Table of Contents

About Violence Prevention Grey Bruce.................................................................3
Mandate of VPGB ..................................................................................................3
Vision ......................................................................................................................4
Mission ..................................................................................................................4
Values ....................................................................................................................4
Overview of the Planning Process .........................................................................4
Planning Highlights ..............................................................................................5
  Review of the 2012-2015 Strategic Plan...............................................................5
  Workshop Discussion: The most important thing about VPGB..........................5
  Summary from the SWOT Analysis.....................................................................5
Strategic Directions ...............................................................................................8
  1. Engage Diverse Communities, Sectors and People ........................................9
  2. Be a Community Voice for Safe Communities ..............................................10
  3. Work Smarter ................................................................................................11
Next Steps ............................................................................................................12
Conclusion ............................................................................................................12
Appendix ...............................................................................................................14
  Appendix A - SWOT Analysis for VPGB............................................................14
  Appendix B – Discussion on Strategic Directions and Action Items..................16
About Violence Prevention Grey Bruce

Violence Prevention Grey Bruce is a community committee made up of member organizations and individuals from Grey and Bruce who are committed to ending violence in all its forms, and to work collaboratively towards that end. The committee was founded in 1987 and has had several names and ‘re imaginings’ over the years. It is unique in many ways: the high level of commitment from member organizations and individuals over decades of work together, the flexibility and adaptability of the committee that has allowed it to survive government and policy changes, the respectful and effective way the committee works despite differing mandates and responsibilities, the inclusion of survivors as full members of the committee, and a legacy of innovative work to address domestic and sexual violence, racism and discrimination, community collaboration, and violence prevention.

This strategic plan sets out directions for the next three years for Violence Prevention Grey Bruce (VPGB). It was also an opportunity for the committee to reflect with the retirement of their long time coordinator and the hire of a new coordinator for VPGB.

Mandate of VPGB

- Provide public education and prevention activities to engage all community sectors in the work of ending all forms of violence and abuse.
- Develop community wide protocols, training, and policy tools to enhance collaboration and support effective, consistent community responses to violence and abuse.
- Provide research, information and resources for the community on abuse, abuse prevention, rural program responses, and short and long term plans to address community needs.
- Develop projects and pilot programs to support innovative and effective prevention and response strategies to address violence and abuse in rural communities.
- Develop and implement monitoring and evaluation tools to track change, success, and current priorities for action

(From VPGB Terms of Reference 2017)
Vision
An inclusive community where all people live their lives free from all forms of violence and oppression and have equal access to the best of what the community has to offer.

Mission
We are a coalition of agencies and individuals committed to using inclusive approaches to prevent violence within relationships, families and communities. We work together to prevent violence in all its forms through public awareness and education activities, training programs, intersector collaboration, community engagement, research and knowledge building.

Values
- Collaboration
- Equality and Equity
- Safety
- Inclusion
- Leadership
- Engagement
- Reflection
- Diversity

Overview of the Planning Process

The methodology for the development of this strategic plan included:

- A review of outcomes from the previous strategic plan for 2012-2015
- A pre strategic planning survey of members to gather input on issues and action items.
- A one day strategic planning workshop with VPGB members that included: a discussion on ‘the most important thing about VPGB, a SWOT Analysis (Appendix A) and a preliminary draft of Strategic Directions and important action items.
- Development of a draft strategic plan for review by the VPGB Steering Committee
- Outreach to members not able to attend the workshop to gather additional input on strategic directions and action items.
- A follow up survey of members to get their input on key findings from the draft strategic planning workshop
- Preparation of a draft Strategic Plan and review by the Steering Committee and VPGB
- Preparation of the final Strategic Plan
Planning Highlights

Review of the 2012-2015 Strategic Plan
The previous strategic plan (2012-2015) stated that the Strategic Plan would result in specific outcomes. The chart below lists the expected outcomes with comments on progress from a review of minutes and workplans from 2013-2016:

<table>
<thead>
<tr>
<th>Expected Outcomes (2012-2015)</th>
<th>Actual Outcome</th>
</tr>
</thead>
<tbody>
<tr>
<td>Better attendance at meetings</td>
<td>Overall attendance improved, with more agencies actively involved. Still an area for improvement.</td>
</tr>
<tr>
<td>Shared leadership function</td>
<td>Co-chair system put in place. At times challenging due to time demands on chairs and personnel changes.</td>
</tr>
<tr>
<td>Improved and simpler access to supports and services</td>
<td>New website, NFF and MIOB campaigns, 211 increased public access to information. Remains area for improvement.</td>
</tr>
<tr>
<td>Clearly defined lead on each project</td>
<td>Usually the Coordinator was the lead for subcommittee and project initiatives.</td>
</tr>
<tr>
<td>Committee is seen in the community as valuable/has an excellent reputation</td>
<td>Achieved</td>
</tr>
<tr>
<td>A beginning and end for each project is defined</td>
<td>Somewhat – at times projects delayed or not completed as set out in workplans</td>
</tr>
<tr>
<td>Development of indicators to quantify reduction of violence in the community</td>
<td>Not done</td>
</tr>
<tr>
<td>Committee continues to be responsive to the community</td>
<td>Achieved</td>
</tr>
<tr>
<td>Community needs are identified so potential funding can be matched with needs</td>
<td>Achieved</td>
</tr>
<tr>
<td>Use of funding will be focused on what is needed in the community</td>
<td>Achieved</td>
</tr>
</tbody>
</table>

Workshop Discussion: The most important thing about VPGB
Participants at the strategic planning workshop identified the following ‘most important things’ about VPGB

- To be the at the forefront of identifying and responding to emerging issues and trends
- To provide leadership for the community on the prevention and response to violence
- A rural voice that keeps violence in rural communities on the provincial agenda
- A mutual support for member organizations
- Creating a seamless system to meet the needs of victims through service coordination and innovative initiatives
- Broad strategies to reduce stigma and barriers in order to make it easier to report violence and connect people with services
- Engaging service providers and the community in coordination, collaboration and awareness raising
- To have a ‘forum for intersecting organizations to share ideas, challenges, VAW issues, mutual support in times of challenge, focus on change, and be a public voice on VAW issues
- Keep connected and aware about funding opportunities and opportunities for collaboration
- To carry out proactive, collaborative strategies to raise awareness and educate providers and community about violence
- To build solidarity among ‘like-minded’ providers
- To be a local voice for research and advocacy and to use local research to support initiatives and change in Grey Bruce
- To be a positive and critical force for change in Grey Bruce
- To be a rural voice, a youth voice and a trauma informed voice
- To measure change and outcomes
- To be a collective voice that is larger than any of the individual members or member organizations.

Summary from the SWOT Analysis

- There is a provincial election in June 2018. How will VPGB be involved?
  Recommendation:
  - VPGB develop a brief outlining VPGB priorities for the new government
  - Collaborate with other Coordinating Committees through the BBW provincial Network to lobby the new government.

- Capacity is a big issue for VPGB. There are many other big ‘tables’ and competition for time and members.
  Recommendation:
  - Revisit the ‘mapping’ of the other big tables with the view of maximizing impact and formalizing connections
  - VPGB members that sit at other tables can provide information on VPGB and bring information to the VPGB table
  - Change meeting format (how we meet, how often, time of day, invite other tables for joint meetings)
  - Host a forum on collaboration and invite other tables to explore options

- Maximize our VPGB Voice
  Recommendation:
  - Increased use of Social Media and Media
  - Use political voice
  - Increase membership
- Increase marketing
- Consider holding a ‘Safety and Well Being’ Fair, modeled on the annual Health Fair to inform the public and bring organizations together.

- **Research and Evaluation** needs to be at the centre of information sharing and ‘making a difference’.

- **Priorities** – who is at the table shapes priorities, action and influences our capacity to carry out activities and outcomes.

- **Legislative and Policy Changes** have an impact on VPGB work.
  
  **Recommendation:**
  - There will be changes to the Safer Ontario Act that will change standards and policies for police that will need to be included in the community protocol.

- **Ear of Government** – VPGB may not have the ear of government if the provincial election unseats the current party. A new government may rescind current policies/funding or make changes for VAW.
  
  **Recommendation:**
  - Proactive approach and effective lobby

- **Membership and Engagement** – VPGB needs to have the ability to engage at provincial, community and agency levels to build buy in for violence prevention and collaborative approaches.
  
  **Recommendation:**
  - Research and address barriers to engagement
  - Look at scope and levels of engagement with VPGB – everyone has a role to play
  - Build relationships and align values and goals to support engagement and relationships
  - Take stock with existing membership – conduct a ‘check in’ to determine: functional relationships at the VPGB table and functional relationships with community and community agencies

- **Resources** are limited, both the availability of members and the capacity and resources for staff support for the work of VPGB
  
  **Recommendation:**
  - Look at ways to harness the collective knowledge base of members to make change

- **Work Smarter** – when resources are limited VPGB needs to work smarter
  
  **Recommendation:**
  - Connect with current initiatives and trends
  - Leverage committee strengths
  - Collaborate
Strategic Directions

Workshop participants identified 10 potential strategic directions in their first round of discussion: Engagement (broad and deep), Increase Social Media presence, Thematic Strategic Directions based on current sub committees (Sexual Violence, Senior Abuse, Human Trafficking, Protocol), Family Court (establish a new sub committee), Improve internal decision making and communication, Missing Voices (First Nations, Newcomers, Education, LGBTQ, Housing, Poverty), Community Voice (to be a voice, advocate and resource for the community on violence prevention, Youth Engagement (engage youth in violence prevention), Evaluation (outcome measurement).

Three priority strategic directions were identified to guide VPGB work for the next three years (2018 – 2021):

1. Engage Diverse Stakeholders
2. Be a Community Voice for Safe Communities
3. Work Smarter

The Strategic Directions set out a broad framework for the development of annual workplans with measurable goals and objectives. An annual workplan will be established by VPGB as a whole and by each of the VPGB sub committees.

There is an overlap with the three Strategic Directions and together they contribute to the ongoing mission and vision of Violence Prevention Grey Bruce.
1. Engage Diverse Communities, Sectors and People

Our Commitment:

VPGB will integrate broad engagement strategies in all subcommittee and VPGB project work to ensure that diverse perspectives, sectors and communities are included and inform all aspects of VPGB work. VPGB will work in an inclusive way with existing and new partner organizations and communities to increase its knowledge base and build effective, collaborative relationships to prevent violence in Grey Bruce.

Our Actions:

- VPGB has identified key sectors and community stakeholders needed in violence prevention work in Grey Bruce: the Education sector, Mental Health and Addictions, Newcomers, LGBTQ+, Youth, and First Nations. VPGB will develop engagement strategies and build effective relationships and opportunities for collaboration with identified groups.

- VPGB will develop new tools and approaches to improve communication, increase public outreach and awareness, increase collaboration opportunities, and increase opportunities for new partnerships with diverse sectors and communities.

- VPGB and its Sub Committees will consult with diverse stakeholders, sectors and communities to identify priorities for violence prevention, determine opportunities for collaboration and to engage more people in violence prevention projects and campaigns.

- Each VPGB Sub Committee will recruit diverse sub committee members to inform and implement committee work and each sub committee will consult broadly with diverse community stakeholders to ensure marginalized and ‘missing’ voices inform projects and activities.

Indicators of Success:

1. New VPGB members from identified key sectors and community stakeholder groups participate in VPGB projects and subcommittee work.

2. Increased participation on all VPGB sub committee from diverse stakeholders, and new knowledge brought to these committees through their participation and input.

3. Information from consultations with diverse stakeholders on community needs and priorities for action informs VPGB work.

4. New partnerships and collaborative work takes place as a result of engagement strategies. Existing collaborations are strengthened and more effective.

5. New communication tools increase public awareness of VPGB work, support effective collaboration and prevention work.
2. Be a Community Voice for Safe Communities

Our Commitment:

VPGB will be the community voice for safe communities and on issues of gender based violence and violence prevention in Grey and Bruce counties. We will work with service systems, service workers and the public to shift beliefs and attitudes, improve service outcomes for victims and offenders and integrate a trauma and violence informed approach across and within service sectors. We will work with the community to decrease the shame and secrecy that surrounds abuse, provide tools for the community so they can talk about abuse, identify warning signs and take an active role in violence prevention. The voice and work of VPGB is based on local research, community consultation, knowledge exchanges with local, regional and provincial bodies, and robust evaluation.

Our Actions:

- VPGB will create an inclusive and reflective space at its meetings to share learning, provide mutual support, build effective working relationships, bridge funding silos, and strengthen collaboration.

- VPGB will host a Community Forum on Collaboration and Violence Prevention to build new approaches to cross-sectoral collaboration and violence prevention to improve outcomes for domestic and sexual violence victims/survivors and offenders.

- VPGB, and its sub committees will organize training and knowledge building opportunities to build a trauma and violence informed approach across service sectors and within community services.

- VPGB through its membership with Building a Bigger Wave Ontario Network and the Southwest Regional Coordinating Committee will participate in provincial and regional campaigns and projects to prevent violence, increase community capacity to address violence, and advocate for resources and policies to violence prevention work.

Indicators of Success:

1. VPGB members report supportive and effective working relationships at the VPGB table.

2. Good attendance and positive evaluations from participants at the Community Forum on Collaboration and Violence Prevention. The Forum produces some new approaches to collaboration and some new partnerships and/or collaborative projects.

3. Trauma and Violence Informed training and knowledge building workshops take place, with positive evaluations from participants. VPGB member organizations take steps to develop trauma and violence informed services, policies and approaches.

4. VPGB attends BBWON and SWRCC events and meetings and participates in regional and provincial campaigns.

5. Development of strong evaluation processes for VPGB and all subcommittees to track successes, results, and learning and communication of these in the community.
3. Work Smarter

Our Commitment:
VPGB is committed to improving the committee’s efficiency and outcomes by improving internal decision-making processes, internal communication with members and subcommittees, and by developing clear evaluation processes for VPGB and all subcommittee that will help to make outcomes and successes more visible. VPGB members are busy people, often working in under resourced services. They need to see the value of membership and have opportunities to contribute. VPGB is committed to developing a clear organizational structure and clarity around membership and member benefits. VPGB has a history of effective member collaboration and innovative research and projects that this strategic plan builds on and will strengthen. Members will feel that their time at the VPGB table and as subcommittee members contributes to clear positive outcomes for the people they serve and for violence prevention in Grey Bruce. Members, member organizations, and the community will have many ways to contribute to VPGB work and more opportunities to learn, build capacity and develop effective working relationships.

Our Actions:

- Through a process of consultation with the membership, VPGB will develop effective processes for decision making, internal and external communication, leadership and staffing.
- Through a process of consultation with the membership VPGB will define what membership means and develop new avenues for membership that will help to recruit and new members and partners, and allow for flexible participation in violence prevention work.
- VPGB will develop standing and ad hoc sub committees to carry out project and priority work as determined by the membership and VPGB as a whole. Sub committees will chaired by a VPGB member and will develop annual workplans that contribute to the annual workplan of VPGB as a whole.
- An evaluation framework, process, and indicators for success will be developed for both VPGB and its subcommittees and completed and reviewed annually.

Indicators of Success:

1. Articulated processes for VPGB decision making are supported by the membership and reflected in the VPGB Terms of Reference.
2. New approaches to membership are in place that will allow for more participation by community partners, increased representation and diversity, and increased capacity to carry out violence prevention work. Membership with VPGB is defined and understood by all members.
3. New subcommittees are in place and a process for establishing sub committees is in place.
4. Annual workplans and indicators for success are developed annually and evaluated by sub committees and VPGB.
Next Steps

The next steps for the Strategic Plan include:

- Review of the draft plan by VPGB Steering Committee
- Adoption of the final Strategic Plan by VPGB
- Distribution of the Strategic Plan to key community stakeholders aligned with VPGB
- Posting of the Strategic Plan on the VPGB website and social media feeds.
- Development of a Year One Workplan with measurable goals and objectives, actions and expected outcomes by each of the VPGB subcommittees based on the Strategic Directions, and a comprehensive Year One workplan for VPGB as a whole. The current subcommittees for VPGB are:
  - VPGB Steering Committee
  - Domestic Violence Sub Committee (includes the HER Family Court project) NEW
  - Sexual Violence Prevention Sub Committee
  - Human Trafficking Sub Committee NEW
  - Communication and Issues Sub Committee NEW
  - Seniors Safety Network
  - Working Together Protocol Sub Committee NEW
- Development of an Evaluation Framework, based on Indicators of Success, and an Evaluation of Year One (2018-2019) outcomes from sub committees and VPGB workplans
- Development, Implementation and Evaluation of Year Two and Year Three sub committee and VPGB workplans

Conclusion

Violence Prevention Grey Bruce has a long and successful reputation for innovative and collaborative work to address violence against women and children, and violence in all its forms. The success of this community committee is based on the commitment and passion of members and member organizations to ending violence and improving the service response to victims, survivors, offenders and community members impacted by domestic and sexual violence, Senior Abuse, and Child Abuse. The members have made space for questions, complexity, collaborative approaches, and learning. They have taken risks to push for change in our community, in our beliefs and values, and our institutional response to violence.

This strategic plan builds on the successes of VPGB and sets out three key areas of focus for future work. It suggests strategies to strengthen the structure of VPGB and to attract new members and
perspectives to the table. It asks VPGB to take on a formal leadership position as the Community Voice on Violence Prevention and develop new communication and outreach strategies to make the committee work visible and accessible for service providers and the broader public. It suggests strategies to increase the diversity of perspectives at both the VPGB and sub committee tables in order to improve collaborative approaches and engage more people and organizations in violence prevention work. Finally, it sets out activities under each of the three strategic directions that were suggested by members as part of the strategic planning process.

Violence Prevention Grey Bruce is an organization that knows a great deal about violence prevention and community collaboration. This strategic plan provides some new approaches and tools to make that knowledge more visible and to engage more people and organizations in that critical work. Violence and abuse are pervasive issues that exist throughout our community and society, and the impact of this trauma can be devastating for victims, survivors, offenders as well as their neighbours, friends and families.

The work and success of VPGB is critical for our community and for the many individuals and families that struggle to find a way forward to a better future. Refining the structures, membership, focus and evaluation of VPGB work will contribute to building that better future for the people we serve.
Appendix

Appendix A - SWOT Analysis for VPGB

Internal analysis

<table>
<thead>
<tr>
<th>Strengths</th>
<th>Weaknesses</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Passion and experience of people at the VPGB table</td>
<td>• Missing partners and voices at the table</td>
</tr>
<tr>
<td>• Track record of successful projects and initiatives over many years –</td>
<td>• Capacity for member engagement (providers stressed for time)</td>
</tr>
<tr>
<td>good reputation of VPGB</td>
<td>• Privacy legislation that can be a barrier to collaboration</td>
</tr>
<tr>
<td>• Connections and networking that happens with VPGB</td>
<td>• Resource strain that impacts on access</td>
</tr>
<tr>
<td>• Good relationships and co-operative way people work at the VPGB table</td>
<td>• Community collaboration tables – a strength but also a weakness when</td>
</tr>
<tr>
<td>• The coordinator</td>
<td>there is overlap or lack of coordination</td>
</tr>
<tr>
<td>• Knowledge around the table and gathered through years of working</td>
<td>• Funding – to develop capacity for program leadership</td>
</tr>
<tr>
<td>together</td>
<td>• Competing priorities for VPGB members</td>
</tr>
<tr>
<td>• Public relations and marketing by people who are intrinsically</td>
<td>• Practical barriers (time of meeting, location)</td>
</tr>
<tr>
<td>motivated</td>
<td>• Efficiency – need to work smarter</td>
</tr>
<tr>
<td>• Visibility in the community</td>
<td>• Cultural differences</td>
</tr>
<tr>
<td>• Cultural differences</td>
<td></td>
</tr>
</tbody>
</table>
### External Analysis

<table>
<thead>
<tr>
<th>Opportunities</th>
<th>Threats</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Increased funding</td>
<td>• Upcoming provincial election could lead to less funding and profile for VAW</td>
</tr>
<tr>
<td>• VAW is on the political agenda at federal and provincial levels at this time</td>
<td>• Too little community awareness of VPGB</td>
</tr>
<tr>
<td>• VPGB has a good track record and strong history regionally and provincially</td>
<td>• Issues of sexism and racism in the community, and culture</td>
</tr>
<tr>
<td>• #MeToo has created awareness of Sexual Violence with the voices of victims/survivors heard and recognized</td>
<td>• Social media can make VPGB, women vulnerable to attack</td>
</tr>
<tr>
<td>• Larger community engagement, for example with LGBTQ+ and Indigenous people</td>
<td>• Agency engagement and attendance at VPGB table – Violence prevention as a priority?</td>
</tr>
<tr>
<td>• Work with grass roots, for example HER Grey Bruce</td>
<td>• Interest in trauma informed approach and treating a person in holistic way when involved with many services (example: justice, mental health, VAW)</td>
</tr>
<tr>
<td>• Changes with membership and additional members create opportunities, and can overcome organizational silos</td>
<td>• Power imbalances and differing levels of resources between services and within the system</td>
</tr>
<tr>
<td>• Opportunities with media and social media</td>
<td></td>
</tr>
</tbody>
</table>
Appendix B – Discussion on Strategic Directions and Action Items

The charts below reflect discussion and recommendations made by the strategic planning workshop participants for each of the three strategic directions including: goals and objectives, priority actions and expected outcomes.

1. Engage Diverse Communities, Sectors and People

Goal: to increase collaboration and capacity and improve outcomes by engaging diverse communities, ages and sectors in VPGB work.

<table>
<thead>
<tr>
<th>Objectives</th>
<th>Priority Actions</th>
<th>Expected Outcomes</th>
</tr>
</thead>
</table>
| To identify sectors, community groups, community stakeholders, ‘missing voices’ and engage them as partners in VPGB work. | • Engage public and Catholic Education sector and other critical community stakeholders (newcomers, LGBTQ+, Youth, First Nations) in VPGB work  
   • Human trafficking project – Health Unit lead  
   • Development of survey, cross communication, collaboration tools to engage members and community in VPGB work  
   • Implementation and training for new SV and DV Protocol  
   • Plan for Senior’s Safety Network  
   • Action on Sexual Violence Prevention  
   • Promote ‘team’ approach for core VPGB members  
   • Develop ‘partnership’ concept for groups and organizations aligned with VPGB work.  
   • Develop new communication and knowledge sharing tools, and new partnerships to position VPGB as a resource for the community  
   • Recruit diverse community stakeholders as members of VPGB, committees and projects. | • New members, increased diversity.  
• Increased participation and community engagement  
• Increased capacity - Human Trafficking.  
• New knowledge about member and partner needs and priorities  
• Increased collaboration and engagement in protocol  
• Next steps for SSN  
• Priority actions from SV survey  
• High level of commitment and leadership from core VPGB members  
• New partners to carry out VPGB work.  
• VPGB experienced as knowledge holder and resource for the community  
• VPGB committees membership is diverse and representative  
• VPGB projects and initiatives are based on actual community priorities identified by diverse stakeholders. |
| To use tools, and initiatives that will engage and retain members, partners and community in VPGB work. |                                                                                                                                          |                                                                                                                                                                                                                                           |
| To review and develop new ‘membership’ and ‘partnership’ approaches for sectors and community to be part of VPGB work. |                                                                                                                                          |                                                                                                                                                                                                                                           |
| To increase the knowledge base and strengthen relationships between VPGB, members, and community. |                                                                                                                                          |                                                                                                                                                                                                                                           |
| To integrate broad engagement strategies in all sub committee and VPGB project work. |                                                                                                                                          |                                                                                                                                                                                                                                           |
| To evaluate VPGB engagement strategies annually. | • Consult with diverse stakeholders to identify community priorities for violence prevention  
• Develop an evaluation process and indicators for VPGB to evaluate engagement | • New knowledge, successful engagement, increased participation. |
2. A Community Voice for Safe Communities

Goal: to provide leadership and a community voice on issues of gender based violence and violence prevention that shifts lenses, reframes issues, integrates trauma and violence informed approaches and improves outcomes for victims and offenders.

<table>
<thead>
<tr>
<th>Objectives</th>
<th>Priority Actions</th>
<th>Expected Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td>To create inclusive and reflective space for service providers, diverse sectors and the community to share learning, questions and opportunities for violence prevention</td>
<td>• Dedicate time for reflective and inclusive space within VPGB to explore: Collaboration in a silo world, poverty and violence, truth and reconciliation, services or change.</td>
<td>• New learning and opportunities for innovative and supported VPGB work</td>
</tr>
<tr>
<td>To reframe VAW and gender based violence issues in ways that will connect with other sectors, and allow for new approaches to address service and system collaboration and improved outcomes for service users.</td>
<td>• Consult directly with Indigenous members and stakeholders to plan necessary work to address decolonization and structural violence and oppression.</td>
<td>• New linkages and coordinated work to prevent violence against women and engage community.</td>
</tr>
<tr>
<td>To ensure that the voices of marginalized people – survivors of VAW, Indigenous people, LGBTQ+ community, immigrants and newcomers are at the forefront and their experiences and knowledge shape VPGB work</td>
<td>• Establish effective communication and knowledge sharing processes and tools with other community committees, for example a monthly newsletter.</td>
<td>• Increased knowledge and connection through Community Forum</td>
</tr>
<tr>
<td>To support the integration of trauma and violence informed approaches across services and service systems in Grey Bruce</td>
<td>• Host a Community Forum on Collaboration and Violence Prevention (Well Being Fair)</td>
<td>• Increased leadership and participation by marginalized people and increased action on their issues.</td>
</tr>
<tr>
<td>To connect with broader regional and provincial initiatives, advocate for resources and policies to prevent violence, and achieve better outcomes for victims and offenders.</td>
<td>• Increase participation of survivors, Indigenous people and organizations, newcomers, LGBTQ+ and Youth in all aspects of VPGB work</td>
<td>• Increased community capacity, prevention traumatizing service response.</td>
</tr>
<tr>
<td>To evaluate VPGB effectiveness as a community leader and voice on gender based violence, and violence prevention</td>
<td>• Organize training on impact of trauma and violence and support development of trauma informed service response.</td>
<td>• Effective advocacy and capacity building to address VAW and prevent violence.</td>
</tr>
<tr>
<td></td>
<td>• Membership with BBWON and SWRCC</td>
<td>• Increased VPGB effectiveness as a leader and voice for violence prevention.</td>
</tr>
<tr>
<td></td>
<td>• Advocacy with government funders and policy makers</td>
<td></td>
</tr>
</tbody>
</table>
3. Work Smarter

Goal: to improve efficiency and outcomes by maximizing and leveraging resources and improving internal decision making and communication.

<table>
<thead>
<tr>
<th>Objectives</th>
<th>Priority Actions</th>
<th>Expected Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td>To improve efficiency through a review and development of internal decision-making, meeting, membership, and sub committee processes.</td>
<td>• Consultation with existing members on VPGB efficiency, decision-making, meetings, membership commitment, • Update of VPGB Terms of Reference (TOR) • Establish standing committees and process for establishing a new committees and committee membership • Establish annual VPGB and Sub Committee workplans</td>
<td>• Efficient decision-making and meeting structure that supports VPGB plans and vision. • Updated TOR • Standing Committees and new committees have clear mandate, tasks and link to VPGB • Annual Workplans</td>
</tr>
<tr>
<td>To review and confirm the role of the Steering Committee</td>
<td>• Consult with VPGB members and develop a TOR for the Steering Committee</td>
<td>• Clarity on leadership and responsibility of Steering Committee in TOR</td>
</tr>
<tr>
<td>To review and confirm a membership approach that provides opportunities for engagement with broad agency and community representation</td>
<td>• Articulate what ‘membership’ means and benefits of VPGB membership (team, knowledge, connections, collaboration, impact, prevention) • Develop a membership approach that increases VPGB capacity, diversity, and connections with key community stakeholders. • Recruit and support new members and partners.</td>
<td>• New membership approach that is inclusive, effective and fits with stakeholder capacity. • New members, partners and connections to carry out VPGB work.</td>
</tr>
<tr>
<td>To improve internal and external communication and information sharing through the website, social media and media</td>
<td>• Increase social media and website presence. • Refine internal communication</td>
<td>• Increased awareness of VPGB and community access to resources. • Effective internal communication</td>
</tr>
<tr>
<td>To evaluate success of VPGB organizational efficiency and member engagement approach.</td>
<td>• Develop indicators for evaluation and evaluate annually</td>
<td>• Increased efficiency and engagement</td>
</tr>
</tbody>
</table>