence is a responsibility that befalls all levels of government, community and society. Legislation, policy and education are imperative to decolonization, and truth and reconciliation. Empowering Indigenous women, girls and 2SLGBTQQA+ persons is crucial to end gender-based violence in the province.

#### *Funding for Grassroots Opportunities*

- Recognizing the unique challenges and historical traumas faced by Indigenous communities and hearing their voice ensures that cultural values are reflected. Further to this, it is of great advantage to avail of the knowledge and experience of those who are impacted.

### Pillar Five: Social Infrastructure and Enabling Environments

#### *Economic Empowerment*

- Economic empowerment is needed to ensure that gender diverse folks and women are not forced to stay in violent situations because they lack the ability to provide necessities of life for themselves and their families. The housing crisis, rising cost of living, and low minimum wage makes the possibility of seeking help impossible for many. As such, PANSOW advocates for analysis and continued research into implementation of basic income.
- Women and marginalized groups hold most of the minimum wage employment, which creates a unique obstacle for those vulnerable to gender-based violence, therefore, Gender-based Analysis Plus is required.

#### *Pay Equity Legislation*

- Pay equity legislation is needed that covers both private and public sectors, as the Province has the largest gender pay gap in Canada. This pay gap promotes gender inequality and needs an intersectional approach in any analysis to ensure that Indigenous, black, racialized women are recognized as those experiencing the widest pay gap. A proactive pay equity legislation is urgently required.

#### *Expansion of Sexual Assault Nurse Examiner (SANE) Training and Program*

- The SANE training and program must be made accessible to every area of the province. This allows for post sexual assault medical care with forensic kits to be performed in a medical setting without a police presence, which has proved very intimidating to victims. SANE is

currently only available in full service out of St. John's and Corner Brook. RNC stores the kits using MCP for anonymity and will store kits for areas managed by RCMP as well.

- Nurses in Happy Valley Goose Bay and Labrador West have had SANE training; however, full implementation is crucial to supporting survivors of gender-based violence.

#### *Accessible Childcare*

- Childcare that is affordable and flexible is imperative to helping survivors maintain employment to prevent them from remaining in abusive relationships due to a need for financial security. A public and not for profit childcare system is a needed strategy. Attention to the working conditions as well as wages of early childhood educators and their involvement and inclusion in decision making alongside childcare advocates is needed.

#### *Healthcare Restructuring*

- The 2023-2024 NL Health Services' Strategic Plan demonstrates a commitment to an already challenged healthcare system. Providing more accessibility regionally is important as gender diverse folks and women are impacted by health care at a disproportionately higher level.
- Prevention achieved through the education system, focusing on topics including sexual health, consent and gender affirming care, is needed to make an impact on gender-based violence. Specific gender-based violence screenings, gender-based violence related injury care and protocols as well as connection to community care services for when patients are discharged are imperative as well.

#### *Creating Supportive Workplaces*

- Supportive workplaces can be achieved not only through care-based policies for organizations, professional development opportunities and a livable wage, but also through the leave policy for domestic violence. Most provinces have domestic violence leave paid between 3 to 5 days and 7 days unpaid. This leave is crucial to giving victims a chance to seek safe support, healthcare, so as not to lower their performance at work or put other employees at risk in cases where the person causing harm attempts to seek out the victim.

**Analysis:** N/A.

#### **Action Being Taken:**

- The Office of Women and Gender Equality continues review of this report to inform future government policies, programs, and initiatives.

**Prepared/Approved by:** J. George/C. Ennis-Williams

April 12, 2024

**Decision/Direction Note**  
**Office of Women and Gender Equality**

**Title:** 2024-2025 Indigenous Violence Prevention Grants Program

s.29(1)(a)

**Decision/Direction Required:**

- [REDACTED]

**Background and Current Status:**

- Since 2005, the Office of Women and Gender Equality (WGE) has provided over \$3.9 million in project funding through the Indigenous Violence Prevention Grants Program ('the Program') to more than 170 culturally appropriate Indigenous-led violence prevention projects across the province.
- Based on knowledge shared from Indigenous women's groups and organizations, the Program acknowledges that there are many culturally appropriate and grassroots approaches to preventing violence in Indigenous communities including, but not limited to, the following:
  - Increasing awareness, education, and training;
  - Investing in leadership development;
  - Building community capacity; and
  - Enhancing opportunities for healing.
- Examples of past funded projects include, but are not limited to, the following:
  - The development of violence prevention training materials regarding consent and healthy relationships in communities;
  - The development of a political guide for Nunatsiavut women wishing to engage in politics;
  - Lunch and learn sessions with Miawpukek children, with a specific focus on engaging young boys in violence prevention;
  - Healing journeys on the land with Innu Elders and youth.
- The Program reaffirms Government's commitment to preventing violence experienced by Indigenous women, children, and 2SLGBTQQIA+ individuals.

s.29(1)(a)

**Analysis:**

- [REDACTED]
- [REDACTED]

s.29(1)(a)

**Alternatives:**

1.

2.



**Prepared/Approved by:**  
**Ministerial Approval:**

S. Furlong/C. Ennis-Williams  
Received from Hon. Pam Parsons

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May 9, 2024

**Annex A****Ministerial Letter to Indigenous Governments and Organizations**

Dear [insert name]:

**RE: 2024-2025 Indigenous Violence Prevention Grants Program**

I am pleased to inform you that the 2024-2025 Call for Proposals for the Indigenous Violence Prevention Grants Program has begun. The Indigenous Violence Prevention Grants Program supports the prevention of violence against women, children, and 2SLGBTQQIA+ individuals in your community. I encourage you to consider applying to this program. Enclosed you will find the 2024-25 funding criteria and guidelines and application form to assist you in this process.

Applicants to this program must be providing services or programs for Indigenous communities in Newfoundland and Labrador, and either be an Indigenous government or organization through their proposed program or be able to identify partnerships with Indigenous governments or organizations through their proposed program. Both individual organizational proposals and joint partnerships will be considered for funding but please note, **if you are not an Indigenous community organization or government, you must have formal partnerships with Indigenous stakeholders in place prior to application in order to be eligible for this funding. Proof of this must be attached to your application.** Eligible expenses may include project-related expenses such as salaries, administration, office expenses, travel costs, professional fees, as well as other related project expenses. Funding decisions for all proposals will be made in accordance with the criteria set out in the program guidelines.

The deadline for applications is **June 28, 2024 by 4 pm NDT**. Funds will be awarded in early fall 2024 and successful applicants will have until March 31, 2025 to expend project funds. For more information, please contact Susan Furlong, Senior Program and Policy Development Specialist, at (709) 729-1497 or email [susanfurlong@gov.nl.ca](mailto:susanfurlong@gov.nl.ca). We look forward to hearing about your proposed upcoming projects.

Sincerely,

**HON. PAM PARSONS, MHA**  
District of Harbour Grace – Port de Grave  
Minister Responsible for Women and Gender Equality

Enclosure

## Annex B

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### 2024-25 Indigenous Violence Prevention Grants Program Criteria and Guidelines

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The Indigenous Violence Prevention Grants Program (IVPG program) was created in 2005 with the purpose of continuing to work collaboratively with Indigenous people to address the complex root causes of violence against Indigenous women, girls, and 2SLGBTQQIA+ people. This objective of this program is supporting targeted efforts, led by Indigenous governments and organizations, to combat violence within their communities.

Based on knowledge shared by Indigenous groups and organizations, the Provincial Government acknowledges that there are many culturally appropriate approaches to preventing violence in Indigenous communities including, but not limited to, the following:

- Increasing awareness, education, and training;
- Investing in leadership development;
- Building community capacity; and
- Enhancing opportunities for healing.

#### How to Apply?

Applicants should fill out the 2024-25 Indigenous Violence Prevention Grant program application form. Completed applications should be submitted to the Office of Women and Gender Equality no later than **June 28, 2024 by 4pm NDT.**

#### Who Can Apply?

Indigenous community organizations, governments, and groups can submit applications for the IVPG program.

Applicants must be:

- Providing services or programs for Indigenous communities in Newfoundland and Labrador, and
- Either be an Indigenous government or organization through their proposed program or be able to identify partnerships with Indigenous governments or organizations through their proposed program.

Both individual organizational proposals and joint partnerships will be considered for funding, but please note, if you are not an Indigenous community organization or government, you **must** have **formal** partnerships with Indigenous stakeholders in place prior to application in order to be eligible for this funding. Proof of this must be attached to your application

#### Funding:

Applicants can request up to \$30,000 per project. Successful applicants will enter a funding/grant contract with the Government of Newfoundland and Labrador.

### **What Kind of Activities are Eligible?**

Projects must be related to violence prevention. Proposals with one or more of the following activities will be considered under the 2024-25 IVPG program:

- Gatherings or workshops,
- Knowledge sharing or training,
- Program planning or implementation,
- Material development or improvement,
- Mentoring program, and/or
- Capacity building.

### **Focus Areas:**

Focus areas may include:

- Building community support networks,
- Supporting survivors and/or their families,
- Connecting to cultural values,
- Addressing stigma,
- Engaging men and boys,
- Improving shelter service delivery, and/or
- Violence Prevention training delivery.

### **Eligible Expenses:**

Funds must be used for project-related expenses. These may include:

- Salaries.
- Administration,
- Office expenses,
- Travel costs,
- Professional fees; and,
- Other related project expenses.

Any unused funds as of March 31, 2025 must be returned to the Office of Women and Gender Equality.

### **Ineligible Expenses:**

Funds **may not** be used for the following:

- Expenses related to reservation or federally supported infrastructure,
- Core/operational costs; and
- Other expenses not directly related to the project.

**Reporting Requirements:**

Upon completion of the project, a final project report **must** be submitted by **April 30, 2025 by 4pm NDT**. The Office of Women and Gender Equality will supply successful applicants with a template for their final report.

**Deadline for Applications:**

The deadline for receipt of applications is **Friday, June 28, 2024 by 4pm NDT**.

**Application Support:**

The Office of Women and Gender Equality is available to help support you in completing your application. Please contact **Susan Furlong, Senior Program and Policy Development Specialist** at (709) 729-1497 or **SusanFurlong@gov.nl.ca**.

## Annex C

## Indigenous Violence Prevention Grants Program 2024-2025 Application Form

**Application Deadline: June 28, 2024 at 4pm NDT.**

\*Submission details are located at the end of this form.

### Section 1: Organization Information

<b>Organization Name</b>	
<b>Contact Person</b>	
<b>Title</b>	
<b>Street Address:</b>	
<b>Mailing Address (if different):</b>	
<b>Phone Number:</b>	
<b>Fax Number:</b>	
<b>Email:</b>	
<b>Website:</b>	
<b>Which of the following describes your organization? (Select one):</b>	
<input type="checkbox"/> Band, First Nation, tribal council, or Indigenous government or organization <input type="checkbox"/> Municipality, local service district, or municipal structure	
<input type="checkbox"/> Non-profit organization <input type="checkbox"/> Other (please specify): _____	
<input type="checkbox"/> For-profit organization	
<p><b>*If you are not an Indigenous organization or government, please note <u>formal</u> partnerships with Indigenous stakeholders are required to be considered eligible for this funding. Proof must be attached to this application.</b></p>	

### Section 2: Project Details

<b>Title of Project:</b>		
<b>Project Dates:</b>	<b>Start:</b>	<b>End:</b>
<b>Is this an individual proposal or a joint partnership proposal?</b>		
<input type="checkbox"/> Individual		<input type="checkbox"/> Joint partnership
<b>Please list any formal partners in your project and describe their intended contribution (e.g.: time, food, space, equipment, human resource capacity)</b>		
<b>Partner</b>	<b>Contribution</b>	


**Project Description (please include an outline of the proposed project, how your project will address violence prevention, and how your community will continue to benefit once the project is complete):**

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**Activities**

<input type="checkbox"/> Gatherings or workshops	<input type="checkbox"/> Material development or improvement
<input type="checkbox"/> Knowledge sharing or training	<input type="checkbox"/> Mentoring program
<input type="checkbox"/> Program planning or implementation	<input type="checkbox"/> Capacity building

**Focus Areas**

<input type="checkbox"/> Building community support networks	<input type="checkbox"/> Addressing stigma
<input type="checkbox"/> Supporting survivors and/or their families	<input type="checkbox"/> Engaging men and boys
<input type="checkbox"/> Connecting to cultural values	<input type="checkbox"/> Improving shelter service delivery
	<input type="checkbox"/> Violence prevention training delivery

**Target Groups**

- |   |   |
|---|---|
| <input type="checkbox"/> Community at large         | <input type="checkbox"/> Women and girls  |
| <input type="checkbox"/> Families                   | <input type="checkbox"/> Men and boys   |
| <input type="checkbox"/> Young children (0-11)      | <input type="checkbox"/> 2SLGBTQQIA+  |
| <input type="checkbox"/> Youth or teenagers (12-18) | <input type="checkbox"/> People living with a disability                                |
| <input type="checkbox"/> Adults                     | <input type="checkbox"/> People impacted by violence                                    |
| <input type="checkbox"/> Elders                     | <input type="checkbox"/> People who have used violence or are at risk of using violence |

### Section 3: Project Budget

Anticipated Expenses	Amount Requested*	Details on Expenses (What will the funds be used for? E.g. positions, printing, staff travel)
<i>Salaries and Benefits</i>	\$	
<i>Administration</i>	\$	
<i>Office Expenses</i>	\$	
<i>Travel Costs</i>	\$	
<i>Professional Fees</i>	\$	
<i>Other Related Project Expenses</i>	\$	
<b>Total Amount</b>	\$	

\*Please note that any project funds that are unused as of March 31, 2025 must be returned to the Office of Women and Gender Equality.

### Section 4: Submission Details

Completed applications should be submitted to the Office of Women and Gender Equality no later than **June 28, 2024 at 4pm NDT**. Applicants should submit their completed applications by either mail or email using the information below.

Mail: Office of Women and Gender Equality  
 Confederation Building  
 4<sup>th</sup> Floor, West Block  
 P.O. 8700  
 St. John's, NL  
 A1B 4J6  
[SusanFurlong@gov.nl.ca](mailto:SusanFurlong@gov.nl.ca)

**Application Support**

The Office of Women and Gender Equality is available to help support you in completing your application. Please contact **Susan Furlong, Senior Program and Policy Development Specialist** at 729-1497 or by email at [SusanFurlong@gov.nl.ca](mailto:SusanFurlong@gov.nl.ca).

**Privacy Statement:**

Your personal information is being collected in order to contact you and assess your eligibility for an Indigenous Violence Prevention Grant. Our authority to collect this information falls under section 61(c) of the **Access to Information and Protection of Privacy Act, 2015**. This information may be shared with officials from Indigenous Affairs and Reconciliation for assessment purposes. If you have any questions, please contact **Susan Furlong, Senior Program and Policy Development Specialist** at (709) 729-1497 or by email at [SusanFurlong@gov.nl.ca](mailto:SusanFurlong@gov.nl.ca).

**Women and Gender Equality**  
**Training to Address Sexual Violence**  
May 2024

- Children are among some of our most vulnerable when it comes to gender-based violence, so it is important that we support victims, survivors, and their families.
- A portion of our 2023-24 funding under the National Action Plan to End Gender-based Violence includes an investment partnership with our Department of Education for training education professionals, administrators, guidance counselors and teachers to address sexual abuse, the grooming process, how to disclose child sexual abuse, the impact of abuse, and how to help safeguard children.
- By fostering awareness, empathy, and respect, we can break the cycle of violence and create a safer, more equitable world for everyone.
- We need to educate and empower everyone, not only professionals in our school system, to recognize the signs of sexual violence and how to intervene safely when necessary and promote healthy relationships built on respect, communication, and consent.
- Signing onto the National Action Plan to End Gender-based Violence has provided Newfoundland and Labrador with \$13.6 million over four years to invest in violence-prevention-related initiatives throughout our province.
- Preventing and addressing gender-based violence in Canada requires a coordinated approach, with federal, provincial and territorial jurisdictions working in partnership with Indigenous Governments and Organizations, people with lived experiences, community agencies, and stakeholders.

**Women and Gender Equality**  
**Transitional Shelter for Muslim Women and Children**  
May 2024

**Summary**

In April, the first transitional shelter for Muslim women and children was opened in the province by Sakeenah Canada (based in Mississauga, Ontario). It is designed to provide safe and accessible housing for Muslim women and children facing domestic violence and homelessness. This is the ninth such shelter to be opened across Canada. According to a NTV story, this organization is establishing shelters across the country, and chose Newfoundland and Labrador as one of their locations because the province has a growing Muslim population and they have received a lot of inquiries. Sakeenah also provides services such as foster care, child and youth and anti-human trafficking programs.

**Anticipated Questions**

- Is the Provincial Government providing support to the new transitional shelter that has opened in St. John's for Muslim women and children?

**Key Messages**

- Government is aware of this project, but is not involved, and has not provided funding support.
- This shelter is operated by a national group called Sakeenah Canada, which has established shelters in other provinces.
- Sakeenah Canada, a national charitable organization, was founded in 2018 in response to a gap for culturally and religiously sensitive services for Muslim women and children facing domestic violence and homelessness.



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