



Aftermetoo

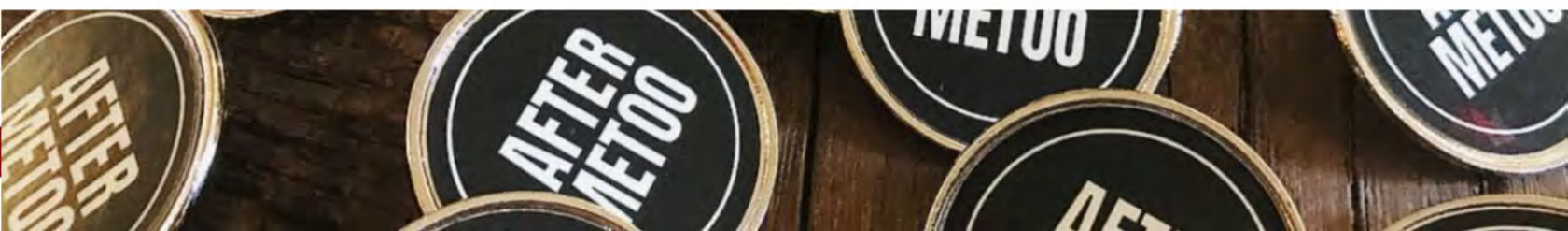
ANNUAL REPORT 2019

Concrete change. No exceptions.





Aftermetoo is a charitable organization working to put an end to sexual harassment and sexual violence in Canadian workplaces.



Vibika Bianchi
Chair, Board of Directors

Freya Ravensbergen
Vice Chair, Board of Directors



Message from our Board

2019 was full of new beginnings. What started a couple years ago as an ambitious idea became a reality: Aftermetoo became a registered charity and our efforts to address sexual harassment and sexual violence in Canadian workplaces began, starting with our Rosa project.

In 2018, with the support of the Canadian Women's Foundation (CWF) we began to develop the concept of Rosa: A national digital platform dedicated to making it easier for those who experience workplace sexual harassment—particularly vulnerable and precarious workers—to report. With guides to the law for each province and territory along with a database of legal and mental health supports, Rosa was conceived to help people thrive and feel safe at work.

With funding from Telefilm, a master proposal was created to capture the vision, budget and technical requirements required to build and staff Rosa. Additional collaborations and partnerships between Aftermetoo, CWF, Aboriginal People's Television Network (APTN), and Centre for Research and Education on Violence against Women and Children, at Western University, enabled the vision and potential of Rosa to expand further.

In January 2019, Aftermetoo officially became a registered charity governed by a Board of Directors. In March, we received funding from Employment and Social Development Canada to work in partnership with CWF and APTN on the development of employee training for the federally regulated sectors of mining and oil & gas, along with employee and employer training for the performing arts sector. In August, we received funding from the Department of Justice Canada for the Rosa project.

In 2019, we also sought ways to strengthen other survivor support services in the community. We issued a call for proposals inviting groups and organizations to apply to the Aftermetoo x Canadian Women's Foundation Fund. This fund was developed in March 2018 to provide financial support to organizations working with survivors of sexual violence. Through the generosity of our donors, we raised \$80,000 for distribution. Six organizations have been selected to receive support from this fund in 2020.

2019 was more than just our inaugural year, it was a reminder of what can be accomplished with determination and a commitment to transforming how people work and ultimately live. We saw a need and came together to begin making concrete and lasting changes to workplaces across Canada. We are grateful to the funders, donors, partners, collaborators, supporters, and dedicated staff and volunteers who helped bring Aftermetoo and our mission to life.

Vibika & Freya



Board of Directors and Co-founders



For its first year of operations, **Aftermetoo's** Co-founders and Board of Directors concentrated their efforts on creating a solid foundation for the future: from securing funding for valuable projects like **Rosa**, to building the organization's capacity to support its mission. With an unyielding commitment to ending sexual harassment and violence in the workplace, our co-founders and Board members are dedicated to the success and longevity of our growing and vital organization.

Co-founders

Aisling Chin-Yee
Mia Kirshner
Freya Ravensbergen

Board, 2019-2020

Vibika Bianchi, *Chair*
Freya Ravensbergen, *Vice-Chair*
Aisling Chin-Yee
Zoya Islam
Mimosa Kabir
Ariel Ramdewar



Projects

Rosa

In 2018, **Aftermetoo**, in partnership with **Canadian Women's Foundation**, began working on the creation of **Rosa**—a one-stop digital platform that centralizes information about workplace sexual harassment laws, judicial systems, workers' rights, and reporting options.

2019 saw **Rosa** go from an idea to its first phases of development. By the end of the year the **Rosa** project was well underway with developers building the **Rosa** platform and UX/UI designers working on the wireframe and design of the platform. Additionally, we began the process of conducting legal research for every province and territory along with plain language translation. Finally, a legal advisory of over 60 people was put in place to review all legal content before it appears on the Rosa platform.

Organized by provincial, territorial and federal judicial and administrative reporting bodies, **Rosa** will provide a step-by-step break down of what to expect and how to prepare when reporting. Additionally, Rosa will offer links to available legal and mental health support services across the country to help people access timely low-cost supports. **Rosa** will also provide sector-specific digital training around workplace sexual harassment and navigating legal resources.

Achieving these project milestones brings **Aftermetoo** a step closer to realizing our goal of providing meaningful services and supports to workers facing sexual harassment and violence.

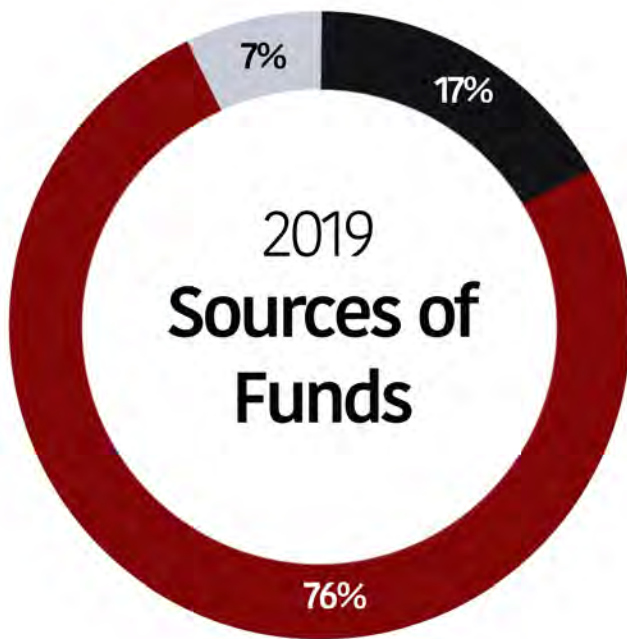
Aftermetoo Fund

The **Aftermetoo Fund** was developed by **Aftermetoo** and the **Canadian Women's Foundation** in March 2018 to provide financial support to organizations working with survivors of sexual violence. The Fund raised \$80,000 for distribution. In late 2019, a call for proposals was sent out by the Canadian Women's Foundation to groups inviting them to apply to the **Aftermetoo Fund**. The following six organizations were selected to receive support from this fund in 2020:

- Sexual Assault Support Centre, UBC
- Project SHIFT
- FOXY
- Assaulted Women's Helpline
- Women at the Centre
- AlterHéros

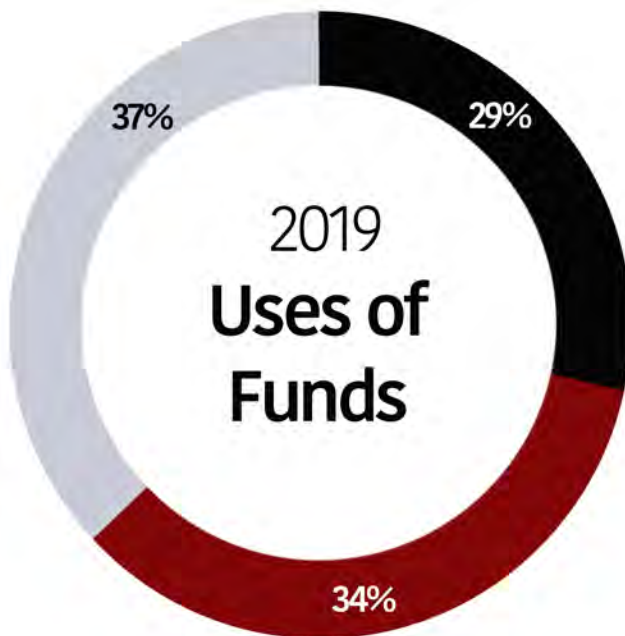


Revenue & Expenses



\$141,948

- Department of Justice (7%)
- Donations (17%)
- Employment & Social Development (76%)



\$135,576

- Salaries and Benefits (37%)
- Operation and Administration (29%)
- Project Expenses (34%)



Detailed audited financial statements are available upon request



LET'S TAKE UP
MORE SPACE

Community: Funders, Donors, Partners & Volunteers

Funders

Employment & Social Development Canada
Department of Justice Canada

Partners

Canadian Women's Foundation
Aboriginal Peoples Television Network
Centre for Research & Education on
Violence Against Women and Children

Donors

(\$10,000-50,000)

Margaret Atwood
Anonymous

(\$50-500)

Anonymous
Monique Gannon
Maggie McDonell
Jeffrey Waterfall

Volunteers

LEGAL ADVISORY

Jocelyn Barrett
Margaret Bramhill
Christopher Buchanan
Shandra Czarnecki
Jennifer Emmans
Sara Forte
Elizabeth Grace
Sandra Guarascio
Norma Gunningham-
Kapphahn
Sara Hanson
Bethany Hastie
Deborah Hudson
Kirsten Hume Scrimshaw
Karen Hurley-Power
Jennifer Khor
Kathy Laird
Connor Levy

Jill Lewis
Coral Lyster
Carey Majid
Sarina McKinnon
Ryley Mennie
Amjad Murabit
Vida Nelson
Kevin O'Shea
Lou Poskitt
Merrilee Rasmussen
Twila Reid
Ashley Schuitema
Catherine Skinner
Donna Strong
Carissa Tanzola
Catherine Thibault
Leanne Walsh
Sherri Walsh

In-Kind

SpringLaw
Pitblado Law

AFTER METOO

