



# GENDER-BASED VIOLENCE SETTLEMENT SECTOR STRATEGY

Building Capacity & Collaboration

In April 2019, with funding from Immigration, Refugees and Citizenship Canada (IRCC), four organizations from the anti-violence and settlement sectors partnered to begin collaborative work on developing a national strategy to address Gender-Based Violence (GBV) for newcomers, immigrants, and refugees. In coming together, the partners saw it as critically important to build on the expertise of the many organizations and individuals working with newcomers and leading anti-violence work across Canada.

## Why is a GBV Settlement Sector Strategy needed?

Gender-based violence is not unique to any community but rather affects all communities. Diverse newcomer, immigrant, and refugee communities in Canada represent an underserved population when it comes to GBV awareness and supports.

Our research found that no national GBV strategy currently exists for the settlement sector. Yet we know that migration stress is a key factor in shaping risks of gender-based and sexual violence. Service providers in our survey were nearly unanimous in supporting a national strategy that would prioritize:

- increasing coordination between settlement and anti-violence sectors
- challenging victim-blaming attitudes and beliefs
- ensuring more information/resources is provided to newcomers, immigrants, and refugees

Capacity building in these areas will enhance culturally responsive interactions and reduce the risks and effects of violence for newcomers and refugees who continue to experience structural barriers.

## GBV: An Urgent Priority

Gender-based and sexual violence is a human rights violation and a major public health concern:

- Global estimates published by the World Health Organization indicate that about 1 in 3 (35%) of women worldwide have experienced either physical and/or sexual intimate partner violence or non-partner sexual violence in their lifetime.

[Source](#)

- One woman or girl is killed every other day on average in Canada. About once a week, a woman is killed by her male partner in Canada.

[Source](#)

- In a single day in 2019, over 1800 women and 1500 children were staying in shelters or transition houses.

[Source](#)

- The United Nations has called violence against women and girls a “shadow pandemic” as the COVID-19 crisis has increased social isolation and raised concerns over health, financial security and access to supports.

[Source](#)



# What is Gender-Based Violence?

Gender-based violence (GBV) is defined as violence that is committed against someone based on their gender identity, gender expression or perceived gender. In this report, we use GBV as a broad-based term that includes distinct patterns and forms of violence, including sexual violence, violence against women, family violence, intimate partner violence, violence against 2SLGBTQIA+ communities, and human trafficking.

## **Gender-based violence knows no bounds.**

It takes place in every community, every culture and every sector of society - it crosses all socio-economic backgrounds, races, ethnicities, cultures, abilities, sexual orientations, gender identities and occupations. GBV affects everyone. Newcomers and refugees continue to experience structural barriers to accessing supports.

# Working Together Across Sectors

Service providers who engage with diverse communities are often the first point of contact so it is essential to have culturally responsive knowledge and skills to be able to effectively support clients. Collaboration is key as it fosters collective ownership of the process, more and better information sharing, conversations and relationship building.

Working together in partnership increases our ability to serve individuals and families experiencing violence.

# What is the Settlement Sector?

By “settlement sector” we refer to newcomer, immigrant, and refugee-serving organizations with a shared goal of providing support throughout the settlement process, defined as “a long-term, dynamic, two-way process through which, ideally, immigrants would achieve full equality and freedom of participation in society, and society would gain access to the full human resource potential in its immigrant communities” (OCASI).

Through IRCC’s Settlement Program, approximately 500 organizations across Canada provide language learning services, community and employment bridging, settlement information, and support services.

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

# What is the Anti-Violence Sector?

By “anti-violence sector” we refer to organizations working collectively to address GBV in Canada through direct service, advocacy, education and research. Beginning in the 1970s, feminist and other advocates began to shift public perception of violence against women as a private issue to a political one requiring funding and formalized intervention. Direct service organizations often focus on a specific form of gender-based violence, such as domestic violence and sexual violence and/or on providing a specific type of support, such as emergency housing or specialized counselling for sexual violence. In addition to direct service provision, several other organizations, networks, and research centres working under the umbrella of the anti-violence sector focus their efforts on providing education, training, and advocacy on gender-based violence and related issues.

Although each organization is unique, many organizations within the anti-violence sector share a commitment to working from a trauma-informed, survivor-centred, intersectional, feminist approach.

Currently, across Canada, there are over 560 violence against women (VAW), second-stage, and mixed shelters, and approximately 80 community-based sexual violence centres or agencies, as well as a number of other programs that provide direct service support through hospitals, educational institutions, community-based outreach services, and legal aid clinics to individuals who have experienced gender-based violence, including sexual violence.



## Purpose

This strategy sets out priorities and activities for responding to GBV for newcomers and refugees by building the capacity of service providers in both the settlement and anti-violence sectors.

It highlights the critical importance of collaboration between the anti-violence and settlement sectors as this is key for more and better information sharing, conversations and relationship building – all of which have the potential to improve safety for newcomers, immigrants, and refugees experiencing GBV.

## Towards Meaningful Collaboration

Settlement and anti-violence sectors each have their own strengths when it comes to supporting GBV survivors from immigrant and refugee communities. Our strategy asks how we can work together to build on these collective strengths, exchange knowledge, and increase capacity.

## This strategy builds on and synthesizes the work, experience and expertise already in motion

In 2018, Ontario Council of Agencies Serving Immigrants – OCASI and the Barbra Schlifer Commemorative Clinic published a Call To Action document that called for a paradigm shift in how we approach GBV against migrant and racialized women.

[Source](#)

The 2019 National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG) final report calls for an Anti-Racism and an Anti-Sexism National Action Plan.

[Source](#)

In 2020, the Canadian Network of Women's Shelters and Transitional Housing (CNWSTH) renewed the call for Canada to develop and implement a national action plan on violence against women (NAP on VAW).

[Source](#)

## What Informs the Strategy?

The project partners conducted a needs assessment that had three components:

### NATIONAL SURVEY

In the Fall of 2019, we conducted an online survey of 276 settlement and anti-violence sector workers across Canada.

### KEY INFORMANT INTERVIEWS

We interviewed 18 leaders in the field.

### ENVIRONMENTAL SCAN

We reviewed over 250 publicly available materials, including existing strategies, policies, research reports, and protocols about GBV in Canada, including academic and community-based research.

NATIONAL  
SURVEY

KEY  
INFORMANT  
INTERVIEWS

ENVIRON-  
MENTAL  
SCAN

See project website <https://www.ngbv.ca/>



# STRATEGIC PRIORITIES

While there is much work to be done to prevent GBV, this strategy focuses on five key priorities for the settlement sector in collaboration with the anti-violence sector in Canada.

1. Increase access to accurate, clear, and consistent information and resources for newcomers, immigrants and refugees about GBV
2. Challenge victim-blaming attitudes and beliefs
3. Enhance client-centred services that recognize the intersectional needs and experiences of newcomers, immigrants and refugees
4. Establish a common base of knowledge that service providers can use to increase skills, improve competencies, and incorporate best practices for responding to GBV
5. Engage men and boys in GBV awareness, education and allyship strategies

The priorities are supported by our needs assessment research, where we consulted with stakeholders across the country. Our project partners worked collaboratively to identify goals and strategic actions to support each priority, followed by consultations with GBV experts across Canada to finalize the strategy.

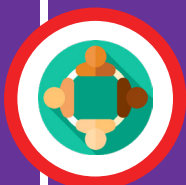
## Guiding Principles For The Strategy



**Anti-Racism** is understanding how race and racism negatively impact indigenous and racialized peoples at all levels: Interpersonal – Institutional – Systemic. Anti-racism involves developing actions and strategies to address racism.



**Anti-Oppression** refers to strategies, theories and actions that challenge socially and historically built inequalities and injustices that are entrenched in our systems and institutions by policies and practices that allow certain groups to dominate other groups.



**Cultural safety** is an approach to working across ethnic and other differences to make systems and organizations responsible for ensuring that environments are safe for everyone. This approach is compatible with and is often an embedded component of trauma and violence informed approaches. **Cultural humility** is ongoing reflection and learning about diverse cultures and experiences.



**Gender-based analysis** considers all – genders, gender roles, and relationships between people of different genders. The goal of gender-based analysis in this context is to find out how to provide supportive settlement services for women, men and 2SLGBTQIA+ newcomers, to recognize the gender specific needs of immigrants and refugees settling in Canada, and to respond to their needs appropriately.



**Intersectionality** is a theory coined by Kimberlé Crenshaw, that explains how multiple forces work together and interact to reinforce conditions of inequality, social exclusion, and the roots of violence. This occurs because there are intersecting types of oppression.



**Trauma and violence informed approaches** are policies and practices that recognize the links between violence and trauma causing negative health outcomes. These approaches increase well-being, control and resilience for people who are looking for services related to experiences of violence or have past experiences of violence.

# Strategic Priority 1

Increase access to accurate, clear, and consistent information and resources for newcomers, immigrants, and refugees about GBV

The negative impacts of gender-based violence (GBV) affect the long-term well-being of the people who directly experience it. It can also have ongoing and harmful results for family members, friends, and entire communities. Discrimination, racism, and xenophobia can make it hard for survivors from diverse populations to access appropriate support and services. Given the scope and the complexity of the issue, it is vital to create accessible pathways to information and resources for newcomers, refugees, and immigrants along with healing for survivors.

**Goal:** Develop and apply a shared and consistent base of knowledge to use when working with newcomers, immigrants, and refugees in violence prevention and intervention. It is important to ensure accurate and timely uptake of information that is based on expertise in the anti-violence and settlement sectors and best practices identified.

## STRATEGIC ACTIONS

### Systems & Stakeholders Centred

- Develop clear and consistent national information to include in sessions to increase awareness about GBV and promote broad-based learning about the topic.
- Increase information sharing and coordination using anti-racism, anti-oppression, and trauma-informed approaches between systems working on preventing and responding to GBV.
- Design a national communications campaign building on existing best practices and create a bank of resources that can be broadly applicable and that include local, place-based information.
- Ensure funding and resources are provided for actions to be implemented, such as, trained GBV counsellors supporting clients.

### Services & Clients-Centred

- Provide support about GBV in specific place-based settings that newcomers regularly access such as language instruction, settlement counselling, and anti-violence workshops.
- Improve culturally responsive approaches to GBV when supporting clients around awareness raising, disclosures, and interventions by accessing the resources, training, and expertise available in both the anti-violence and settlement sectors.
- Implement opportunities to connect the Settlement Sector GBV Strategy priorities with local, provincial, and national actions and initiatives to encourage a holistic approach.
- Utilize resources from Federal Initiatives including: the [GBV Strategy](#) at the Department of Women and Gender Equality, the Public Health Family Violence [Initiative](#), and the Department of Justice Family Violence [Initiative](#).



## Background Information

- Ensuring more information and resources for newcomers, immigrants, and refugees was a top strategic priority identified by our national survey. Yet, only 40% of the settlement workers in our survey reported that their organizations offered GBV awareness workshops for clients. Likewise, only 51% of settlement workers reported that their agencies have posters or pamphlets about GBV in-house. This suggested to us that settlement agencies can go a lot further in providing basic information about GBV.
- The experts whom we interviewed also pointed out that it is not enough to have information about GBV, but that it must accurately reflect the forms of GBV that diverse communities experience, and it must do so in non-stigmatizing and culturally responsive ways.

### One real thing you can do right now for capacity building & collaboration:

Reach out to anti-violence and settlement services in your area. Locate evidence-based tools such as pamphlets and posters about GBV that are multilingual.

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

Source: Government of Canada (2017).

“It’s Time: Canada’s Strategy to Prevent and Address Gender-Based Violence- Fact Sheets.”



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

### It is important that settlement workers:

- Provide information about how to identify abuse
- Are informed about GBV and can offer resources when providing orientation
- Access training on responding to GBV survivors using anti-oppressive and trauma-informed approaches
- Have knowledge about places for referrals, crisis response and child protection



## Background Information

When we asked workers across Canada about the barriers that newcomers in their region experience when accessing GBV services, they identified the following issues:

- 80% of workers surveyed reported that newcomers, immigrants and refugees in their region are not aware of available services. Likewise 71% reported that clients do not recognize or are not ready to recognize GBV. These findings highlighted the importance of providing access to accurate, clear, and consistent GBV information.
- Workers also highlighted several systemic barriers, which suggested to us the need for more resources that support GBV prevention and intervention. These included: fear of stigma or isolation from community (67%), fear of activating child welfare services (66%), and fear of deportation (65%).
- Overall, these findings indicate a major opportunity for the anti-violence and settlement sectors to work together to collectively raise awareness about GBV. Change needs to happen simultaneously at the individual, collective, and systemic levels.

### One real thing you can do right now for capacity building & collaboration:

Many organizations offer training and workshops about their programs and services. Invite guest speakers on different GBV topics and on working with newcomers, immigrants, and refugees.



# Strategic Priority 2

## Challenge victim-blaming attitudes and beliefs

**Victim-blaming** is any action that suggests a victim of violence is somehow responsible for the violence that has been committed against them. Victim-blaming attitudes and beliefs can be embedded in institutional policies and practices. These attitudes and beliefs can also be communicated in the media, by friends and family, and by other service providers. Victim-blaming against newcomer, immigrant, and refugee survivors of violence may include or draw from racist, xenophobic, and inaccurate information about culture, status, or other aspects of a survivor's identity and/or community to blame an individual for violence committed against them.

**Goal:** Enhance awareness of and work to eliminate victim-blaming attitudes, beliefs, policies, and practices including distinct forms of victim-blaming directed toward diverse newcomer, immigrant, and refugee communities and survivors of gender-based violence.

### STRATEGIC ACTIONS

#### Systems & Stakeholders Centred

- Consider how policies, protocols, and institutional practices and histories uphold policies, protocols, and relationships that blame survivors of gender-based violence and ignore the distinct realities of immigrant, refugee, and newcomer survivors of gender-based violence.
- Recognize and foster the resilience and strength of newcomer, immigrant and refugee survivors of GBV through access to funding, resources, leadership opportunities, and meaningful engagement.

#### Services & Clients-Centred

- Educate yourself about common myths and stereotypes about gender-based violence that perpetuate victim-blaming and distinct forms of victim-blaming directed toward newcomer, immigrant, and refugee survivors of gender-based violence.
- Counter victim-blaming beliefs and attitudes by developing and promoting accurate information about GBV, including information about GBV against newcomers, immigrants, and refugees.
- Ensure that your organization reflects trauma-informed and cultural humility approaches and practices that result in welcoming spaces where newcomer, immigrant, and refugee survivors of gender-based violence feel accepted, understood, and supported.
- Recognize and foster the resilience and strength held by newcomer, immigrant, and refugee survivors of gender-based violence.
- Work closely with communities and recognize that diversity includes many different intersections; for example: ethnicity, culture, class, religion. Consult with those communities about use of language and terminology to avoid stereotyping and assumptions to ensure an anti-racism lens.



## Background Information

Service providers in our study were nearly unanimous in choosing challenging victim-blaming attitudes and beliefs as a top priority to include in a settlement GBV strategy.

**“The United Nations has called violence against women a pandemic issue. We should take a pandemic approach, not a fight for one person, not a fight for one group, it is a fight for all of us. We should all be allies in this battle. This is not a woman’s issue, it is a societal issue.”**

**KEY INFORMANT**  
ANTI-VIOLENCE WORKER & SURVIVOR

### One real thing you can do right now for capacity building & collaboration:

Work collaboratively with other sectors, such as healthcare, justice, child welfare, and social services, to provide education about victim-blaming and to promote examination of institutional policies that may negatively impact newcomer, immigrant, and refugee survivors of gender-based violence.

## Strategic Priority 3

### Enhance client-centred services that recognize the intersectional needs and experiences of newcomers, immigrants and refugees

**Being client-centred involves** honouring lived experience and supporting clients as autonomous decision makers. Recognizing the migration journey of clients is central to providing services that are culturally responsive and relevant. This includes considering their experiences in their country of origin.

**Goal:** Ensure client-centred communication and engagement that respects the client's personal values, priorities, and perspectives. A client-centred approach ensures that services are universally accessible and responsive to the intersectional needs and experiences of newcomers, immigrants, and refugees.

#### STRATEGIC ACTIONS

##### Systems & Stakeholders Centred

- Support and promote a range of comprehensive government and community outreach services at the federal, provincial, municipal and community level for individuals and families experiencing or at risk of experiencing GBV. Increase capacity for coordinated efforts with the anti-violence and settlement sectors.
- Develop training and resources about being trauma and violence-informed to ensure the delivery of services that are survivor and client-focused.
- Establish adequate resources for organizations to incorporate GBV training and support with staff including current resources about safety planning and risk assessment.
- Facilitate connections between settlement and anti-violence umbrella organizations as well as their members about GBV issues and interventions to make systems more responsive to client needs.

##### Services & Clients-Centred

- Facilitate information and skill development for applying a strengths-based approach by focusing on the agency of clients to make their own decisions as well as their resilience in the settlement process and in confronting GBV.
- Incorporate the importance of physical and emotional safety for newcomers and offer flexible services, for example, drop-in supports.
- Provide information about the social determinants of health and connect newcomers, immigrants, and refugees with available resources in order to contribute to overall health and well-being. Reducing barriers to access by promoting health equity is another key action in GBV intervention.



## Background Information

Only 47% of workers in our national survey reported receiving training in using anti-racist, anti-oppressive frameworks in supporting newcomers.

The service providers in our study were also notably less likely to have received specialized GBV training on supporting refugees and newcomers (39%).

The largest knowledge gaps involved training on immigration law and policies (18%), and training on supports for non-status or undocumented people (18%). Importantly, workers reported a strong interest in receiving that training (between 60%-75%).

#### One real thing you can do right now for capacity building & collaboration:

Attend faith based and cultural events that are open to the community, read more by feminist authors and leaders from diverse cultural backgrounds, and learn more about practicing effective allyship.



# Intersectionality and Increased Risk

Meaningful action on GBV must account for all the complexities of violence, particularly for communities disproportionately impacted across gender identity, race, ability, religion, age, and immigration status among other intersections. Our project needs assessment, identified 2SLGBTQIA+ communities, people with disabilities, and children/youth as key groups among newcomers, immigrants, and refugees who experience increased vulnerability to GBV.

## STRATEGIC ACTIONS

### Systems & Stakeholders Centred

- Support immigrant and refugee service providers and networks to improve GBV response efforts and increase awareness through trainings, tools, and resources about working with individuals with disabilities, their families, and other support networks.
- Increase visibility of 2SLGBTQIA+ newcomer identities and experiences in all general materials for organizations as well as awareness campaigns around GBV.
- Create and strengthen training opportunities for all staff working in both the settlement and the anti-violence sector around 2SLGBTQIA+ newcomer populations.

### Services & Clients-Centred

- Establish consultation plans that recognize intersecting types of oppression and the impact this has on how people experience violence and barriers to accessing supports.
- Enhance referrals for families and individuals about GBV, recognizing various needs, and accessing resources accordingly.
- Continue to create programs that promote healthy personal development and information about GBV prevention and interventions for children/youth participants in settlement programs across Canada.
- Increase the capacity of organizations to offer positive, safe spaces and practices with 2SLGBTQIA+ service users.

“We tend to talk about race inequality as separate from inequality based on gender, class, sexuality or immigrant status. What’s often missing is how some people are subject to all of these, and the experience is not just the sum of its parts. Intersectional feminism is a prism for seeing the way in which various forms of inequality often operate together.”

Kimberlé Crenshaw  
[Source](#)



## Background Information

Transgender people are nearly twice as likely as cisgender women to experience intimate partner violence in their lifetimes. -WAGE

“When half of all LGBTQ2 individuals in Canada report experiencing gender-based violence, it is a national crisis that calls for an immediate response.”

The Honourable Maryam Monsef Minister for Women and Gender Equality

A global study from UNFPA determined that girls and young women with disabilities face up to 10 times more GBV than those without disabilities. Girls with intellectual disabilities are particularly vulnerable to sexual violence.

In Canada, Statistics Canada reported that women with a disability were nearly twice as likely as women without a disability to have been sexually assaulted in the past 12 months.

### One real thing you can do right now for capacity building & collaboration:

Build your knowledge about GBV and newcomers with disabilities, 2SLGBTQIA+ clients, children and youth.

#### SELECTED RESOURCES:

[Affiliation of Multicultural Societies and Service Agencies of BC AMSSA](#)

[Disabled Womens Network of Canada](#)

[Caring for Kids New to Canada](#)

[I Belong-MOSAIC BC](#)

[OCASI Positive Spaces Initiative](#)

[Rainbow Railroad](#)

# Strategic Priority 4

Establish a common base of knowledge that service providers can use to increase skills, improve competencies, and incorporate best practices for responding to GBV

Service providers are often the first point of contact, so it is essential that they have the knowledge and skills to effectively support clients and provide appropriate referrals. Frontline workers have indicated an interest in, and a need for, both basic and specialized GBV training that is culturally responsive, anti-oppressive, and trauma informed.

**Goal:** Strengthen capacity to support clients with information and interventions through increased awareness about the issues and developing the skills to respond to GBV.

## STRATEGIC ACTIONS

### Systems & Stakeholders Centred

- Establish core knowledge competencies for service providers working with newcomers, immigrants, and refugees on GBV awareness and supports and ensure that all workers have training on anti-racist and anti-oppressive frameworks in supporting newcomers.
- Utilize umbrella organization's training materials, networks, and websites to facilitate GBV information that is place-based and focuses on settlement and anti-violence proficiency in GBV responses.
- Develop a national online training program about GBV in a consistent, nationally available way that incorporates tools and best practices from existing knowledge, resources, and expertise.
- Create and fund a national information clearinghouse for updating legal, health, and policy information on GBV that can be accessed by all organizations [MORE HERE](#).

### Services & Clients-Centred

- Strengthen ongoing learning about GBV issues, resources, and approaches for organizations working with diverse newcomers, immigrants, and refugees, and recognize the complexity of pre-and-post migration experiences.
- Promote staff capacity building and encourage health and wellness of staff when addressing GBV.
- Improve GBV responses for all forms of violence which may affect newcomers, immigrants, and refugees.
- Support and create opportunities for professional networking between the anti-violence and settlement sectors. Improve understanding of the experiences and strengths of both sectors.



## Background Information

Findings from our project needs assessment showed a key discrepancy in the types of GBV that workers feel prepared to respond to: between 81-89% of service providers reported feeling prepared to respond to clients disclosing forms of GBV like physical abuse, psychological abuse, sexual abuse, or criminal harassment/ stalking. However, a much smaller number of providers reported feeling prepared to respond to forms of GBV like early or forced marriage (51%), so-called 'honour' based violence (53%), or human trafficking (57%).

Indeed, a significant number reported feeling not at all prepared to respond to early or forced marriage (42%), 'honour' based violence (39%), or human trafficking (36%). Moreover, only 47% reported receiving training in using anti-racist, anti-oppressive frameworks in supporting newcomers. There was also less confidence when it came to knowing where to find training on GBV for service providers who work with newcomers, refugees, and other immigrant groups. Information on where to find training and how to access it might be a useful resource for workers across both sectors.

### One real thing you can do right now for capacity building & collaboration:

Establish connections with your local anti-violence or settlement organizations and participate in workshops, events, and committees. Incorporate newsletters from your settlement and anti-violence regional groups into your practice.

# Strategic Priority 5

## Engage men and boys in GBV awareness, education and allyship strategies

Engaging men and boys is essential to a GBV settlement strategy and has been highlighted by women's organizations, the United Nations, and the Minister of Women and Gender Equality as a critical area of focus. Men are the main perpetrators of most GBV globally, yet some men and boys experience sexual and gender-based violence. Engaging men and boys in GBV education, programs and services is necessary in ending GBV.

**Goal:** Support men and boys to be connected and actively involved in GBV programs and services and to promote the importance of their role as allies and advocates towards gender equality, in particular around safety of women and girls and the 2SLGBTQIA+ community.

### STRATEGIC ACTIONS

#### Systems & Stakeholders Centred

- Develop, promote, and support a national plan to engage men and boys in GBV awareness, interventions, and allyship building within settlement programming.
- Promote awareness campaigns and materials to challenge racist and heterosexist images of masculinity and that reduce the stigma of men seeking mental health support.
- Facilitate safety for victims/survivors if working with men who have used violence and engage specific expertise for example; justice and victims services if setting up men's programming for people who have used violence.

#### Services & Clients-Centred

- Encourage awareness raising and engagement with men and boys around GBV in ways that create a shift towards positive masculinity.
- Support culturally and religiously centered practices when engaging men and boys that promote well-being and healthy relationships.
- Utilize place-based approaches when working with men and boys and tie violence prevention to interactive activities, sports, and recreation to enhance engagement, participation, and learning.
- Create and utilize programs, especially for youth, to challenge negative media images and messages about toxic masculinity and encourage boys and men to engage in creative settlement programming which focus on primary prevention of violence.

## Background Information

"Everyone, including boys and men, must be part of the solution to end gender-based violence. All people living in Canada deserve the same opportunity to thrive and succeed, no matter their sex, gender, sexual orientation, or ethnic background."

**The Honorable Maryam Monsef,**  
Minister for Women and Gender Equality

"Creating a space for newcomer, immigrant, and racialized young men and boys to deconstruct the manifestation of gender-based violence is profound. Every culture perpetrates GBV, and newcomer, immigrant, and racialized men and boys need to be provided with a space to engage the manifestation of GBV in their culture, in addition to understanding how GBV manifests within Eurocentric Canadian culture."

**Magda Osma, Somali Youth Mentorship Program**

"Young Men Leading Change challenges racist stereotypes that men of colour are more aggressive and violent than others. We honour the ways that racialized communities resist oppression and offer young racialized men support as they become allies in preventing GBV and grow as leaders in community safety."

**Manifest**

**One real thing you can do right now for capacity building & collaboration:**

Learn about different programs, tools, and research about engaging men & boys. Selected Research for tips & tools:

**[The Alberta Men's Network](#)**

**[SHIFT](#)**

**[White Ribbon](#)**

**[Muslims for White Ribbon](#)**

**[Manifest Young Men Leading Change](#)**

**[Bridges](#)**



# Acknowledgements

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