

## Create a workforce identity and build collective visibility for the GBV workforce.

- Understand what GBV work is and who GBV workers are through research and data gathering
- Define core competencies, skills and knowledge used by GBV front-line workers
- Identify how GBV front-line workers acquire the skills and competencies needed for this work
- Create and execute a plan to change attitudes about GBV work with partners, decision makers and the general public, and build the professional profile of the workforce
- Create avenues to bring GBV workers together from across Canada to develop a sense of identity and solidarity



## Build capacity in the GBV sector to collectively shape and influence policy, funding decisions, and systems that impact the GBV workforce.

- Identify organizations and partners with related interests who can contribute to collective policy efforts
- Build strong, sustainable relationships as a foundation to collective work
- Develop collective priorities and common goals for strengthening the GBV workforce
- Formulate advocacy and communications strategies to advance common goals
- Facilitate ongoing joint work and engage in collective action

## Build strong infrastructure and pathways within the GBV sector that allow for ongoing knowledge-sharing, nurturing of relationships, and communities of support for the workforce

- Cultivate and maintain resource sharing networks and pathways across the GBV sector
- Build a data strategy across the GBV sector that facilitates information sharing and evidence-informed practice
- Normalize the implementation of best practices that support cultures of collective care within GBV work, allowing for supportive, sustainable work environments

## Take action to educate about and implement the GBV workforce strategy

- Educate about and distribute workforce strategy to key stakeholders and sector partners
- Secure endorsements and commitments from federal, provincial/territorial and national-level actors
- Build a champion network of key advocates, allies, and stakeholders to sustain efforts to enact systems change and maintain momentum
- Pilot the GBV workforce strategy and evaluate outcomes

## Build foundational elements needed in a labour force strategy, and develop a strategy specific to the GBV workforce.

- Identify the true cost of adequately and equitably funding GBV work
- Identify key factors that would improve working conditions for workers in the sector and strategies to address them
- Define and document the risks of GBV work and outline measures needed to address them
- Assemble a cohesive pan-Canadian workforce strategy that will cultivate a strong, sustainable GBV workforce

**DESTINATION**  
**A Strong, Resilient, Stable GBV Workforce**