

ANNUAL IMPACT REPORT

2025-
2026



WomanACT

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LAND ACKNOWLEDGEMENT

We acknowledge that WomanACT is based in Tkaronto, now known as Toronto, which in Mohawk means “where there are trees standing in the water.” This land is covered by Treaty #13 and the Williams Treaties and has long been the home of the Mississaugas of the Credit, the Anishnaabe, the Chippewa, the Haudenosaunee, and the Wendat peoples. This land is part of the Dish with One Spoon Wampum, a treaty between the Anishnaabe, Mississaugas, and Haudenosaunee that represents a commitment to care for the land and its resources responsibly and in harmony.

WomanACT recognizes that we have been invited into these treaties in the spirit of peace, friendship, and respect. We also reflect on the broken treaties

that persist across Turtle Island and how these nations continue to face the impacts of colonization and displacement. We affirm that no work in gender-based violence can move forward without the recognition of past and ongoing harms committed to Indigenous lands and people, and that we have a responsibility to reflect that truth and rebuild relationships. We honour the stories of survivors in our work and commit to highlighting how different systems of oppression, including colonization and racism, intersect with gender-based violence today. We commit to building relationships with Indigenous communities so that the systems change WomanACT engages in is grounded in their wisdom.

A MESSAGE FROM OUR BOARD CHAIR AND EXECUTIVE DIRECTOR

Dear Members, Partners and Friends,

Every year, we are reminded that the work of ending gender-based violence is not carried by any one organization. It is carried by a community, by front-line workers who stay late, by survivors who share what they know so that others may be safer, by researchers, funders, and advocates who refuse to accept that this is simply how things are. This report belongs to all of you.

This year, we deepened our commitment to listening and putting survivors first. Fifteen survivors shared their experiences of how technology and banking systems are being used to control and harm them, and their insights now shape our Economic Abuse Support & Empowerment (EASE) work on economic abuse. We also strengthened the evidence base for change, publishing two peer-reviewed journal articles and three research and issue briefs, deepening the evidence on food insecurity, homelessness, anti-

racism, and technology-facilitated financial abuse. At the same time, we reimagined our community-based research model, creating opportunities for survivors from diverse communities to lead research rather than only participate in it. By training and welcoming new community-based researchers, we are building more inclusive, equitable, and survivor-led pathways to knowledge and action.

We then put that knowledge into action. Through more than a dozen training and capacity-building initiatives, we reached over three hundred participants across the anti-violence, engineering, military and community sectors. We delivered training on intimate partner violence and developed consent education for Canadian Forces Morale and Welfare Services, and equipped twenty-four service providers with tools to strengthen survivors' financial security. Two cohorts of our EASE Financial Literacy Program were completed,

opening a door to accessing knowledge and opportunities that have too often been out of reach or left closed.

We raised our voices where decisions are made. We brought survivor-centred evidence to [the Canadian Alliance to End Homelessness National Conference](#), and to [the House of Commons Standing Committee on the Status of Women](#), where we spoke to the judicial reforms survivors have long asked for. We pressed for the [revival of Bill 173](#), the Intimate Partner Violence Epidemic Act, and called on candidates in the federal election to commit to gender equity and violence prevention. And when we said that language matters, [more than 8,500 people signed on, carrying that message to Amazon and across national media.](#)

With the generous support of CIBC, we hosted the Soul of a Warrior Awards Gala, a celebration of courage, resilience and leadership that so often goes unrecognized in our sector. We were also honoured to welcome new survivor members whose insights, experience and passion have already strengthened our work.

None of this happened quickly, and none of it happened alone. To our

member agencies and community allies, to the survivors who trusted us with their stories, to our funders and sponsors, to those who serve on our Board of Directors, and to a small and extraordinary staff team: thank you. Your dedication and belief in this work are what make progress possible.

The Board has watched this work take shape over the past year, and has full confidence in where it is heading. There is much still ahead of us. But we have never been more certain that meaningful change is possible, because we have seen what this community can accomplish when we come together with purpose and resolve. Thank you for standing with us. We look forward to the year to come, and to continuing this journey beside you.

With gratitude,

Anita Ghosh, Board Chair, WomanACT
Harmy Mendoza, Executive Director, WomanACT



Anita Ghosh,
Board Chair



Harmy Mendoza,
Executive Director



OUR MISSION, VISION, & VALUES

At WomanACT, we envision a world created with women, girls and gender-diverse people, free from violence, where everyone has opportunities to thrive. Our mission is to work in partnership with women with lived experience, our members, community allies and organizations across sectors to eradicate gender-based violence through research, education and advocacy. Together, we drive systems change needed to build a safer, more equitable future.

Everything we do is grounded in our commitment to gender equity, inclusion, partnership, learning, innovation, transparency and accountability.

These values shape how we work: every position we take rests on evidence and lived experience; we move survivor involvement from practice into structure; we build bridges across sectors and a network stronger than the sum of its agencies; we challenge systems that create inequity; and we invest in the financial, human and governance resilience this work requires. As we close this year and prepare to launch our 2026–2030 Strategic Plan, these commitments carry us into a new chapter of deeper partnership, sustainability and strategic growth.

A YEAR OF IMPACT

EASE – ECONOMIC ABUSE SUPPORT & EMPOWERMENT PROJECT

The Economic Abuse Support & Empowerment (EASE) project brought together survivors, anti-violence organizations, financial institutions, researchers and technology professionals to strengthen responses to economic and technology-facilitated financial abuse. A key innovation was the EASE Design Challenge, hosted by WomanACT and our community partners at the Institute for Gender and the Economy (GATE) at the Rotman School of Management, which brought six multidisciplinary teams together to co-design practical, survivor-centred technology solutions addressing financial safety, coerced debt, fraud and pathways to recovery.



EASE also translated research and survivor expertise into practical resources for the sector, including financial abuse infographics and safety-planning resources, key-term guides, an issue brief on technology-facilitated financial abuse, and a factsheet on trauma-informed principles in banking technology to support greater awareness, innovation and systemic change in how financial institutions and technology can prevent and respond to economic abuse.



Learn more about the EASE project:
womanact.ca/projects/ease-economic-abuse-support-empowerment/

Publications

- *Infographic: The Experience of Financial Abuse*
- *Infographic: Strategies and Advice from Survivors*
- *Infographic: The Impact of Financial Abuse*
- *Trauma-informed principles in banking technology design*
- *Innovative Practices for Identifying and Responding to Tech-Facilitated Financial Abuse*
- *Infographic: Financial Safety Planning – Survivors of Intimate Partner Violence*
- *Infographic: Economic and Financial Abuse – Key Terms*
- *EASE Design Challenge Report*



This project has been funded by Women and Gender Equality Canada
 Women and Gender Equality Canada Femmes et Égalité des genres Canada Canada WomanACT



Women and Gender Equality Canada Femmes et Égalité des genres Canada Canada WomanACT

A YEAR OF IMPACT

ADVANCING EQUALITY: ADDRESSING WORKPLACE HARASSMENT IN STEM

[The Advancing Equality project](#) examined the systemic barriers affecting women in STEM, including gender bias, workplace harassment and exclusion. A key initiative was [The STEM Podcast series](#), bringing forward first-hand experiences and expert perspectives from women across engineering, construction, geoscience and technology. Through conversations about credibility, belonging, career progression and the “leaky middle,” the series connected lived experience to practical ideas for creating safer and more equitable STEM workplaces.

The project also developed a collection of [Gendered Microaggressions in STEM resources](#) to help workplaces recognize and address the everyday behaviours that undermine women’s credibility, belonging and career progression.



 **Learn more about the STEM project:**
<https://womanact.ca/projects/advancing-equality-addressing-workplace-harassment-through-policy-change-in-the-stem-sector/>

Developed with the ACEC-Ontario Women's Community of Practice, the bilingual infographics provide practical examples of gendered microaggressions and actions allies and organizations can take to challenge them. These resources were further mobilized through the #BUILDEquity campaign, supporting dialogue and collective action across the engineering sector.



Listen to The STEM Podcast Series

<https://open.spotify.com/show/4W8zqlMoN7g2qCkeD0P5m0?si=b20e0aabd0a94687>



Learn more about the STEM project:

<https://womanact.ca/projects/advancing-equality-addressing-workplace-harassment-through-policy-change-in-the-stem-sector/>



"Wonderful to hear from an engineering perspective! Great job!"

STEM Podcast Episode 2: Engineering Listener Review

"Thanks WomanACT and Aakanksha, for this amazing episode"

STEM Podcast Episode 2: Engineering Listener Review

A YEAR OF IMPACT

WOMANACT IN THE WORKPLACE

Gender-based violence does not stop at the workplace door. Every workplace has a role to play. WomanACT in the Workplace supports employers to recognize, prevent and respond to gender-based violence while building safer, more equitable and inclusive workplaces. With more than 35 years of expertise in the anti-violence sector, WomanACT partners with organizations to move beyond awareness toward meaningful changes in workplace culture, policy and practice.

Through strategy, training and coaching, we equip organizations with the knowledge and practical tools to strengthen prevention and response,

Meet their responsibilities and support employees affected by gender-based violence. Our approach is grounded in GBA+, trauma-informed, anti-racist and anti-oppressive frameworks, recognizing that workplace safety and equity are shaped by intersecting experiences and systems of inequality.

The trainings were thorough, well-rounded, and informative. The policy provided was robust and met our legal requirements while helping to provide further support and resources for those who may wish to access this information.

The Drake Hotel



Learn more about how to make workplace safer and equipped to respond to gender-based violence:

<https://womanact.ca/womanact-in-the-workplace/>

A YEAR OF IMPACT

SOUL OF A WARRIOR AWARDS GALA

[The Soul of a Warrior Awards Gala](#) celebrates the people whose leadership, courage and commitment are helping transform the response to gender-based violence. Founded in 2015, the Gala was created to recognize the extraordinary contributions of frontline workers, advocates, survivors and community leaders whose work often happens behind the scenes, while bringing together the broader community to celebrate their impact and build collective momentum for change.

In 2025, WomanACT introduced four award categories that reflect the diverse ways individuals are advancing safety, healing and systemic change.

The Innovation in Action Award recognizes creative, community-rooted approaches to addressing gender-based violence; the *Survivor Advocate Award* honours a survivor using their lived experience to advance systemic

change; the *Indigenous Healing Pathways Award* recognizes Indigenous leadership grounded in traditional knowledge, cultural teachings and community wisdom; and the *Children's Champion Award* celebrates exceptional work supporting children affected by violence.



The Gala advances WomanACT's mission by doing more than recognizing individual achievement. It creates a space to elevate frontline and survivor leadership, strengthen relationships across the sector, inspire collective action and raise resources for WomanACT's research, education and advocacy. By celebrating those who are already driving change, the Soul of a Warrior Awards reminds us that ending gender-based violence is both a systemic challenge and a collective responsibility.



2025 Soul of a Warrior Award Winners



Marilia dos Santos
Innovation in Action Award



Kaitlin Bick
Survivor Advocate Award



Terry Swan
Indigenous Healing Pathways Award



Alison Albright
Children's Champion Award



Learn more about the Soul of a Warrior Awards Gala:

<https://womanact.ca/get-involved/soul-of-a-warrior-gala/>



OUR APPROACH

WomanACT grounds all of its work in gender equity, trauma-informed, anti-racist and anti-oppressive frameworks, recognizing that gender-based violence is shaped by intersecting systems of power and inequality. Across our areas of work of research & policy, education and leadership, we take a survivor-centered approach that values lived experience alongside research evidence, community and service-provider expertise, and diverse forms of knowledge.

We are committed to creating meaningful opportunities for women and gender-diverse people with lived experience of gender-based violence to inform our priorities, shape our work, and contribute to the systems change we seek to advance.

RESEARCH & POLICY

Research and policy are central to how WomanACT advances systemic change. In the 2025–2026 fiscal year, our research and policy work spanned a range of emerging and persistent issues, including [food insecurity](#), [homelessness and violence](#), [anti-racism](#), [technology-facilitated financial abuse](#), and gender equity in traditionally male-dominated sectors.

2

PEER-REVIEWED
JOURNAL ARTICLES
PUBLISHED

5

COMMUNITY OF
PRACTICES
PARTICIPANTS

1

COMMUNITY-BASED
RESEARCH MODEL
REDEVELOPMENT

15

COMMUNITY-BASED
RESEARCHERS &
ADVISORS

22

SURVIVORS
INTERVIEWED IN
RESEARCH

4

RESEARCH & POLICY
MONITORS
DISTRIBUTED TO
MEMBERS



**MOST COMMON
EXPERIENCE OF
FINANCIAL ABUSE**

59%

Of respondents said their partner got angry about how they spent their money.



44%

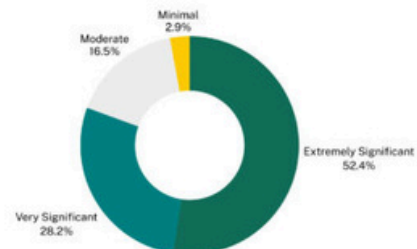
Of respondents had to ask their partner if they wanted access to money.

"He makes me beg a lot for cash yet I lost my job after maternity leave."
—WomanACT Survivor Survey Participant

LEVEL OF IMPACT:

80%

Of respondents rated the impact financial abuse as high or extremely significant.



This project has been funded by Women and Gender Equality Canada / Femmes et Égalité des genres Canada WomanACT



We advanced this work through peer-reviewed research, community-based research, survivor engagement, issue briefs, policy monitoring and knowledge mobilization, translating evidence into practical recommendations and policy action. We bridge the gap between research and action by transforming evidence into accessible knowledge for diverse communities—from sharing research with [engineering communities](#) and examining [technology-facilitated financial abuse](#) to developing federal election resources and policy calls to action, and keeping our [members](#) informed through regular [Research & Policy Monitors](#).



WomanACT members receive the quarterly **Research & Policy Monitor**, which brings together timely research, policy developments, sector resources, and practical tools—all in one place.

Stay ahead of emerging issues and bring the latest insights into your work. Become a member today!



<https://womanact.ca/get-involved/become-a-member/>

EDUCATION

Knowledge is power. At WomanACT, we see education as a powerful tool for change. Through education, we build public awareness and knowledge-sharing; we support organizations and communities to build capacity, develop stronger policies, and shift practice and culture.

321

**PARTICIPANTS ENGAGED IN
TRAINING AND CAPACITY-
BUILDING ACTIVITIES**

24

**EASE FINANCIAL LITERACY
PROGRAM REFERRALS**

We believe meaningful learning goes beyond knowledge; it builds the foundation for personal transformation, organizational change, and collective action toward a safer, more equitable future.

**WRITTEN
SUBMISSION TO
HEALTH CANADA ON
THE 2026 MEN AND
BOYS' HEALTH
STRATEGY**

June 1st, 2026

RESEARCH & POLICY



WomanACT

"I didn't know that certain things were financial abuse. This opened up my eyes to that situation. I knew there were different types of domestic violence but I always thought it was physical. This course changed my thinking."

Financial literacy program participant

"I learned how to save money, how to budget it, and that there are ways around getting out of your debt that I didn't know before."

Financial literacy program participant

15

EASE FINANCIAL LITERACY
PROGRAM PARTICIPANTS

5

EASE FINANCIAL LITERACY
PROGRAM COHORTS
COMPLETED

3

RESEARCH AND ISSUE BRIEFS
PUBLISHED

2

NATIONAL CONFERENCE
PRESENTATIONS

4

E-LEARNING COURSES

19

TRAININGS AND CAPACITY-
BUILDING ACTIVITIES





LEADERSHIP

Leadership at WomanACT means bringing people and systems together to identify systemic issues, share knowledge, and advance collective action. We believe preventing and responding to gender-based violence requires collaboration across sectors, disciplines and communities, and we work to create spaces where diverse expertise—including lived experience of survivors of GBV—can shape priorities and drive systems change.

In the 2025–2026 fiscal year, WomanACT strengthened its leadership role through cross-sector convening, public education, survivor engagement and policy advocacy. We brought survivor-centred evidence to national platforms, including the House of Commons Standing Committee on the Status of Women and the Canadian Alliance to End Homelessness National Conference, while advancing public dialogue through media, podcasts and public-awareness campaigns.

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WRITTEN STATEMENTS AND SUBMISSIONS

5

ADVOCACY ENGAGEMENTS

6

NEWSLETTERS



We also expanded opportunities for survivor leadership, relaunched the Soul of a Warrior Awards Gala to recognize frontline workers advancing our mission, and mobilized advocacy on issues ranging from gender equity and violence prevention to transit safety, consent awareness, corporate responsibility and intimate partner violence.

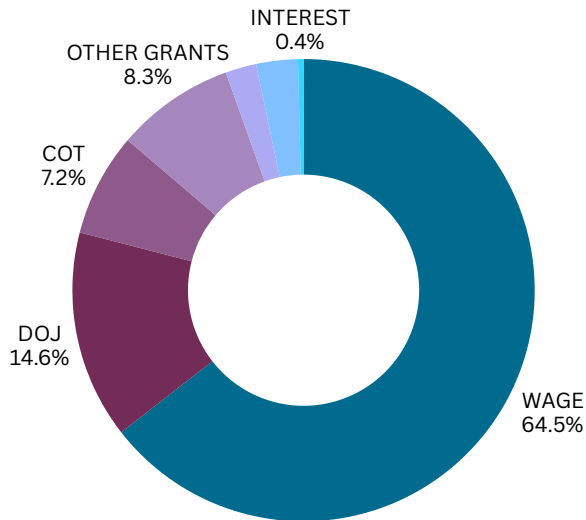


1,682
SOCIAL MEDIA POSTS

7
PUBLIC-AWARENESS SOCIAL
MEDIA CAMPAIGNS

338,325
IMPRESSIONS

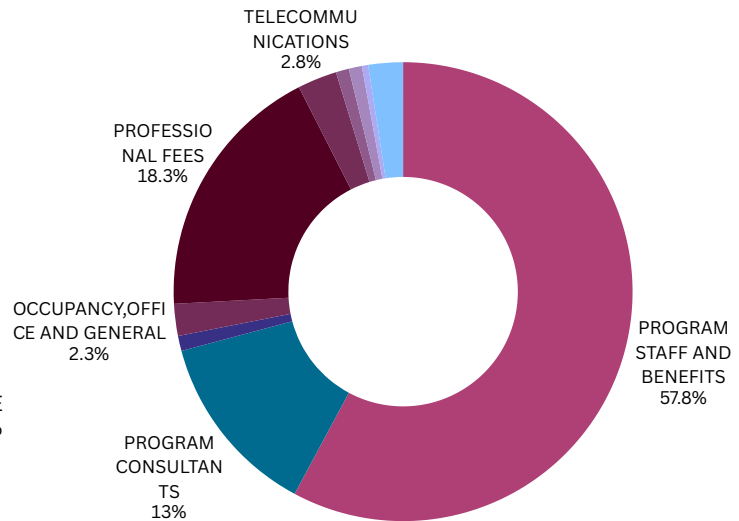
FINANCIALS



REVENUE

\$ 1,124,256

- Women and Gender Equality Canada \$713,722
- Department of Justice \$161,200
- City of Toronto \$79,930
- Other grants \$91,877
- Membership, donations and misc \$23,917
- Training revenue \$49,332
- Interest \$4,278



EXPENSES

\$1,107,004

- Program staff and benefits \$640,275
- Program consultants \$143,939
- Training \$11,748
- Occupancy, office and general \$24,927
- Professional fees \$203,072
- Telecommunications \$30,709
- Volunteer expenses \$10,200
- Insurance \$10,215
- Travel \$4,943
- Promotion and publicity \$26,976



SUPPORTERS/MEMBERS

Our members play an important role in driving and supporting our coordination, policy and community mobilization work.

We recognize and celebrate individuals, groups and organizations who are committed to eradicating violence against women and closing the gender gap. As a member of WomanACT, you will learn about the issues impacting our communities, join a network of advocates and take action.

Supporters

- Women and Gender Equality Canada
- City of Toronto
- Department of Justice Canada
- Uber Canada

Organizational Members

- Abrigo Centre
- Aura Freedom International
- Barbra Schlifer Clinic
- Canadian Network for the Prevention of Elder Abuse
- Child Development Institute
- Children's Aid Society of Toronto
- Ernestine's Women's Shelter
- Family Service Toronto
- Interval House
- KCWA Family and Social Services
- Nellie's Shelter
- Scarborough Women's Centre
- Sistering
- South Asian Women's Centre
- Victim Services Toronto
- West Neighbourhood House
- Yorktown Family Services
- Clauseworks
- Assaulted Women's Help Line

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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