

# ANNUAL REPORT

2022 - 2023

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**ELIZABETH FRY**  
SOCIETY OF OTTAWA

# Leadership Message



**Eileen Dooley**  
**Chair, Board of Directors**



**Cathy Robinson,**  
**Executive Director**

The past year has been exceptionally busy for the Elizabeth Fry Society of Ottawa. We devoted significant effort to initiatives that strengthen our capacity and position ourselves for the future.

The Board set an ambitious agenda for the year with the overall goal of transitioning to a governance Board. We reviewed and made some important updates to our by-laws, including to align with the new rules included in the Ontario Not-for-Profit Corporations Act. We also adjusted our Board committees to better support our governance work, and to set us up for more impactful work. We launched the preparation of our next strategic plan, which is well underway and will be in place in the early months of next year. We recruited a new Treasurer to the Board, and launched recruitment of a new Executive Director.

Our staff team continued to deliver supports and services to our clients in the community and our residences – including a pilot residence for those seeking to stabilize in preparation for substance use treatment. Staff supported clients with their needs, by advocating for them, helping them find housing, providing counselling, programming and system navigation, and supporting them with alternatives to the criminal justice system where possible. One of the lasting impacts of COVID-19 is that many of the most vulnerable in our community, including our clients, experience complex mental health challenges and substance use. Our staff respond with compassion, skill and energy to meet clients where they are, support client-identified needs and advocate with and for clients.

We are extremely grateful to our staff and Board members for their dedication, excellence and compassion. This diverse team, along with program volunteers and students, continues to make a difference in the lives of criminalized women and gender-diverse people in our community.

We truly appreciate the investments of our funders who support our mission and the many individual donors who know that our work makes a difference. We are thankful for the many formal and informal partnerships in our community and beyond. Our clients inspire and energize us to do our best every day.

The Board of Directors wishes to extend its sincere gratitude to Cathy Robinson, who led the society with passion, empathy and a commitment to excellence. Cathy has retired from her role as the Society's executive director, leaving an organization that is stronger and better-equipped to meet the challenges of the years ahead.

# Our Team

Alma Galicia  
Alyssa Culliton  
Amilie Villeneuve  
Anastasia Hayes  
Ariane Dupuis  
Baveeta Kumar  
Becca Bouchey  
Bri Hagmann  
Brooklyn James  
Cailyn Froats  
Caitlyn Albert  
Caleigh Landale-Fletcher

Cassidy Howse  
Catherine Kasande  
Cathy Robinson  
Chloe Monette-Normandin  
Christina Pharoah  
Dalia Naaman  
Diane Serre  
Isabel Faria  
Kai Seymour  
Katie Cunningham  
Kayla Crowe  
Lorna Kanyi  
Madeline Kilby

Michelle Lawrence  
Nasteha Mohamed  
Natasha Olarte  
Rachelle Hawthorn  
Rebecca Rynard  
Sarah Al-Anezi  
Shelley McManus  
Tan Bokhari  
Tania Hasbani  
Violeta Chitgian  
Yetunde (Debbie)  
Oluwo-Oyegbami

\*Active as of March 31, 2023



# Board of Directors



Our 2022-23 Board of Directors is comprised of community members who volunteer their time and bring their expertise to govern and provide strategic direction to E Fry Ottawa. Their significant contributions are appreciated by all who touch, or are touched by the Elizabeth Fry Society of Ottawa.

**Eileen Dooley** | Chair of the Board, and member of Executive Committee, Finance Committee, Human Resources Committee, Nominating Committee, Strategic Planning Working Group

**Adrienne Fanjoy** | Human Resources Committee

**Alexandria Bonney** | Governance Committee, Strategic Planning Working Group

**Bernice-Marie Kalubiaka** | Strategic Planning Working Group

**Chloe Halpenny** | Chair, Governance Committee

**Deroux Jones\*** | Finance Committee

**Feliciano Goncalves-Sebastiao\*** | Governance Committee, Strategic Planning Working Group

**Genevieve Malette\*** | Nominating Committee, Human Resources Committee

**Jennifer Batley** | Interim Treasurer, Finance Committee

**Kathy Durand** | Nominating Committee, Chair, Strategic Planning Working Group

**Kimisha Grant\*** | Treasurer, Finance Committee

**Maureen Castella** | Chair, Human Resources Committee

**Melissa Parsons** | Finance Committee, Governance Committee

**Shawna Holmes\*** | Vice President, Executive Committee, Chair, Community Engagement Committee

\* Kimisha Grant resigned in November 2022, Shawna Holmes resigned in December 2022, Deroux Jones resigned in May 2023, Feliciano Goncalves-Sebastiao resigned in August 2023, and Genevieve Malette resigned in September 2023.

# Volunteers and Students

## E Fry Ottawa Volunteers

Volunteers have provided diverse and impactful support to our Agency for many years. While some of our key volunteer opportunities continue to be impacted as a result of the COVID-19 pandemic we continue to work to revive volunteer programming to support our clients and our community.

## Placement Students

Students are vital assets to our community and residential programs. We collaborate with various university and college programs in Ottawa to place students to work with our staff to learn aspects of our work, as well as the rewards of working with the clients we advocate for and support. Many of our students become E Fry employees once their placement is complete.

**Thank you to our  
volunteers and students  
of 2022-2023!**

# Financial Supporters

**We thank and acknowledge our funders, financial supporters,  
and in-kind donors.**

BenefAction Foundation  
Boys and Girls Club of Ottawa  
Bronson Centre Inc.  
Canadian Association of Elizabeth Fry  
Societies  
City of Ottawa  
Correctional Service Canada  
Complete Outdoor Services  
Dominion Chalmers United Church  
Emond Harnden  
Fabrick Collective  
Holy Redeemer Catholic Women's League  
IBM Employees' Charitable Fund (ECP)  
Ministry of Children, Community and  
Social Services (Ontario)  
Ministry of the Attorney General (Ontario)  
Ministry of the Solicitor General (Ontario)  
Ontario Trillium Foundation  
Ottawa Community Foundation  
Ottawa Food Bank  
Rogers  
SS De L'Institut Jeanne D'Arc  
The Benevity Community Impact Fund

The Burton Charitable Foundation  
The Prior Family Foundation  
The Properties Group Management  
The Toronto Dominion Bank  
Tim Davis Design Inc.  
United Way East Ontario  
United Way Simcoe Muskoka  
United Way Toronto  
University of Ottawa Association of  
Women in Law

## **Your individual donations matter!**

Thank you to the many individuals who supported our work with regular and one-time donations. Your contributions helped us to meet needs of clients who are marginalized and face many barriers. Your dollars help with practical needs and enable our clients to live with dignity and with love from the community.



# Programs and Services

E Fry Ottawa offered a range of programming and services tailored to the needs of our clients and the community. Our clients include adults who identify as women and gender-diverse people who have been or may become criminalized or recriminalized. Some of our programs support youth, and some support men. While many of our core programs have been running for many years, we also seek to support our community with emerging and evolving issues. Here are some highlights of our work in 2022-2023.

## JF Norwood House

**Funded by Correctional Service Canada and the Ministry of the Solicitor General (Ontario)**

JF Norwood House (JFN) is a 15-bed transition house located in downtown Ottawa. JFN offers a supportive living environment to federally and provincially sentenced clients, including those with needs for housing and stability. JFN staff support clients with successful reintegration into the community through a safe and encouraging environment where residents can focus on education and employment, and access supports for mental health, substance use and their experiences with trauma. Our staff provide in-reach services to women in federal prisons to support their reintegration to the community upon release. We welcomed residents from across the country.

## Lotus House

**Funded by the Ministry of the Attorney General (Ontario)**

Lotus House provides a safe and supportive residence for adult women and gender-diverse people who are on bail under Ontario's Bail Verification and Supervision Program. Lotus House staff provide community-based supervision for women and gender-diverse people who would otherwise likely be held in custody pending the resolution of their criminal charges. Residents have access to other E Fry Ottawa services, including counselling, crisis intervention, education and employment guidance, and referrals to other community resources. We partner with the John Howard Society of Ottawa, which provides bail supervision to Lotus House residents.

## Safe Bridge Stabilization Pilot Program

**Funded by Health Canada**

Safe Bridge Stabilization Pilot Program is a residential and community program for women and gender-diverse people who are seeking support for their substance use health. Safe Bridge is designed for individuals who have a goal of abstinence and who desire making changes while improving and strengthening their wellness. The residence is a pre-treatment program for those motivated to apply for and complete long-term residential treatment for substance use. The Safe Bridge Stabilization Pilot Program provides programming and activities such as Relapse Prevention, to address the challenges and goals related to substance use. Clients living in the community participate in day programming as they work toward their goals of abstinence and treatment.

# Programs and Services



## Food Cupboard

**Supplied by the Ottawa Foodbank**

E Fry Ottawa supports our residential clients with food provided by the Ottawa Food Bank. We also provide emergency food to community clients through JF Norwood House. The need for emergency food by community clients remained high throughout the year.

## Community Counselling

**Funded by United Way East Ontario & the City of Ottawa**

E Fry Ottawa provides a range of counselling services to young and adult clients, including women and gender-diverse clients who have or may come into conflict with the law. Our counsellors work from a human-centered, trauma-informed approach and use models that address individual client needs. We offer individual counselling in mental health and addictions and structured, multi-session programs that include Emotion Regulation, Life After Trauma, Relapse Prevention, and Theft Prevention.

## Reintegration Navigation

**Funded by the Ministry of the Solicitor General (Ontario)**

The Reintegration Navigator supports clients who are provincially sentenced women and gender-diverse people, and who reside either in our transition house (JF Norwood House) or elsewhere in the community. Clients receive direct planning services and supports from our Reintegration Navigator, who meets regularly with clients and connects each client to the community supports and services that meet their specific goals and plans for reintegration.

## Court Support Program

**Funded by United Way East Ontario**

The Court Support Program is supervised by E Fry Ottawa's Court Support Worker, often with support from our volunteers. Our Court Support Worker worked with people to navigate the criminal justice system through the virtual process that continued, as Court services began and continue to gradually return to in-person proceedings. Our Court Support Worker and other staff connect people to a variety of community resources based on individual needs.





# Programs and Services

## Direct Accountability Program

**Funded by the Ministry of the Attorney General (Ontario)**

The Direct Accountability Program (DAP) Post-Charge Diversion program delivered at the Ottawa and L'Original Courthouses is an alternative to formal prosecution for eligible adults who have been charged with minor criminal offences. Under the program, charges are either withdrawn or stayed for participants who take responsibility and complete community-based sanctions to make amends for their wrong-doing. In 2022-23, E Fry Ottawa participated in a pilot Pre-Charge Diversion project funded by the Ministry in collaboration with Ottawa Police services and other community partners. The Pre-Charge Diversion project sees individuals facing charges for minor offences being diverted away from the criminal justice system and redirected to E Fry Ottawa for community programming and supports.

## Parenting Inside Out® Program

**Funded by the Ontario Trillium Foundation**

The Parenting Inside Out® Program (PIO) is an evidence-based, nationally recognized cognitive behavioural parenting skills training program developed for parents involved in the criminal justice system. PIO teaches parents a way of navigating life that uses healthy, pro-social skills to interact with children, partners, co-parents, professionals, friends and family, and helps them learn and practice skills to become better parents and role models. By the end of 2022-23, we were moving towards wrapping up a successful program – one which we adapted to be able to support clients throughout COVID-19, and gradually returning to in-person programming. The program is delivered in Diana's Place, which also provides a welcoming space in which our staff support mother-child visits for clients across our programs.

## Community Liaison Services – Ottawa-Carleton Detention Centre

**Funded by the Ministry of the Solicitor General (Ontario)**

E Fry Ottawa provides one-to-one support and advocacy to women and gender-diverse people imprisoned at the Ottawa-Carleton Detention Centre (OCDC). Our Community Liaison Worker provides information and referrals to programs and services of E Fry Ottawa and connects them to other community resources and services to assist with reintegration. Our Addictions Counsellor provides relapse prevention programming and individual counselling at OCDC to those seeking supports with substance use and/or who wish to attend treatment programming on release.



# Programs and Services

## Youth Reintegration and Diversion Services

Funded by the Ministry of Children, Community and Social Services (Ontario)

E Fry Ottawa helps young women, men and gender-diverse people aged 12 to 17 years who are in conflict with the law by providing holistic, gender-specific and client-centered programming. Our youth programs aim to foster a positive, non-judgmental space, empowering young individuals to develop essential skills and tools to support them on their path toward self-efficacy and resilience. Our youth programs include Theft Prevention, Understanding Anger, Decision Making and Love Yourself. Our Youth Reintegration and Diversion Worker also offers supports to justice-impacted youth who are reintegrating into the community after being in custody, and works to support youth who are or may become trafficked, as a partner in Creating Opportunities and Resources Against the Trafficking of Humans (CORATH).

## Indigenous Peer Support

Funded by the Ontario Trillium Foundation

Our Indigenous Peer Support program is designed to support our criminalized Indigenous residents and community clients with culturally appropriate supports. Making use of Indigenous resources in the community, the program provided a safe space for participants to discuss issues specific to Indigenous communities, and to learn and share information on justice issues. Guest Indigenous facilitators provided activities and ceremonies designed to re-engage clients with their culture.



## Housing Support: Reducing Homelessness, Achieving Housing Stability for Women

Funded by the City of Ottawa, under the Home for Good Initiative and the Community Homelessness Prevention Initiative

Our Housing Support Worker and Housing-Based Case Manager provide housing services in Ottawa to reduce the risk of homelessness and/or help clients achieve housing stability. Under separate, overlapping initiatives, we support women and gender-diverse people exiting jail or prison into the Ottawa area, as well as those who are criminalized in our community who are homeless. We collaborate with other community agencies to share information and resources that support stable housing arrangements. In 2022-23, the ongoing challenges of affordable housing continued to impact many community members looking for safe and permanent housing, increasing the importance of this program.

# Programs and Services



## Women's Drop-In Centre

**Funded by the Ontario Trillium Foundation**

Throughout the year, our vibrant Drop-In welcomed women and gender-diverse people, including those who are marginalized and traditionally underserved in our community. Relaxation of some COVID-19 public health guidelines allowed us to return to regular small group discussion and activities in our Drop-In Centre. Outside of group sessions, our Coordinator provides clients access to basic needs, including clothing, snacks, toiletries, bus tickets, food bank, and external and internal referrals for additional support and advocacy.

## E Fry Ottawa Hub

**Funded by Canadian Women's Foundation**

The E Fry Ottawa Hub built on existing E Fry Ottawa and community services and supports and provided a physical space to focus on capacity building. Through small group and individual delivery, the Hub offered daily programming, specialized workshops and group sessions in a safe space to support clients to reach their goals – including those related to training, increasing confidence, job readiness and (re)building relationships and networks.





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