

Charting the Vision: A Strong, Resilient, Stable GBV Workforce



Adequate and equitable funding/resourcing for the GBV sector

- Sufficient funding for GBV prevention, intervention and holistic continued care
- Fair wages and decent work (generally on par with the public sector)
- Equitable and comparative work opportunities across the country, including in remote and rural locations
- Adequate funding for technology, administration and overhead in GBV programs
- Funding specifically allocated for occupational health & safety supports with a focus on psychological wellbeing (i.e. critical incident debriefings, clinical supervision, peer support, mental health leave, counselling, etc)
- An established funding formula, which is informed and determined by the sector



Well-developed infrastructure across the GBV sector

- A GBV sector data strategy to support evidence-informed service delivery and advocacy
- Coordinated and sustainable information-sharing pathways and communities of practice
- Standardized policies and procedures incorporated in workplaces, that address psychological, emotional and physical safety needs of GBV workers
- Robust professional and leadership development, capacity building, training, onboarding, backfilling, mentoring, and supervision practices implemented and normalized across the sector
- Strong bi-directional relationships with government and funders based on trust and mutual understanding
- Standardized GBV training, education and best practices established across the country, with flexibility built in to adapt to community uniqueness
- Workplace cultures in GBV organizations embrace and embody principles of collective care



A strong professional profile of GBV work

- The nature of GBV work and of the GBV workforce (i.e. their demographics, skills and knowledge) is understood and recognized
- The importance of GBV work and the GBV sector's professional expertise is understood, acknowledged, and valued
- The health and safety impacts of trauma exposed work on GBV workers is well understood and documented
- Networks exist that allow for support, coordination and collaboration across the sector on provincial/territorial and national levels
- Collaborative relationships exist with professionals from other sectors in an effort to work together to address the joint goal of ending GBV



Commitment to trauma informed, intersectional feminist principles is clear and evident throughout the GBV sector



**BUILDING SUPPORTS FOR THE
GENDER-BASED VIOLENCE
WORKFORCE**



**Ending
Violence**
ASSOCIATION OF CANADA



**Women and Gender
Equality Canada**

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