

**Bernadette McCann House**

**Strategic Plan**

**May 2022- May 2025**

**May 31<sup>st</sup>, 2022**

## Mission of Bernadette McCann House

“The Mission of Bernadette McCann House is to work for change that will end abuse by providing safety, support and education to all those who experience abuse.”

## Statement of Philosophy

Accountability and respect for diversity are fundamental, guiding principles of Bernadette McCann House. To live free of fear, oppression, and any form of abuse is a basic human right. Every person should be free to make their own choices regarding the direction of their lives. All people, including children affected by abuse, should be free to speak and be heard, and have their individual needs acknowledged.

Abusers must accept accountability for the short and long-term effect their abuse has on others.

## Diversity Policy

Respect for Diversity is fundamental to how Bernadette McCann House provides services. Therefore, Bernadette McCann House adheres to the Ontario Human Rights Code and does not discriminate on any protected grounds.

This policy pertains to diversity of membership, directors, and employees of Bernadette McCann House. Any policies relating to services provided to individuals will adhere to the definitions of diversity expressed within this Diversity Policy.

1. Our definition of diversity encompasses differences in ethnicity, gender, including gender identity and gender expression, language, age, sexual orientation, religion, socio-economic status, physical and mental ability, thinking styles, experience, and education. We recognize that each individual brings their own unique capabilities, experiences and characteristics to the work that we do.
2. We will treat all people with respect and dignity. We strive to create and foster a supportive and understanding environment in which all individuals realize their maximum potential within the Agency, regardless of their differences. Honoring diversity makes us more creative, flexible, open and welcoming.
3. We endeavor to represent the diversity of the population of Renfrew County in the hiring/selection of Board, Staff, and Volunteers.
4. Our Diversity practices will include on-going education.
5. As core believe of the organization, the Diversity Policy will be incorporated into any strategic planning processes. Staff and volunteers of the Agency will ensure that our Diversity Policy is an integral part of the organization and is incorporated into the strategic planning process.

## Strategic Areas of Focus

- **Enhance Education and Awareness**
- **Housing Supports**
- **Expansion of Services for Men**

## Enhance Education and Awareness

### Preamble:

- There has never been a National Campaign to End Violence
- Community Awareness and Education has been identified at every Strategic Planning session
- BMH staff participate in Public Education/Presentations, which are tracked
- There is no Champion identified, as the face of “Standing Up Against Violence”
- The Volunteer/Public Education position has been internally reviewed, and will be posted shortly

<b>OUTCOMES</b>	<b>STRATEGY</b>	<b>DATE OUTCOMES ATTAINED</b>
Increase awareness and education about Abuse	Develop a Public Awareness Plan for 2022-2025	September 2022
	Identify Champion for BMH	October 2022
	Lobby Government to Implement National Campaign	Summer 2023

## Housing Supports

Preamble:

- Women who experience abuse, who choose to apply to Housing, are placed on a Priority List
- The Housing Priority Wait List is one to two years, according to Housing
- BMH does not have a Second Stage facility, which requires funding and additional staff costs
- Relocation of Women and their children, whether in the Shelter or Outreach Program, must include alternatives throughout Renfrew County
- the Transitional Support Caseworker (TSW) role is to assist with housing, whether the client is in the Shelter or Outreach Program, this includes assistance with legal, educational, employment, financial

<b>GOAL</b>	<b>STRATEGY</b>	<b>OUTCOMES</b>
Increase affordable housing options throughout Renfrew County	Strengthen and enhance relationships with Housing, Landlords, other organizations Explore alternative housing options; Second Stage, rental, partnerships, purchasing	Increase affordable housing options by 5 spots May 2023  Increase to 10 spots May 2024  Increase to 15 spots May 2025
Address the needs of client's living in affordable housing	Strengthen support for those currently in housing, and those in need of affordable housing; Hubs, increased programming, partnership expansion  Maintain data regarding challenges/barriers, length of stay, identification of gaps in services	Provide in-house support to two sites May 2023  Increase in-house support to four sites May 2024  Increase in-house support to six sites May 2025

## Expansion of Services for Men

### Preamble:

- Since 2012, Ministry of Attorney General (MAG) requires the Family Court Support Program to provide services to Females and Males, who have experienced Domestic Violence, and are going through the Family Court process
- In 2022, Ministry of Children, Community and Social Services (MCCSS) requires the Transitional Support Program to provide services to Females and Males who are survivors of human-trafficking
- BMH has provided the Caring Dads Program, in partnership with Family and Children’s Services since 2012, a program for men who want to be better Dads
- The Crisis/Support Line responds to Male callers
- BMH Focus Group results in 2019, identifies males would like to receive the same services as women do, involving both individual and group work
- Conversation between Program Supervisor and ED in 2021, confirms MCCSS is open to VAW Sector working with men, at the pilot stage

<b>OUTCOMES</b>	<b>STRATEGY</b>	<b>DATE OUTCOMES ATTAINED</b>
BMH secures permanent funding through MCCSS, to work with men who have experienced abuse	Pilot Pattern Changing Group for Men who have experienced abuse, based on available funding and resources	Pilot one program, in one area of Renfrew County, by May 2023  Pilot program, in second site by May 2024  Pilot program in third site by May 2025
	Secure permanent funding to run programs for men who have experienced abuse	May 2025