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OUR VISION

Women and children are free from violence.

OUR MISSION

To raise awareness about domestic violence and to provide a continuum of services including safe housing, support and counselling for women and children impacted by violence.







Celebrating individuality and diversity

Trust

Providing an environment of safety, confidentiality, and security

Acceptance

Freedom of choice and unconditional support

Education

Increasing awareness of the issues and impacts of violence against women and children





MONIKA VERMA



Every six days, a woman in Canada is killed by her intimate partner. Imagine the safest place on earth is no longer safe for you and your family. Life without safety is a life without basic needs being met.

The growing demand for shelter and services to support women and their children fleeing violence has increased within the past two years as a result of the pandemic. As Dixon enters its 49th year of providing safety and support, building resiliency, self-efficacy and enabling healing, we continue to thrive and keep our doors open.

Although it has not been easy, we have continued to excel and accomplish our aligned strategic priorities and have expanded our programs and services to better meet the needs of clients and staff. Our commitment to inclusion, diversity, and honoring freedom of choice by empowering women and communities has never been stronger. This would not be possible without our board, staff, volunteers, as well as women and children we serve who have shown great leadership and strength throughout the pandemic.

We focused on women, youth and children this past year; bringing in another family counsellor for children, Education and Equity program for youth, and Reaching Home Grant to bridge the gap in services. We built capacity and strengthened our infrastructure, streamlining our bookkeeping and accounting

I want to thank our board chair Donna Shum and board members Anita Webster, Monica Jang, Martin Ferreira Pinho, Aaron Cheung, Zoe Strazza, Shamsa Jessa, and Laura Morgan for their support and leadership. Our staff, board of directors, collaborators, facilitators, supporters, and donors have gone above and beyond in creating exceptional results again for the 2021-2022 year. Thanks to our leadership team, Claire Kalfon, Allison Bota, Mishaal Kazani, Liz Moss, Simar Saini, and Beth Ross for supporting me and continuously improving Dixon to achieve our third-year strategic goals.

We are grateful to all our funders and donors as always for their tremendous support this past year that ensured we are providing the highest quality of service and care to our clients.

Over the past year. Dixon served 519 women and children fleeing violence. Despite signifcant capacity growth, we had to turn away 1855 women and children due to a lack of space – these are women who finally worked up the courage to leave and find a path to safety and better-quality life for themselves and their children. There is much to be done to support the healing. We thank those who support our mission and vision and look forward to serving with you in the future.

Board Chair's Report

In 2021-2022, we continued to operate under COVID-19 pandemic measures. Domestic violence has been called the "shadow pandemic" which continues to plague our society. It is a lofty goal that we work towards our vision of women and children free from violence.

On any given night in Canada, 3,491 women and their children sleep in shelters to escape abuse. At Dixon, we are committed to providing safe housing and support to those in need. Yet, the need still outweighs our capacity. This past year we turned away 1,855 women and their children, a number that is steadily increasing year after year. I am pleased to say that we have made significant progress with our additional 18 housing units, in partnership with BC Housing and the City of Burnaby. We are hopeful that these units will be operational by 2024!

In addition to the pandemic, our staff and clients had to cope with the 2021 summer "heat dome" as a result of climate change.Fortunately we have now upgraded our HVAC systems, and have implemented several other safety upgrades at our facilities.

Supporting the need for additional housing and services requires additional funding. Another key milestone of the 2021-2022 year was our submission of an unprecedented number of grant applications and proposals. Thanks to our Executive Director, Monika Verma, and her focus on fundraising and cultivating stronger community relationships, we have exceeded our fundraising targets. This will ensure that our clients will continue to have access to a full spectrum of necessary services.

I am honoured to work with such talented and experienced Board of Directors. My heartfelt thanks to continuing Board Members Anita Webster, Laura Morgan, Monica Jang, Martin Ferreira Pinho, and Zoe Strazza. Special welcome to our new Board Members Aaron Cheung and Shamsa Jessa! The Board is grateful to have such fantastic staff who provide a safe and nurturing environment for our clients, giving them a chance at a new beginning.

In closing, I would like to thank all of our donors, funders, volunteers and supporters. It is because of your continued generosity and support that we are able to provide help to women and children in need.









"One of my biggest highlights of 2021 was a phone call from a woman who started the conversation with, "Remember me?", she was an original tenant from Wenda's Place when we first opened, and she was fleeing a situation that was both frightening and complicated. She had to stay in contact with her abuser because he was involved in their child's life. She told me that she was calling to share the challenges with her abuser that continued after leaving our program. But, she also told me about her many accomplishments in the last 12 years since her stay with us. She was calling to let us know that her child had just turned 19 years old. She made it, and finally feels free."

519 Women and children served

2,226 Calls for space

2021-2022

UR IMPAC

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1,855 Women and children turned away due to lack of space

1,688 Counselling sessions provided

33 Women placed in affordable housing

Workshops and activities conducted



79



CLAIRE KALFON

Manager of Operation's Report

As the Manager of Operations and Services, I have the opportunity to work closely with our wonderful team that includes front-line staff, administrative staff, Housing Workers, Counsellors, and of course, our Executive Director.

At Dixon, we strive to provide a healing environment, for the women and children that walk through our doors, that addresses both their emotional and physical needs. This past year, we have much to celebrate by way of increased funding, which allowed us to provide additional programming and services to an increased number of women and children. The need has grown and so has our ability to meet the demand. Of course, the lack of transitional and permanent housing continues to be a challenge that women face when they are ready to make the journey towards living a life free from violence.





With COVID-19 becoming a regular part of our lives, we understand the emotional toll it has had on our team, whether in the workplace or in our personal lives. Dixon's Leadership team is committed to increasing staff wellness. Providing regular staff development opportunities, regular clinical support sessions, as well as opportunities to engage with fellow colleagues, via Zoom or safely in person; these are just some of the ways that the organization promotes a healthy and thriving workplace.

I want to end by thanking all those in our community, from volunteers to funders, who have supported and made an impact on our work.

Program Coordinator's Report

There has been no greater impact on all of us this year, than COVID-19. It has been a challenge to keep Dixon families safe through this ongoing pandemic, while still providing quality support. I can confidently say that to this day, the frontline staff have not wavered in prioritizing the safety of our families staying with us, and one another.

Staying connected has been a true theme this year. Dixon House, Wenda's Place, and Third Stage have been fortunate enough to provide computers, cell phones, and internet access to many women in order for them to participate in our virtual supportive services and activities, attend school or work, and to connect with friends and family online. Staff have had to get creative in finding new ways to reduce feelings of isolation and increase mental wellness through setting up video support calls, safe virtual playdates, walking groups, socially distanced emotional support, and yoga outreach classes.

We were given additional space at a local hotel in order to support more families without jeopardizing the health and safety within a communal setting transition house. By having this unique opportunity, we have been able to support more women and children this year, during a pandemic than in the last fiscal year! With the increase of domestic violence, we are grateful to have been able to also increase our capacity of support.

The need for support from our families significantly increased this year. Many women are going through their own personal crises and are uncertain about their housing situation. They are also learning to become single parents, all while trying to navigate a global pandemic. Staff played a huge role in acquiring and distributing available resources to help support our families through these challenging times. Resources are ever changing right now, and we were able to streamline them to our families. We provided our clients with crucial information, such as different ways to talk to your children about the pandemic, grocery stores with delivery services, Covid-19 financial relief, health updates, available legal support options, and mental health resources. The women would also share their resources with one another, such as sharing the cost of grocery delivery and ride-sharing to avoid public transit.

This pandemic brought forward perseverance and resiliency of both our families and staff at Dixon, as we continue to work towards a pandemic free future.







The Equity in Education program was launched this past year and aims to encourage school-aged youth to pursue leadership and decision-making positions by participating in a gender-based analysis of school policies and procedures.

While gender equity in Canada has improved over the last few decades, there continues to be gender-based discrimination found within the education system, which then contributes to underrepresentation of women in the STEM programs and fields, lower employment rates, and gender wage gaps. By looking at school policies and lived experience through school-aged youth, recommendations will be made to help fill these gaps.

This will be accomplished through the development of Youth Advisory Committees. Our Youth Advisory Committees will be comprised of diverse youth who are passionate on topics related to social justice and equity within the institution of education. It is paramount that this project is largely run by the youth to ensure that their opinions and concerns can be voiced in a safe space and yield results based on their needs. In order to

accomplish this, we have developed materials and resources to equip the youth with the training and tools they will need to successfully lead and participate in the Youth Advisory Committee meetings. Furthermore, we hope that this project bolsters the confidence of the youth to take on leadership roles and participate in both self-advocacy and the advocacy of others. We are excited for the upcoming 2022-2023 school year as we have promising relationships building between SOGI teachers, existing Youth Advisory Committees, and foundations that centre themselves in equitable education.



47% of students at Canadian post-secondary institutions witnessed or experienced discrimination on the basis of gender, gender-identity, or sexual orientation.

47% \$0.89

In 2020, Canadian women earned \$0.89 for every \$1 that men earned working the same job, with the same level of experience and educational background.

30%

Women are 30% less likely than men to enroll in a postsecondary STEM program reportedly due to the various barriers faced when pursuing this path.

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Government of Canada





MISHAAL KAZANI

Communications and Development Coordinator's Report

The generosity and compassion displayed by you, our donors and supporters, never ceases to amaze me. Last year, even with the financial strain caused by the pandemic, we received more monetary and in-kind donations than ever before - an amount that I didn't think could be topped. Yet, this year, we surpassed all our fundraising goals once again!

As the only Transitional Housing agency in Burnaby, Dixon also made special efforts to secure emergency funding from the federal and provincial governments as well as foundations and organizations. These contributions enabled us to increase organizational capacity, further improve service delivery, address unique client needs brought on by the pandemic, and execute several awareness campaigns, thereby bringing us one step closer to our vision of a community where women and children are free from violence.

We are so grateful for all the support we have received this year, and look forward to continuing down this road with you in the years to come. Thank you for all that you do!



Inter-Community Support _ Coordinator's Report

This past year, in Phase 3 of the Healing Circles project, we transformed the Indigenous Community Liaison role into that of the Inter-Community Support Coordinator, and expanded our focus into extending our services and improving accessibility for women of various cultural backgrounds.

As the only Transitional Housing Agency in Burnaby, we understand that Black, Indigenous, and Women of Colour often face unique barriers to accessing social services. In addition, we know that Indigenous women and children have been disproportionately impacted by gender-based violence and systemic discrimination throughout Canadian history.

For this reason, over the past year, Dixon has continued to make special efforts to serve Indigenous families and to ensure that 100% of Indigenous women in the Burnaby community feel safe in approaching, engaging, and eventually exiting our programs with a greater sense of empowerment.

In accordance with our strategic priorities, we collaborated with Reciprocal Consulting, an Indigenous consulting firm, to implement in-depth workshops and further develop cultural competency and inclusivity within our staff. Additionally, we have been working alongside Elder Mary from the Fraser Region Aboriginal Friendship Centre Association (FRAFCA) to make our Transition House warmer and more welcoming to women from various cultural backgrounds and their children by supplying them with culturally specific materials and supplies such as ingredients to cook with and sage sprays.

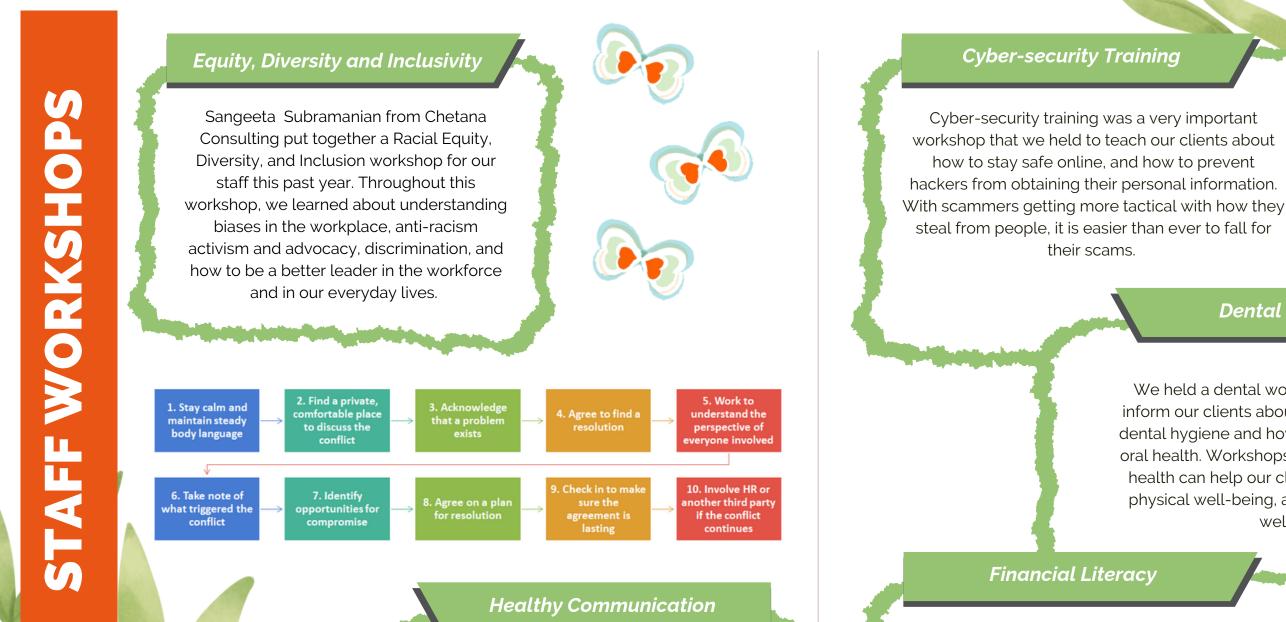
We are happy to report that over the past year, these efforts have resulted in a heightened sense of belonging as we served 27 Indigenous women and children through our Transitional Housing Programs

We are pleased to have Janna Florant on board as Dixon's Indigenous **Communities Liaison starting April 2022!**



SIMAR SAINI





We held a Healthy Communication

workshop for our staff members held

by Peggy Clarkson, which included

conversations around healthy

communication styles, how to

approach co-workers with empathy

instead of apathy, and managing

conflicts in the workplace, and

diffusing hostility.

One of our workshops this year was a Financial Literacy 101 course, designed to teach clients how to make a budget, manage expenses, understand credit and manage debt, as well as protect themselves from fraud and save for their future. Being able to show clients how to manage their own expenses is crucial to obtaining financial autonomy, and knowing about the intricacies of wealth management.



Dental Workshop

WORKSHOPS

We held a dental workshop this year to inform our clients about the importance of dental hygiene and how to maintain proper oral health. Workshops promoting physical health can help our clients maintain their physical well-being, and their families as well.



NICOLE SKUCE

- Child Support Worker's Report

Covid-19, heat domes, and reunions, oh my!

The past year has felt like a Cha-Cha at times, with new variants of Covid-19 over-taking, and ever-changing public health restrictions. This created a sense of "two steps forward and one step back" as we kept adjusting our programming. When inperson sessions were not possible, we "zoomed" our way through story times, tutoring, and yoga. One of the hardest periods of 2021 was the dreaded "heat dome." Staff were both concerned for the well-being of their families, and inspired by their creativity to beat the heat in a building with no air conditioning.



Changes to 2021's Canada Summer Jobs contracts meant that our "Summer Program" lasted from May to December. Families not only enjoyed a summer full of barbecues, picnics in the park, and pedal boating at Deer Lake, they also had an autumn rich with arts and crafts, painting parties, drop-in games, and Holiday activities.



Housing Support Worker's Report

This past year, the Housing Support Program continued to be busy, as we were supporting families to move to a safe place where they can start rebuilding their lives after coming to the Transition House.

With the housing crisis in BC and the influx of people who need affordable housing, this year was an especially difficult year to find affordable and stable housing for the families who came through our program. Witnessing families returning to an abusive environment due to limited housing options has been the biggest challenge in our program. Your continued advocacy and interest in this area is needed now more than ever.



Despite the difficult circumstances, our women continued to show their strength, and there were lots of celebrations worth mentioning this year. To keep up with the demand for housing support, we now have an additional part-time Housing Support Worker, Jenelle! The Housing Program also received a Compassion in Action Grant to purchase necessary household items for the clients' new homes. Most importantly, 33 women and their 46 children found housing and moved to a safe home, free from violence. Some of them utilized assistance from Reaching Home Grant and received temporary rental supplements, making some hefty rent prices more affordable. I also want to make a special shout-out to Craft Academy Salon, who have generously donated their services for our women to take time to care for themselves.

It has been truly inspiring to witness the resilience of our women who remain hopeful and strong in the midst of different challenging situations. Thank you to our donors and volunteers, for your continuous support in resisting violence against women, and we look forward to continuing this journey with you.



JENNIFER JIN



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LIZ MOSS

Family Counsellor's Report

This past year has been an exciting year as the program experienced its first expansion in a very long time, this being the addition of a part-time Counsellor in October 2021.

This addition helped to alleviate some of the pressure from the increase in referrals, and allowed the program to provide more counselling sessions, serve more clients, and decrease the waiting time for clients to access services. It has also widened the age range in which we can serve clients and added additional expertise as the new Counsellor has experience and training in working with children under the age of 10.

Clients reported that due to attending counselling from the Family Counselling Program at Dixon, they had a greater understanding of themselves, their behaviours, as well as the behaviour of their partners and children.

Many also stated an increase in their ability to soothe and care for internal overwhelming and intrusive feelings. Clients were also able to have healthier boundaries, make better decisions for their families, and have improvements in their parenting skills, thus creating a better relationship with themselves and their children.

Stopping the Violence Cousellor's -Report

The Stopping the Violence (STV) program aims to support survivors of domestic violence that come through Dixon's Transitional Housing programs. The program's trauma-informed counselling sessions help women to gain an understanding of how abuse may have impacted them, develop healthy coping strategies to manage the effects of PTSD, and restore the self-esteem and sense of autonomy that abuse so often erodes.

In 2020, the STV program adjusted to new challenges due to the Covid-19 pandemic. Sessions were offered virtually and the STV program was facilitated remotely. This continued through 2021 and into 2022. Although virtual sessions sometimes presented a challenge for women fleeing abuse, they also increased flexibility for mothers caring for young children. As public health restrictions began to ease in April of 2022, the program has been able to offer more in-person support to its clients.

From April 2021 to March 2022, the STV program provided 866 counselling sessions to 42 women. The program also facilitated online meditation and mindfulness workshops where clients learned practical strategies to manage stress and anxiety. They were also provided with psycho-education about the nervous system and emotional regulation to better understand some of the impacts they were experiencing.









Scotiabank Charity Challenge 2021

This year, we had to hold another virtual charity challenge, due to the Covid-19 pandemic. We had incredible contestants and runners who went the Distance For Dixon, and through the generosity of our amazing donors, we were able to raise over \$30,000 for our Child Support Program. The funding was used to offer a variety of activities for the children, such as hosting a barbeque, building a fairy garden, painting rocks, pedal-boating at Deer Lake, learning about Marine Biology, and meeting real firefighters!

"Many women and children are running from violence, so it seemed pretty fitting to 'run' in support of Dixon's efforts to help them. Bernie is my support crew and together, we were happy to help! What a wonderful world it would be, if people had hearts like dogs"

- Janet Black (Scotiabank runner) and her companion Bernie!

2021 Christmas Jazz Concert

This year, we held our annual Christmas Jazz Concert inperson, and were able to raise over \$9,000, to help 45 families in our shelters! Thank you to all the individuals and organizations who generously donated this year.

With the concert happening in person this year, we were able to showcase live music, featuring Miles Black, Glenda Rae, and Brett Wade!





One Billion Rising

Globally, one in three women can expect to be violently sexually assaulted or abused in their lifetime. One Billion Rising is a annual conference that puts into motion a global end to domestic violence against women. This organization holds true to our heart, as our mission values are in alignment with keeping women safe from domestic violence and abuse. This year, we gathered virtually in solidarity of women who have been affected by domestic violence.



Canadian Women's Foundation Greater Vancouver Foodbank - CAP Grant Mary Kay Ash Charitable Foundation Multiculturalism and Anti-Racism Division Province of BC - Civil Forfeiture Province of BC - Community Gaming - Capital Projects Reaching Home COVID-19 Economic Response Grant UBC Chapman and Innovation Grant Vancouver Foundation Women and Gender Equality Canada (WAGE) Women's Shelters Canada













Friends of Dixon (\$250-\$499)

Anthony Watson Beth Ross Brigitte Landsiedel Burnaby Central Secondary School Camilia Supply Cassandra Brisbois Cloris Tijerino Costco - Brighton Craig Fraser

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Jason Kelly Jeremy Romario Thomas Moln John Gardner John Kirk John Tognetti Judith Thompson Katherine Turcios Leon Judah Blackmore Foundation

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Morgan Kittle

Peter Cairns

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Kathleen Fitzpatrick

Margaret Watson Melvin Hiebert Rosemarie Salvarani Sarah Spratley Thomas Relling Todd Lilley Vancouver Ki Society

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Women

Mainland

Todd Lilley

Save-on-Foods - Madison

Sleep Country Canada

The Shoebox Project for

United Way of the Lower

Volunteers

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Champions (\$500-\$999)

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Leaders (\$1000+)

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Thank you for your continuous and consistent support



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