



2024-2025

# Impact Report

CHARITABLE NUMBER:

**87276-6878-RR0001**

# Message from the Executive Director

Dear Members, Partners and Friends,

The 2024–2025 year has been one of meaningful growth, deepened collaboration, and continued commitment to advancing gender equity and ending gender-based violence. At WomanACT, we've expanded our efforts across prevention, policy, education, and community engagement—always centering the voices and lived experiences of women and gender-diverse people.

Our research remains rooted in evidence and grounded in community knowledge. Using participatory, community-based methods, we engaged survivors not only as participants but as researchers and advisors. Through meaningful partnerships with organizations and community members along with the release of accessible research briefs and infographics, we mobilized data to inform policy change. Education continues to be a powerful tool in our work. Our approach goes beyond sharing knowledge: it fosters understanding, empathy, and practical change that strengthens responses to gender-based violence across systems.

This year, WomanACT brought people and sectors together to identify barriers, share expertise, and advocate for collective solutions. We worked to strengthen multi-sectoral responses to domestic violence by promoting coordinated, trauma-informed care for survivors and their families. As part of our commitment to long-term sustainability, we continued to grow our WomanACT in the Workplace initiative to expand our reach and amplify our impact in the years ahead.

Our work this year was made possible by the unwavering support of our funders, community partners, survivors, volunteers, and staff. Together, we are advancing systemic change, building safer pathways for survivors, and moving closer to a future free from violence, where all survivors are heard, supported, and safe.

As we look ahead, WomanACT remains steadfast in our mission: leading with innovation, accountability, and a commitment to equity and justice.

Thank you for walking alongside us on this journey.

With gratitude,

Harmy Mendoza,  
**Executive Director**



A person with a backpack stands on a dark, jagged rock formation, pointing their right arm towards a distant mountain range under a hazy sky. The scene is silhouetted against a bright, hazy background.

# OUR VISION

WomanACT envisions a world where all women are safe and have access to equal opportunities.

# OUR MISSION

Our mission is to work collaboratively to eradicate violence against women through coordination, research, policy, and education.

# 24-25 Spotlight

## **Building Anti-Racist & Trauma-Informed Practices: Community Enhancement**

This project developed a resource series highlighting the experiences of East Asian, Southeast Asian, Black, and Latin women in Canada, exploring themes of migration, gendered racism, and systemic violence. Available in multiple languages, the materials aim to amplify marginalized voices, foster understanding, and support culturally relevant education and advocacy through community-informed storytelling and analysis.



## **EASE – Economic Abuse Support & Empowerment**

This project provides a model of improved support for survivors of domestic violence by collaborating with credit specialists, anti-violence organizations, and financial institutions to address the impacts of economic and financial abuse on survivors. It involves support for survivors to rebuild credit and develop financial literacy, brings professionals together to collaborate for financial system change and builds the capacity of professionals to recognize and respond to economic abuse. This model is adapted from the UK-developed Domestic Economic Abuse Project (DEAP).



## **AGES: Building Financial Security for Older Survivors**

This project raises awareness to the financial and social needs of women over the age of 55. Through collaboration with key stakeholders, including older women with lived experience and community agencies, the project develops and delivers education and capacity building to improve awareness of family violence and intimate partner violence among different populations of older women.





# Research & Policy

WomanACT's research is rooted in evidence and shaped by the community and lived realities of women and gender-diverse people who experience gender-based violence. Using participatory, community-based research methods, we engage survivors as Researchers and Advisors, ensuring their voices guide the research.

**215**

ORGANIZATIONS  
AND COMMUNITY  
MEMBERS  
ENGAGED IN  
RESEARCH &  
POLICY

**08**

RESEARCH BRIEFS  
& INFOGRAPHICS

**124**

RESEARCH  
PARTICIPANTS

**11**

SURVIVORS  
TRAINED IN  
COMMUNITY-  
BASED RESEARCH



# Education

At WomanACT, we see education as a tool for change. Our approach to education is about much more than sharing knowledge: it's about ensuring that the intersecting needs of those most impacted by gender-based violence and inequity are mobilized in accessible, engaging ways.

814

PARTICIPANTS  
ENGAGED IN  
TRAINING &  
EDUCATION

14

GBV  
EDUCATIONAL  
TRAININGS

09

E-LEARNING  
COURSES

***"I cannot think of anyway to improve it, I really appreciate the case study aspect combined with the lecture. It gives us some time to make things practical and applicable to our work."*** - VAW front-line staff Anti-racism and Anti-Oppression Training for Service Delivery



***It was a very informative and emotionally challenging session. I believe there is still lots to learn when it comes to this topic, so I look forward to building on my knowledge as we progress..."*** - EASE Survivor Advisor on Trauma-Informed Framework Training

# Leadership

We provide leadership to identify systemic issues, promote knowledge sharing, and advocacy. We bring systems and people together because we know preventing and responding to gender-based violence requires a collaborative approach.

234,555

SOCIAL MEDIA  
VIEWS AND  
IMPRESSIONS  
ACROSS  
PLATFORMS

24

WOMANACT  
ADVOCACY  
ENGAGEMENTS

10

NEWSLETTERS &  
RESEARCH  
POLICY  
MONITORS



2,139  
posts



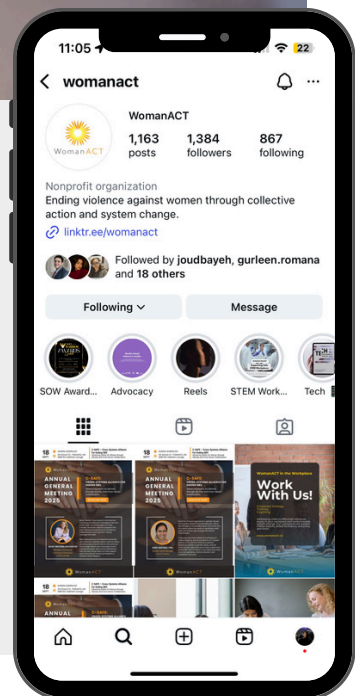
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reactions



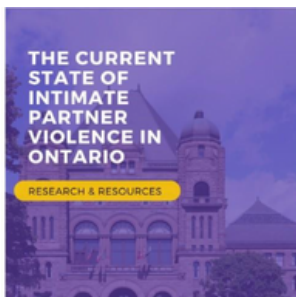
1,497  
shares



9,852  
followers



# Calls to Action



## **The Current State of Intimate Partner Violence in Ontario – Bill 173 Research and Resources**

The development of the “Bill 173 – The Current State of Intimate Partner Violence in Ontario” resource package has been a collaborative effort with our members and community partners.



## **WomanACT’s Written Submission for the Study on Intimate Partner Violence – Standing Committee on Justice Policy**

Written submission details evidence-based literature on the necessity of declaring IPV an epidemic in Ontario as well as an evaluation from a public health perspective.



## **WomanACT Written Submission to the Toronto Police Service Board**

This submission to the Toronto Service Police Board includes several key recommendations, including strengthening coordination across various systems, comprehensive data collection, and building an integrated multi-sector approach.



## **WomanACT and Right to Housing Toronto Written Submission to the City of Toronto’s Planning and Housing Committee – PH16.4 – Implementing a Rental Renovation Licence Bylaw to Address Renovictions, 2024**

This joint submission by WomanACT and Right to Housing Toronto to the City of Toronto’s Planning and Housing Committee addresses the urgent need for a Rental Renovation Licence Bylaw to mitigate the impacts of renovictions on vulnerable tenants.

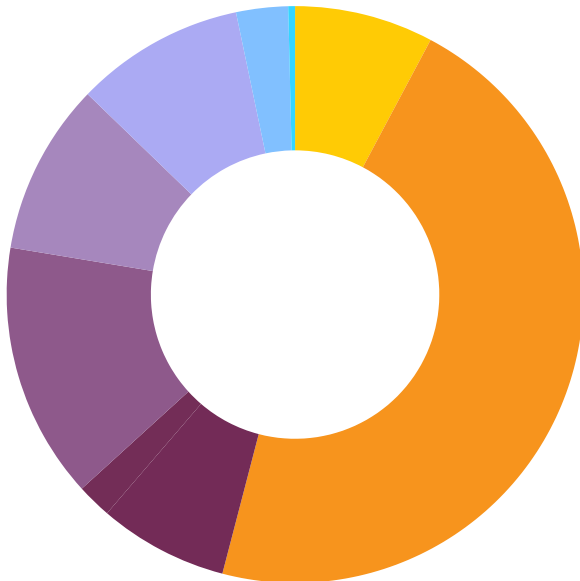
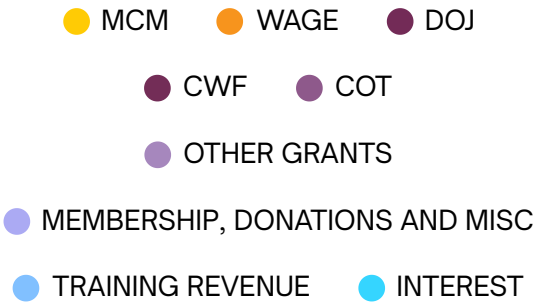


# Financials

## Revenue



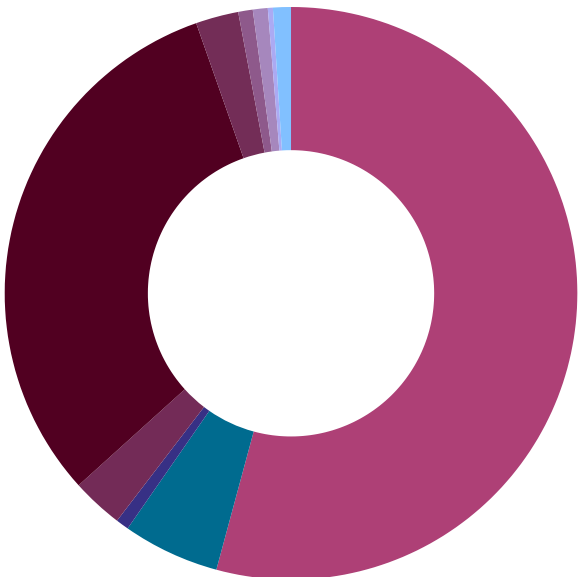
\$1,108,971



## Expenses



\$1,080,961



# Supporters

- Women and Gender Equality Canada
- City of Toronto
- Ministry of Citizenship and Multiculturalism
- Department of Justice Canada
- Canadian Women Foundation
- Social Sciences and Humanities Research Council.

## Organizational Members

- Abrigo Centre
- Aura Freedom International
- Barbra Schlifer Clinic
- Child Development Institute
- Children's Aid Society of Toronto
- Elizabeth Fry Toronto
- Ernestines Women's Shelter
- Family Service Toronto
- Interval House
- KCWA Family and Social Services
- North York Women's Centre
- Scarborough Women's Centre
- Sistering
- South Asian Women's Centre
- Victim Services Toronto
- Women's Habitat of Etobicoke
- Yorktown Family Services
- YWCA Toronto

# Learn More

## Who are we?

WomanACT is a leading non-profit focused on creating a society free from violence for women and gender-diverse individuals. Through community collaboration, it drives systemic change via research, education, and advocacy. With a survivor-centered approach, we engage those affected by gender-based violence in shaping programs and policies.

## What do we do?

Our initiatives aim to address the root causes of violence by educating communities, equipping allies, and transforming policies to enhance survivor choice and protection, ultimately fostering safer communities for women and children.



**Follow us on social media**  
[@womanact](#)



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**WomanACT in the  
Workplace**



WomanACT



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