WINNING AGAINST DOMESTIC AND SEXUAL VIOLENCE:

ALBERTA'S PRIMARY PREVENTION PLAYBOOK

A PRIMARY PREVENTION STRATEGY WRITTEN FOR THE GOVERNMENT OF ALBERTA AND THE IMPACT COLLECTIVE

2023

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THE PROJECT TO END
DOMESTIC VIOLENCE

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WE BELIEVE, "PERPETRATORS ARE MADE, NOT BORN."[1]

SUMMARY OF THE PLAYBOOK

People who perpetrate domestic and <u>sexual violence</u> are created. In families. In schools. In peer groups. In neighbourhoods. In sports. In religious communities. At work. In our institutions. Through media and culture. Through wider inequalities[2] and because of the <u>systems of oppression</u> into which we have all been socialized: <u>capitalism</u>, <u>colonialism</u>, <u>heteronormative patriarchy</u>, and <u>white supremacy</u>.

If, collectively, we want to stop producing perpetrators of domestic and sexual violence, we must focus our attention on disrupting the pathways to perpetration while changing the cultural and structural conditions that produce, promote, and condone violence, inequality, exclusion, and discrimination.

That is what <u>primary prevention</u> is: changing the cultural and structural conditions that enable perpetrators and drive violence perpetration.[3]

Moving our efforts to prevent abuse, systemic inequalities, and <u>structural violence</u> (i.e., the unequal distribution of power and resources), while working towards an Alberta that is equitable, inclusive, and violence-free, is a winning strategy to end domestic and sexual violence.

Proactive change is the focus of this Playbook.

The goal of this Playbook is to provide plays and actions for the Government of Alberta and the IMPACT collective that will eliminate drivers of violence (<u>gender inequality</u>, <u>social exclusion</u>, and <u>colonization</u>) while also increasing protective factors for women, equity-deserving groups, and <u>Indigenous Peoples</u> through policy, legislation, and initiatives targeting norms, systems, and behaviour change.

To achieve this goal, the Playbook draws on 35 primary prevention reports, plans, and summaries of consultations that were developed to support the Alberta Primary Prevention Framework Policy Collaborative and written to advance primary prevention efforts in Alberta. More specifically, the Playbook provides pragmatic actions drawn from 12 primary prevention plans and strategies written for the Government of Alberta and the IMPACT collective. Combined, these reports contain over 500 policy and 60 legislative changes to address the social conditions and settings where violence is engendered, with some recommendations focusing directly on disrupting trajectories that lead to perpetration.

> This 3-year research project identified hundreds of policy, practice and systems change recommendations needed to advance primary prevention in Alberta. For a list of the detailed action plans and strategies, please see our Primary Prevention Playbook website.

The Playbook draws on the following reports:

- Four primary prevention plans that focus on addressing the root causes of violence by advancing gender equality,[4] promoting social inclusion within government policy[5] and community-based organizations,[6] and supporting Indigenous self-determination.[7]

- A comprehensive provincial strategy to engage and mobilize more men and boys[8] because they are overrepresented among perpetrators of domestic and sexual violence and are key to stopping violence before it starts.

- An action plan explaining how the Government of Alberta and the anti-violence sector can contribute to preventing child maltreatment and adverse childhood experiences[9] because these actions will disrupt the intergenerational transmission of violence while ensuring the next generation grows up in safe and empowering environments.

- A case with evidence-based actions that can <u>build the capacity of each Albertan</u>[10] to be an active <u>bystander</u> and challenge the <u>normalization of violence</u> and inequality within their spheres of influence. This approach will send a strong message to perpetrators throughout Alberta that domestic and sexual violence are not acceptable.

- <u>A prevention of sexual violence action plan</u>[11] with targeted strategies to transform our cultures, institutions, laws, policies, and practices that create or enable sexual violence, as it is the only violent crime in Canada that is not declining.[12]

- A suite of policy recommendations on <u>financial and economic supports</u>[13] to build protective factors for women and equity-deserving groups.

- Specific policy recommendations related to <u>health, food, housing, and climate change</u>[14] as they can become either risk or protective factors for domestic and sexual violence.

- New legislation, policy and programs that specifically address <u>technology-facilitated violence</u>.[15]

- An <u>accountability framework</u>[16] that was designed for the Government of Alberta to help identify outcomes and indicators for monitoring progress on violence prevention and advancing equity and inclusion here in Alberta.

LEARN MORE ABOUT THE ALBERTA PRIMARY PREVENTION FRAMEWORK POLICY COLLABORATIVE **HERE**.

The Playbook also lists eight priorities that the Government of Alberta can action today to mitigate the risk factors for perpetration by investing in protective factors for women, equity-deserving groups, and Indigenous Peoples. These eight policy levers can be found in <u>Appendix 3</u> include addressing unemployment, increasing income support, reducing poverty, increasing education rates, preventing homelessness, providing adequate health care, and supporting <u>Indigenous sovereignty.</u>[17]

While we strive to ensure that our research and prevention efforts cause no further harm and contribute to building a just, safe, and equitable society for everyone, we acknowledge that our backgrounds, lived experiences, and knowledge reflect our biases. We hope that others with different lived experiences will build on our efforts and enrich them. Moving forward, we encourage both the IMPACT collective and the Government of Alberta to leverage the research and continue to engage and consult with equity-deserving groups and people with lived experiences to ensure the recommendations reflect their needs and preferences as we advance primary prevention in this province.

We hope this Playbook will serve as a catalyst for change as it provides four pragmatic and realistic plays to implement over the next five years that will stop the creation and enabling of perpetrators.

These four plays are:

1. Educate ourselves and all Albertans on the root causes and drivers of domestic and sexual violence

2. Invest in and grow a primary prevention workforce

3. Adopt strategies focused on changing cultures and structures that make violence possible

4. Invest in gamechangers that eliminate the root causes of violence

Let's rebuild our province to make equity, inclusion, Indigenous sovereignty, and peace the norm.

This is the next chapter of our work.

In solidarity,

Lana Wells
Anya Litviniuc
Lianne Lee
Brian Hansen

IMPORTANT NOTE BEFORE READING THE PLAYBOOK

While this Playbook was written for the Government of Alberta and the IMPACT collective (a provincial initiative including 300+ anti-violence organizations focused on preventing domestic and sexual violence), the views expressed in this report belong to the content creators and may not fully reflect the opinions of our two collaborators. We have done our best to synthesize three years of information generated from the Alberta Primary Prevention Framework Policy Collaborative, which is a partnership between Government of Alberta, IMPACT, and Shift.

We acknowledge that we were only able to build this Playbook because of decades of work and leadership from advocates across the province who have dedicated their lives to supporting victims of violence and holding perpetrators accountable. It is because of these historical efforts and deep commitments that we can now move to engaging in efforts focused on stopping the perpetration of violence before it starts.

Thank you to everyone who participated in the research, consultations, and thought-provoking conversations. We are grateful and humbled by your resilience, brilliance, and commitment to changing our path together to focus on upstream prevention efforts. Please see the full list of **acknowledgements** of the extraordinary people who participated in this project along with our amazing funders.

To understand how Shift supported the Alberta Primary Prevention Framework Policy Collaborative to develop the Playbook please go to **Appendix 1**.

ABOUT SHIFT: THE PROJECT TO END DOMESTIC VIOLENCE

Shift, an innovative primary prevention research hub located in the University of Calgary's Faculty of Social Work, is dedicated to preventing the perpetration of violence through policy and systems change. We work hard to build meaningful connections between theory and action so that evidence-based practices are more fully integrated into community and government prevention efforts. This includes conducting research, developing policy and practice frameworks, creating online resources, testing new behavioural approaches, collaborating with government, community-based organizations and leaders, providing real-time support and advice, and partnering with larger systems to advance gender and social justice.

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THIS PLAYBOOK PROVIDES WINNING STRATEGIES ON HOW WE CAN BREAK CYCLES OF ABUSE, HARM, VIOLENCE, ASSAULT AND ADDRESS SYSTEMIC OPPRESSION TO **STOP VIOLENCE BEFORE IT STARTS.**

PRO TIP:

This document is interactive. <u>Underlined</u> text will lead you directly to the reports and external websites while **<u>bold underlined</u>** text will link to definitions or key pages within the document. For ease of use, when in appendices and definitions, **<u>bold underlined</u>** text will link you back to the page you navigated from.

ALBERTA'S PRIMARY PREVENTION PLAYBOOK

WHY ARE WE CALLING IT A PLAYBOOK?

- A Playbook sets out a shared goal.
- It translates vision and strategy into actionable plans.
- It moves beyond theory and into pragmatic steps.
- It helps define the players' roles and responsibilities.
- It tells players what they need to do for the team to advance.
- It gets everyone on the field moving towards the same goal.
- It offers winning strategies.

GOAL OF THE PLAYBOOK

To build a team of innovators, change makers, and pathfinders within the Alberta Government and IMPACT collective committed to addressing the root causes of violence while mitigating risk factors and building protective factors to stop the perpetration of violence before it starts.

UNDERSTANDING THE FOUNDATIONS OF THE GAME

UNDERSTANDING PRIMARY PREVENTION

Primary prevention means changing the cultural and structural conditions that create opportunities for perpetrators to commit violence while eliminating risk factors and building protective factors to stop initial perpetration of domestic and sexual violence.[18] This means, if we want to stop producing perpetrators of violence, we must transform our cultures (i.e., our values, beliefs, and social norms) and our institutions, laws, policies, and practices (i.e., structures) that create or enable them.[19] Primary prevention is long-term social change work that should involve every citizen.[20] It is our hope that the Playbook creates a critical mass of leaders and a workforce focused on ending the perpetration of domestic and sexual violence.

Primary prevention is the quest to prevent the perpetration of violence before it happens.

UNDERSTANDING THE IMPORTANCE OF THE PREVENTION CONTINUUM

Primary prevention is a unique and crucial way of addressing domestic and sexual violence because it is our chance to promote safety and wellbeing instead of having to repair the damage after violence has occurred. **Primary prevention** involves upstream efforts to improve social conditions so that people will not become perpetrators and will not inflict violence on anyone in the first place. When the risk of violence is already present, we implement initiatives that mitigate that risk through early interventions, known as **secondary prevention**. When violence is already happening and people are in crisis, we implement initiatives to stop violence through crisis intervention, known as tertiary prevention. **Tertiary prevention** also involves rebuilding the lives of survivors, perpetrators, and their families. Survivors receive long-term supports that help them heal, improve their health, find safety, and access all the necessary resources, such as housing, education, employment, and social networks. Perpetrators also receive supports to help them take responsibility for the harm they have caused, be accountable, heal, repair, and prevent the transmission of violence across generations.

All prevention work is important.

And in Alberta, there is a readiness to focus our efforts on primary prevention. That is the purpose of the Alberta Primary Prevention Playbook. To create a winning strategy that we can collectively use to move towards ending domestic and sexual violence.

IMPORTANT DEFINITIONS USED IN THE PLAYBOOK

Domestic violence refers to violent or abusive behaviours in an intimate, dependent, or trusting relationship. Depending on the place and context, it could stand for either family or intimate partner violence. Family violence is an abuse of power in a family or other trusting relationship where people rely on each other, while intimate partner violence is harmful physical, sexual, or psychological actions by a current or past partner or spouse.[21] Domestic violence can take many forms including verbal, physical, sexual, emotional, psychological, spiritual, technological, and economic abuse. This includes any words, actions, or attempts to coerce or control a person. Coercive behaviours include a pattern of physical assault, threats, humiliation, and intimidation, while controlling behaviours include deprivation, exploitation, isolation, and micro-managing a person's everyday behaviours.[22]

Sexual violence is "any sexual act, attempt to obtain a sexual act, unwanted sexual comments or advances, or acts to traffic or otherwise directed against a person's sexuality using coercion, by any person regardless of their relationship to the victim, in any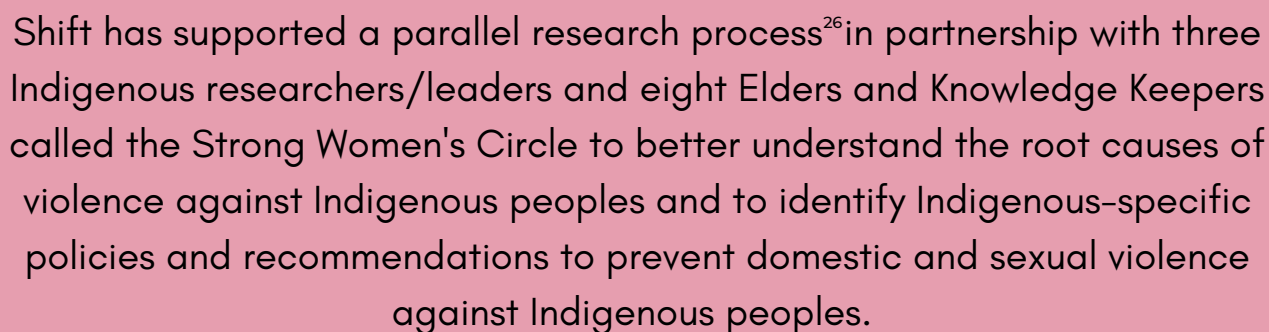 setting, including but not limited to home and work."[23] Sexual violence is often used as an umbrella term that refers to sexual abuse, assault, and harassment among other things. For example,

- Child sexual abuse is the inappropriate exposure of a child to sexual contact, activity, or behaviour.
- Sexual assault is any form of unwanted sexual contact without voluntary consent.
- Sexual harassment is any unwelcome conduct, comment, gesture, or contact that is gender-related or sexual in nature that makes the recipient feel uncomfortable, unsafe, offended, or humiliated – whether intended or not.
- Sexual coercion is the use of pressure, threats, or emotional manipulation to get someone to do something that they do not want to do.[24]

Victim/survivor and perpetrator are the terms predominately used throughout the report. We recognize that this terminology is used by law enforcement and may fall short. However, in the Playbook, we frame violence not as something that happens to survivors, but as acts committed by perpetrators. In future primary prevention efforts, we hope the focus will be predominantly on preventing the perpetration of violence rather than on helping underserved and equity-deserving groups avoid being victimized.[25]

For a full list of definitions, please refer to Appendix 5.

Indigenous Peoples are often considered an equity-deserving group, including within government policy. However, based on feedback from Indigenous IMPACT members, our research committee, and Elders that led the Strong Women's Circle primary prevention project, the collaborative has adopted the perspective that Indigenous Peoples are distinct from equity-deserving groups because advancing Indigenous sovereignty and reclamation of land, identity, language, services, and culture differs from addressing the challenges and inequalities experienced by equity-deserving groups. As a result, we advocate for a distinctions-based approach in policy development and implementation, which we have articulated through a parallel research process in partnership with three Indigenous researchers/leaders and eight Elders and Knowledge Keepers (called the Strong Women's Circle) to better understand the root causes of violence against Indigenous Peoples and to identify Indigenous-specific policies and recommendations to prevent domestic and sexual violence against Indigenous Peoples.[26]

Shift has supported a parallel research process[26] in partnership with three Indigenous researchers/leaders and eight Elders and Knowledge Keepers called the Strong Women's Circle to better understand the root causes of violence against Indigenous peoples and to identify Indigenous-specific policies and recommendations to prevent domestic and sexual violence against Indigenous peoples.

Equity-deserving groups are people who have historically, persistently, and systemically experienced barriers to participating in society based on age, ethnicity, disability, economic status, gender, nationality, race, sexual orientation, transgender status, etc.[27] Examples of equity-deserving groups are women, immigrants and refugees, diverse ethnic and religious groups and racialized and Black populations, 2SLGBTQIA+ communities, children and youth, seniors, individuals with disabilities, residents living in northern, rural, and remote communities, individuals with low socioeconomic status, and unhoused populations.

LIMITATIONS OF OUR DEFINITIONS

The authors recognize that numerous groups face intentional marginalization or have their unique challenges ignored by our systems and institutions, which increases their contact with violence. Due to funding and time constraints, we had to focus this project on a limited number of groups, and, after consulting with our collaborators and research committee, we prioritized Indigenous Peoples and the following equity-deserving groups: women, racialized groups, 2SLGBTQIA+ communities, people with disabilities, unhoused people, children and youth, seniors, and residents of rural and remote communities. We recognize this approach has limitations. First, equity-deserving groups are heterogenous and face unique structural and cultural barriers to social inclusion. For example, different racialized groups may experience anti-Black racism, antisemitism, or Islamophobia, while people with physical and cognitive disabilities encounter other challenges. Secondly, each equity-deserving group has members at the intersection of multiple systems of oppression who require more nuanced policy measures for social inclusion. For example, Black Canadian women with disabilities or senior Two-Spirit individuals from rural or Indigenous communities will need particular prevention measures. As a result, we acknowledge that this Playbook does not comprehensively reflect all individuals' needs and encourage policy makers and the anti-violence sector to support all equity-deserving groups' activism to ensure prevention efforts meet the needs of all Albertans. Moreover, we hope this Playbook starts us on a collective path to dismantle our current structures of oppression and start to reimagine new systems and structure that promote equity, inclusion, and peace.

ASSESSING THE PLAYING FIELD: WHAT DO WE KNOW ABOUT DOMESTIC AND SEXUAL VIOLENCE IN ALBERTA?

Violence is prevalent and affects many Albertans.

Among the provinces, Alberta has the second highest rate of sexual assault against women.[28]

More than four in 10 women in Alberta have experienced intimate partner violence in their lifetime.[29]
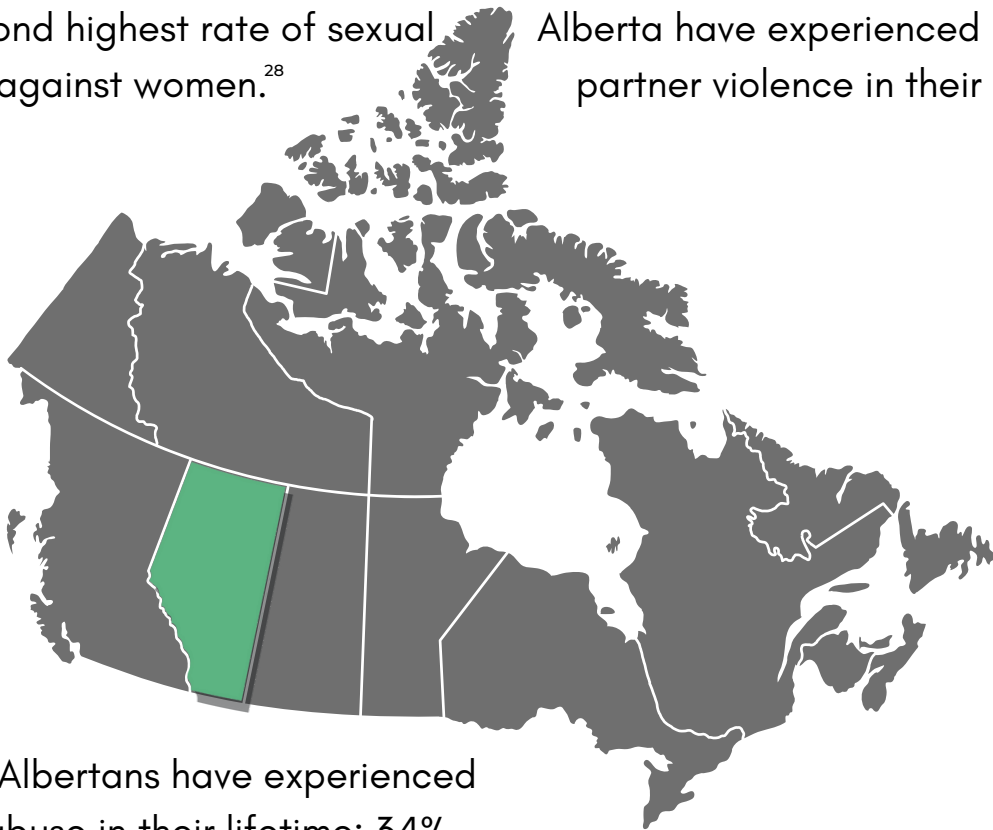
45% of Albertans have experienced sexual abuse in their lifetime: 34% as children and 28% as adults.[30]

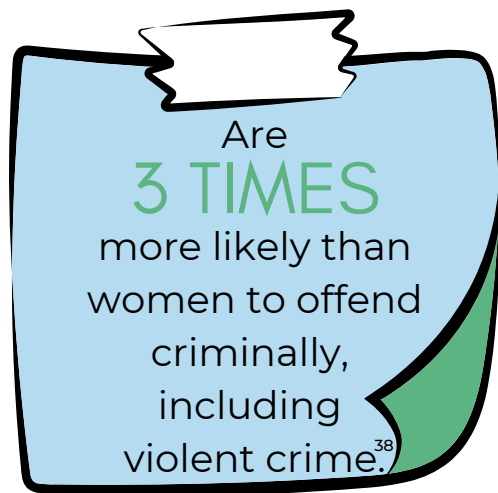Between 2011 and 2020, there were 165 domestic violence deaths in Alberta:[31] 62% female and 38% male.[32]
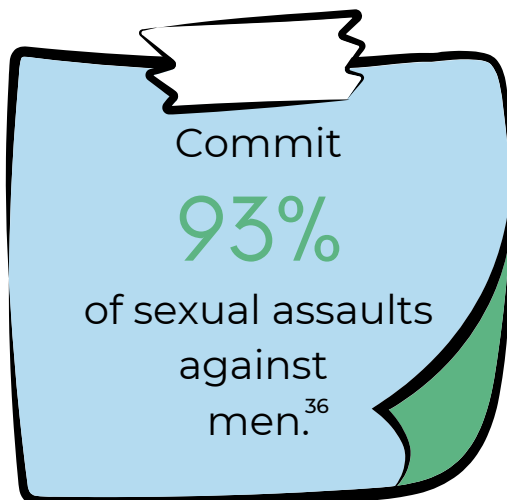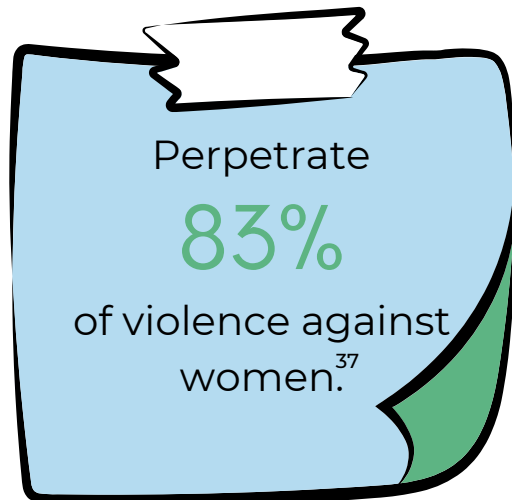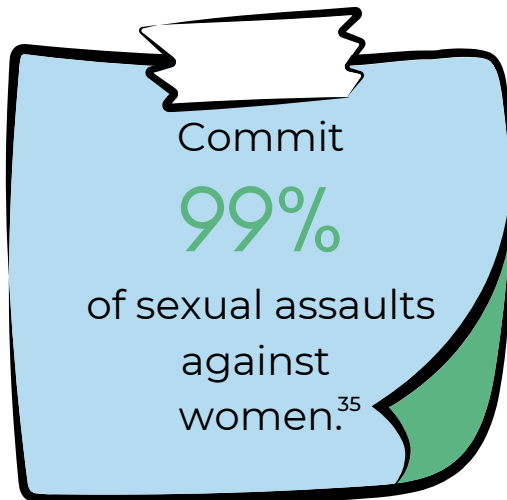
Unfortunately, we do not know the true scale of domestic and sexual violence because incidents are severely under reported. It is estimated that in 2018, only 6% of survivors reported a sexual assault to the police in Canada,[33] and globally, 70% of domestic violence is never reported to the police.[34]

VIOLENCE IS GENDERED.

Most domestic and sexual violence and all violent crimes are committed by men.

In Canada, men:

Commit

99%

of sexual assaults against women.[35]

Perpetrate

83%

of violence against women.[37]

Commit

93%

of sexual assaults against men.[36]

Are

3 TIMES

more likely than women to offend criminally, including violent crime.[38]

Although domestic and sexual violence can affect anyone, women are overwhelmingly more likely than men to be victims of severe domestic abuse and sexual assault. For example,

- Women account for 79% of all Canadians who have experienced intimate partner violence in their lifetime[39] and over 80% of sex crime victims.[40]
- 60% of sexual abuse/assault victims are young women under the age of 17. [41]

Historically **<u>disenfranchised</u>** and underserved populations, such as Indigenous peoples and equity-deserving groups, especially women and girls and 2SLGBTQIA+ individuals, have endured higher rates of structural and interpersonal violence.

In Canada, domestic and sexual violence primarily affects: [42]

Indigenous women and girls.

43% of Indigenous women have been sexually assaulted at least once since age 15, compared to 30% of non-Indigenous women. [43]

21% of intimate partner femicide in Canada were Indigenous women between 2014 and 2019 while representing about 4% of all women in Canada. [44]

Racialized and Black women.

35% of racialized women have experienced public sexual harassment that has made them feel unsafe or uncomfortable compared to 31% of non-racialized women. [45]

42% of Black Canadian women have experienced intimate partner violence since the age of 15, compared to 29% of the total racialized population. [46]

2SLGBTQIA+ people.

50% of women and **26%** of men from 2SLGBTQIA+ communities have been sexually assaulted since age 15 compared to 30% of heterosexual women and 8% of heterosexual men. [47]

64% of trans women have experienced intimate partner violence since the age of 16. [48]

Women and girls living in northern, rural, and remote communities.

38% of women and girls killed in 2019 lived in rural, remote, northern regions, or small towns,[49] even though only 18% of Canadian women live in these areas. [50]

Women and girls with disabilities.

16% of women with disabilities have experienced some form of intimate partner violence compared to 10% of women without disabilities. [51]

39% of women with disabilities have been sexually assaulted since the age of 15 compared to 24% of women without disabilities. [52]

VIOLENCE COSTS EVERYONE

In Alberta, it is estimated that addressing family violence for women who have fled an abusive situation cost Albertans more than $1 billion dollars between 2017 and 2021.[53]

In Canada, intimate partner violence has an estimated economic cost of $7.4 billion, and sexual violence has a cost of $4.8 billion annually.[54] These costs are incurred by the criminal legal system, health system, social services, and employers and reflect the costs associated with lost productivity and survivors' pain.[55]

The economic and social burden associated with domestic and sexual violence is high for everyone. It is unquestionably a public problem where everyone has a role to play to stop it from happening in the first place.

It is time to remove the burden from victims and focus our attention on the people and systems that cause harm because the costs of raising perpetrators hurts everyone.

Decades of research have demonstrated the causal link between experiencing adverse childhood experiences and chronic health problems, mental illness, family violence, substance misuse and imprisonment in adulthood, which has led to high costs for these individuals, their families, and for all communities.[56]

COVID-19 INCREASED RATES AND SEVERITY OF MULTIPLE FORMS OF VIOLENCE IN ALBERTA

The COVID-19 pandemic has aggravated violence, increasing the rates, forms, and severity of violence in Alberta, and has exhausted the **anti-violence sector** —a sector that was overworked even before the pandemic. Mid-pandemic, service providers from across the province had confirmed that the severity of violence experienced by their clients was much worse than they had ever seen before, noting an increase in incidents of strangulation and attempted murder.[57] There was an increase in the number of cases identified as "extreme danger" involving weapons, sexual assault, or physical abuse.[58] There was a 17% increase in Emergency Protection Orders, which is a court order that helps protect individuals from family violence.[59] We saw new forms of perpetration emerge, including using misinformation about COVID-19 to control and isolate people,[60] threatening to infect people with the virus, or depriving people of care and access to personal protective equipment.[61] Technology was leveraged for violence, leading both to increased rates and new forms of technology-facilitated violence[62] such as <u>Zoom-bombing</u>, <u>swatting</u>, <u>gender trolling</u>, and <u>online luring</u>.

> The 'she-cession' and motherhood penalty are real and increase the risk for women to experience abuse

The pandemic's effect on women has been termed a "she-cession," by C. Nicole Mason, a women's policy researcher and economist, to describe the disproportionate impacts the pandemic has had on working women's careers.[63] The motherhood penalty or 'mom-cession' describes that married mothers are experiencing a triple whammy: compared with married fathers, they're experiencing more of a gap between jobs, they're less likely to find a new job at all, and once they've secured a new paycheck, they earn considerably less. Moms are struggling longer to land a new position and earning less once they find one, even after controlling for education level and previous job and earnings histories. This she–cession and motherhood penalty create additional risk factors for women as lack of finances is a barrier to leaving abusive relationships.[64]

In addition to driving domestic and sexual violence, the pandemic has profoundly affected the human psyche and relationships. It has impacted our ability to express kindness and empathy towards others; openness to new ideas, situations, and realities; our need to seek and enjoy other people's company; and our drive to excel in completing tasks and achieving goals.[65] It is not surprising that other forms of violence, including social unrest and division, have spiked, increasing experiences of xenophobia (i.e., fear, hatred, and hostility towards strangers or foreigners or people from different cultures), racism, especially against Asian and Black Canadians, and antisemitism, with higher rates of hate crimes across Canada[66] and in Alberta.[67]

Studies have shown that natural disasters, crises, epidemics, and pandemics often lead to increased rates of gender-based violence including domestic and sexual violence.[68] The full impact of the pandemic on violence will only become known after the situation has stabilized. However, we are now also impacted by the war in Ukraine, with people seeking refuge in Canada. Climate change is bringing heatwaves, floods, and fires, displacing Albertans and disrupting their livelihoods. **Add in rising inflation, higher costs of living, the lack of affordable housing, and soaring rents in Alberta, and we can expect the rates and severity of family, domestic and sexual violence to continue to grow.**[69]

HOWEVER, WE KNOW ALBERTA HAS THE READINESS AND LEADERSHIP TO FOCUS ON PRIMARY PREVENTION

The #metoo, #timesup, and Black Lives Matter movements, along with high profile domestic and sexual violence cases affecting some of Canada's largest social institutions, such as Hockey Canada, Canadian Air Force-Department of National Defence (CAF-DND), and the RCMP, are bringing widespread attention to our cultures and structures that enable and reinforce the perpetration of domestic and sexual violence. We are starting to acknowledge that it is not just the fault of a few bad apples. It is about how our systems are structured and how our culture reinforces violence and discrimination.

We are seeing new leadership emerge from diverse sectors that are championing primary prevention. Leaders, policy makers, and community providers are highly motivated to prioritize primary prevention efforts to stop violence before it starts.

Right now, in Alberta, we have:

- A strong foundation of researchers, academics, and community-based leaders and organizations leading and testing new primary prevention efforts.

- The IMPACT collective is building an architecture of leaders and networks throughout the province that is committed to primary prevention and changing the conditions that create adversity, violence, discrimination, and perpetration.

- The Government of Alberta has prioritized primary prevention and, as part of that commitment, has created a new funding stream specifically for programs and initiatives that support community-based efforts to address the risk and protective factors in the perpetration of violence and address some of the root causes.

- The Government of Alberta provides funds to over 200 Family and Community Support Services within municipalities, towns, hamlets, and Métis Settlements, and with matching grants, they are committed to supporting primary prevention efforts at the local level.

- For the first time in Canadian history, the Government of Canada has developed a National Action Plan to End Gender-Based Violence that aligns with and reinforces principles of primary prevention and is entering into a bi-lateral agreement with the Government of Alberta to fund and advance prevention efforts over the next four years.

- Collectively, we are deepening our understanding of human and social development and what it takes to change systems, dismantle the root causes of violence perpetration, and build a violence-free society.

Now more than ever, we are ready to focus our attention and resources on advancing primary prevention to stop the perpetration of violence before before it starts. Check out **Appendix 4** to see the evidence-informed primary prevention initiatives already operating throughout Alberta.

READY TO GET STARTED?
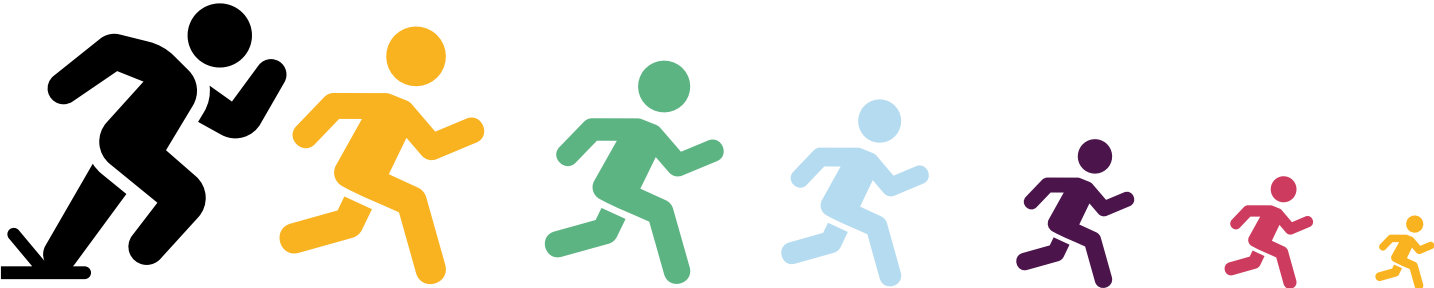
LET'S GO!

THE ALBERTA PRIMARY PREVENTION PLAYBOOK

This playbook identifies 4 plays and actionable steps that the Government of Alberta and IMPACT members can implement to stop the perpetration of domestic and sexual violence.

"

Education is the most powerful weapon which you can use to change the world.

– Nelson Mandela

"

PLAY 01

Understanding the root causes of domestic and sexual violence while dispelling common myths and misinformation is critical to moving toward liberation from violence. We have worked hard to unpack this social problem and critically examine the entrenched **mental models** that prevent us from seeing that violence is not individual in nature, inherent in our society, or unavoidable.

In fact, we have come to understand that:

Each of us is born and socialized into a culture. Culture is the water we swim in, and we absorb its norms and practices. Because our own culture feels normal and natural, it is largely invisible to us, and, therefore, often difficult to identify and change. Culture both informs and is reinforced by our families, communities, organizations, and institutions. The stories we tell, the families and communities we build, the laws we create and enforce, and the way we organize ourselves through religious and educational institutions, workplaces, health care, legal and criminal legal system are structures that reflect, reinforce, and recreate our culture.

In Canada, our culture, communities, organizations, families, and institutions are built on four systems of oppression: capitalism, colonialism, heteronormative patriarchy, and white supremacy. These systems of oppression <u>normalize violence and inequalities</u> rather than peace and equality; prioritize wealth, power, and control rather than people's wellbeing; and promote competition and individualism rather than empathy and solidarity. These four systems of oppression are the primary root causes of domestic and sexual violence. By participating in these systems of oppression, we reinforce violence as a norm and perpetuate gender inequality, <u>social exclusion</u>, and anti-Indigenous discrimination, which shape our systems and settings and drive violence perpetration. If we want to stop producing perpetrators of violence, we must change the underlying cultural and structural conditions that produce, promote, and condone violence and discrimination.

As a community and society, we must focus on advancing <u>gender equality,</u> social inclusion, and Indigenous sovereignty by targeting the social norms, settings, systems, and institutions where we live, learn, work, socialize, play, and worship to support equitable and violence-free attitudes, beliefs, and behaviours. We must guide ourselves with a vision of a better society based on equity, inclusion, and peace, and aspire to rebuilding Alberta with that vision in mind.

Having a shared understanding among civil servants, IMPACT members, and all Albertans of the root causes and drivers of domestic and sexual violence is our first ***play*** towards stopping violence before it starts.

ACTIONS NEEDED BY THE GOVERNMENT OF ALBERTA AND THE IMPACT COLLECTIVE TO IMPLEMENT PLAY 1

1. Complete the five Shift to Learn primary prevention modules (www.shifttolearn.com) that were built to advance a shared understanding of primary prevention, the root causes and drivers of the perpetration of violence, the purpose and role of violence prevention policies and legislation, and how organizations and individuals can disrupt violence and discrimination in their own spheres of influence.

2. Co-host a series of bi-annual strategic forums with IMPACT members and policy makers from diverse ministries to learn and engage in generative conversations how to advance primary prevention efforts across Alberta.

3. Raise awareness and strengthen advocacy efforts between sectors and industries to co-develop shared strategies to address common root causes and drivers of violence that are relevant to their workplaces, settings, and communities.

4. Co-develop and implement an awareness campaign that includes key messages on the root causes and drivers of violence to educate and mobilize all Albertans to become part of the primary prevention movement.

MEASURING SUCCESS

HOW WILL WE KNOW IF OUR EFFORTS ARE MAKING A DIFFERENCE?

- Policy makers and IMPACT members will have **increased knowledge** of the root causes of perpetration of violence.
- Policy makers and IMPACT members will have **increased capacity** to engage in systems, culture, and policy change.
- Albertans will be **more committed** to stopping the perpetration and normalization of violence within their spheres of influence.

HOW CAN WE MEASURE THE CHANGE?

- Number and percentage of IMPACT members and government workers who have completed all Shift to Learn modules.
- Number and percentage of IMPACT members and government workers who have a shared understanding of primary prevention and the root causes of violence.
- Number of community-based agencies and organizations funded to implement primary prevention efforts in Alberta.
- Number of awareness and education campaigns delivered to Albertans on the root causes and drivers of the perpetration of violence.
- Percentage of Albertans that understand the root causes of violence perpetration and are committed to stopping the perpetration and normalization of violence within their spheres of influence.

PRO TIP:

The purpose of this Playbook is to provide the Government of Alberta and IMPACT collective with strategies and actions to prevent the perpetration of violence. Therefore, the outcomes and indicators included throughout the plays reflect monitoring processes and implementation activities. For those interested in population indicators and outcomes, please see our accountability framework.[16]

> **Never doubt that a small group of thoughtful, committed, citizens can change the world. Indeed, it is the only thing that ever has.**
>
> **– Margaret Mead**

PLAY 02

PREPARING THE PLAYING FIELD — INVESTING IN AND GROWING A PRIMARY PREVENTION WORKFORCE

The success of Alberta's efforts to prevent domestic and sexual violence depends on the size and strength of the primary prevention workforce and the capacity of this workforce to innovate, design, develop, plan, implement, monitor, and evaluate primary prevention initiatives. To grow an expert workforce across the province, the Government of Alberta and the anti-violence sector must commit to investing in an infrastructure of people and organizations and provide tailored training and professional development opportunities while improving the overall working conditions.

ACTIONS NEEDED BY THE GOVERNMENT OF ALBERTA AND THE IMPACT COLLECTIVE TO IMPLEMENT PLAY 2

1. Invest in a workforce development plan outlining the infrastructure (funding), strategies, policies, and actions to build and retain a skilled prevention workforce.

2. Fund and support professional development opportunities to create a cohort of primary prevention practitioners with the knowledge and capacity to address systems and structures that create and sustain the perpetration of violence. At a minimum, professional development should include learning opportunities on:

   - How to surface and critically examine one's own assumptions, values, norms, and belief systems that reinforce harm and biases, and how to support this in others.

   - How to work with communities and settings to shift social norms and change culture that enable violence.

   - How to advance **gender equity**, social inclusion, and Indigenous self-determination within one's spheres of influence.

   - How to map systems and identify levers for prevention efforts.

   - How to work with men and boys in settings where they naturally congregate to stop the perpetration of violence while creating an environment that reinforces pro-social and equitable behaviours.

   - How to leverage technology and data as a mechanism for gender and social justice.

   - How to work within social and peer networks to facilitate transformational learning experiences, create brave spaces for community dialogue, and manage resistance in compassionate and productive ways.

3. Improve the overall working conditions in the sector by ensuring all organizations and ministries:

    -   Develop policies and practices that improve workplace climates by increasing employee psychological safety, encouraging help-seeking behaviour, and offering meaningful workplace supports to cultivate compassionate accountability and build kinder, more generative, and sustainable public service and non-profit sectors. For example, provide credit/coverage for seeing mental health professionals, encourage leadership to model healthy work-life balance, and help peers cultivate a culture of connection in the workplace through regular check-ins and an emphasis on psychological safety and belonging.

    -   Commit to pay equity, pay transparency, comparable wages, and employee benefits (e.g., parental leave top-ups, pension contributions, health benefits, paid sick and vacation time) for all full-time and part-time employees, including those on contract.

    -   Implement gender-responsive, accessible, age-friendly, and family-friendly workplace policies, including those that support all parents in caring for their children and family members, while providing job protection. For example, implement fully paid, non-transferable paternity leave and encourage men in leadership positions to role model by using such leave.

    -   Provide ongoing professional and personal development opportunities for employees, including capacity building in social-emotional learning, healing from trauma, taking a trauma-informed approach, implementing gender-transformative approaches, calling-in, conflict resolution, healing, and repair.

    -   Actively engage in reconciliation and decolonization approaches and apply anti-racism and anti-oppression frameworks and practices to prevention activities and throughout workplaces.

For an example of an evidence-based approach to surface and shift contextual influences that shape men's behaviours related to prevent gender-based violence, please see Shift's innovative primary prevention approach called changing contexts.[70]

HOW WILL WE KNOW IF OUR EFFORTS ARE MAKING A DIFFERENCE?

- Alberta will have a primary prevention workforce development plan that includes new funding, a robust evaluation and reporting system, and encourages innovation.
- More Albertans and organizations will have the knowledge, skills, and motivation for leading primary prevention efforts and will engage in primary prevention efforts.
- Healthy workplaces will support equity, inclusion, and safety from violence.

HOW WILL WE MEASURE THE CHANGE?

There is new funding allocated to:
- Dedicated primary prevention positions within the anti-violence sector.
- Primary prevention learning opportunities (e.g., professional development, mentoring, communities of practice).
- Piloting and testing new interventions that target culture and systems change in workplaces.
- Increased capacities to engage and mobilize more men and boys in violence prevention, equity, and inclusion initiatives.
- New evaluation and reporting requirements adapted to accommodate systems change, policy change, developmental evaluation, and initiatives to support primary prevention efforts.

Safer and more equitable and inclusive workplaces in the field of violence prevention will be measured by the following:
- Number and percentage of IMPACT and provincial government employees:
  - Reporting discrimination or unfair treatment in the workplace.
  - Reporting psychological safety including a healthy environment in the workplace.
  - Reporting a healthy life-work balance.
  - Reporting improved working conditions.
- Number and percentage of IMPACT organizations:
  - That have increased employees' pay.
  - Implementing family-friendly policies.

PLAY 3 IS BIG.

It calls for us to rewrite the rules of the game by changing the cultural and structural factors that make violence possible.

We had to dig deep to identify how we can address the root causes of violence while also building the protective factors for women and girls, Indigenous peoples, and equity-deserving groups.

As a result, in consultation with our collaborators, we developed 12 action plans for the Government of Alberta and the Impact collective that give specific policy and practice recommendations to stop the perpetration of violence before it starts.

We also identified a series of policy recommendations for the Government of Alberta to implement today that can reduce risk factors for violence and build protective factors for women, Indigenous peoples and equity-deserving groups found in **Appendix 3**.

PLAY 03

REWRITING THE RULES OF THE GAME – CHANGING THE CULTURAL AND STRUCTURAL FACTORS THAT LEAD TO PERPETRATION OF VIOLENCE

We have identified over 60 legislative recommendations along with more than 500 policy shifts needed today to address some of the root causes and drivers of violence. The 12 reports (**Appendix 2**) contain plans, strategies, and actions that will help both the Government of Alberta and IMPACT members to understand which policies, programs and investments are crucial for preventing the perpetration of violence and why. We also identified a policy recommendations in eight domains that the Government of Alberta could implement today that would address risk factors and build protective factors for women, Indigenous Peoples, and equity-deserving groups. Please see **Appendix 3**.
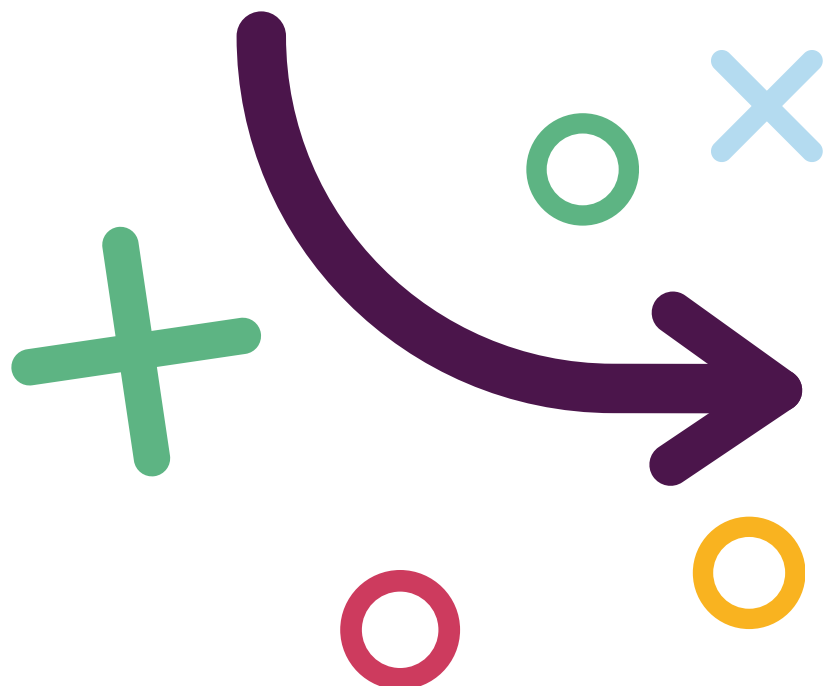
ACTIONS NEEDED BY THE GOVERNMENT OF ALBERTA TO IMPLEMENT PLAY 3

1. Form a **cross-ministry primary prevention policy working group** to review the reports completed during the collaborative project. Each report outlines policy and legislative amendments and interventions that will contribute to changing the structural and cultural factors that make violence thinkable and doable. Specifically:

    *   In partnership with the Premier's Council on Missing and Murdered Indigenous Women and Girls (MMIWG), review the recommendations listed in the Strong Women's Circle report to address systemic issues that lead to the victimization of Indigenous Peoples, including poverty, homelessness, lack of transportation, discrimination in education and health care systems, and overrepresentation in systems of sorrow (legal, carceral, and child welfare).

    *   Implement the recommendations in the advancing gender equality and sexual violence prevention reports to address patriarchal and misogynistic views, norms, and practices that ignore the current roles and unmet needs of girls, women, and 2SLGBTQIA+ people in families, communities, and institutions, leading to poor outcomes, increased stress, and greater opportunities for perpetrators to victimize them.

    *   Implement the recommendations in the report on advancing social inclusion to address systemic discrimination that increases the likelihood of equity-deserving groups' victimization through poverty, homelessness, inadequate education, unemployment and underemployment, geographic isolation, and inadequate services.

    *   Implement the report on providing economic supports to understand what economic measures can directly mitigate the negative impacts of financial strain/stress and poverty on violence perpetration.

    *   Implement the recommendations in the report on social and structural determinants of health to provide more responsive health care and improve access to basic needs such as housing and nutrition to strengthen protective factors against violence.

- Implement the report on <u>technological safety</u> and inclusion to understand how to leverage technology to create safe and inclusive digital spaces and use digital innovation to empower women and other equity-deserving groups while holding perpetrators of technology-facilitated violence accountable.

- Implement the recommendations in the report on <u>empowering children, youth, and their families</u> to meet children's and youth's needs more effectively, promote gender equality and social inclusion among younger generations, and protect them from violence.

- Implement the report on <u>engaging men and boys</u> and <u>informal supporters</u> (i.e., friends, families, and neighbours) to leverage as strategies to advance primary prevention throughout Alberta.

2. While assessing the recommendations against current and future government priorities, consult with specific groups of women, Indigenous Peoples, and other equity-deserving groups on how to prioritize, contextualize, and implement these recommendations effectively in specific contexts, aiming to engage with individuals at the intersection of multiple systems of oppressions (e.g., unhoused, senior 2SLGBTQIA+ individuals, racialized residents of rural communities, and women and girls with disabilities).

3. After integrating feedback update the reports and adopt them as provincial policy frameworks to guide future prevention efforts and funding.

Research has found that the child welfare system adds to Indigenous children's adverse childhood experiences burden that increases their risk for poor outcomes in adulthood, including violence. The first five calls to action of the <u>Truth and Reconciliation Commission</u> focus on the systemic change that is needed in child welfare systems to better support Indigenous children, youth, families, and communities to prevent violence. We must act now.[71]

HOW WILL WE KNOW IF OUR EFFORTS ARE MAKING A DIFFERENCE?

- Alberta will have new and amended legislation, policies, action plans, and funding that address the root causes of violence and promote safety and inclusion for women, equity-deserving groups, and Indigenous Peoples including:
  - A provincial gender equality plan.
  - A provincial social inclusion plan.
  - A provincial strategy to prevent violence with Indigenous Peoples.
  - A primary prevention plan to eradicate sexual violence.
  - An engaging and mobilizing men and boys in violence prevention and gender equality.
  - A comprehensive primary prevention strategy to prevent child abuse.
  - An engagement strategy to empower Albertans to stop domestic and sexual violence.
  - A provincial strategy to integrate technology to prevent domestic and sexual violence.
  - Adoption of the economic and social wellbeing polices identified.
  - Identified measures and a provincial accountability framework to benchmark and measure rates of violence over time.

HOW CAN WE MEASURE THE CHANGE?

- Number of new Government of Alberta policies and legislation that advance primary prevention.
- Number of initiatives that target the root causes and the risk and protective factors specific for domestic and sexual violence.
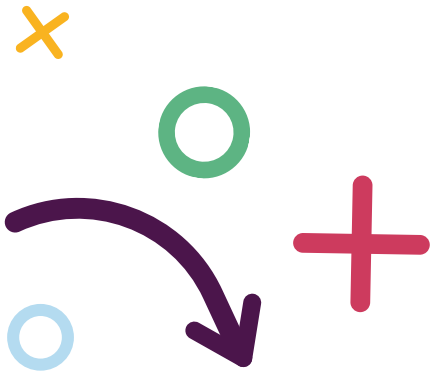
ACTIONS FOR THE IMPACT COLLECTIVE TO IMPLEMENT PLAY 3

The IMPACT collective has a critical role in influencing social change and can organize working groups tasked with reviewing relevant reports, disseminate key findings within and outside of the collective, and create community and regional action plans based on local priorities. To align with the priorities that have emerged from this project, the working groups could focus on:

1. **Preventing Sexual Violence. With the Association of Alberta Sexual Assault Services leading the change, the working group could:**

   - Develop and implement campaigns to raise public awareness about the root causes of sexual violence, its impacts, and prevention strategies.

   - Create protective environments through initiatives that foster empathy, equity, safety, and non-violence within environments, settings, and spaces where people live, work, play, worship, and learn.

   - Develop initiatives that address the unique challenges faced by equity-deserving groups.

   - Engage men and boys as leaders and allies in sexual violence prevention.

   - Leverage research and data to inform primary prevention strategies.

   - Advocate for primary prevention policy and legislative changes to prevent sexual violence.
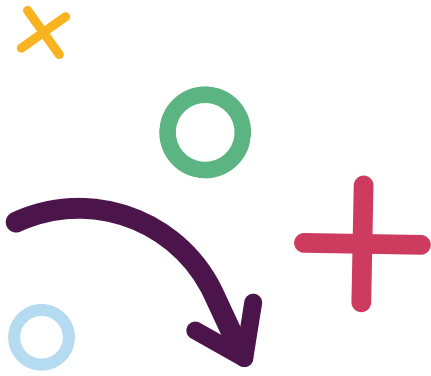
2. To prevent violence against Indigenous Peoples and support the implementation of the Strong Women's Circle recommendations, the working group could:

- Create an Elder committee to provide guidance and support in primary prevention implementation efforts for Indigenous Peoples.

- Collaborate with Elders and relevant stakeholders to ensure the Strong Women's Circle recommendations are implemented among service providers working with Indigenous Peoples.

- Collaborate with Indigenous communities and organizations to develop Indigenous-specific outcomes for prevention initiatives. This involves engaging with community members to identify culturally appropriate indicators of success, desired outcomes, and data collection strategies, and evaluation approaches that align with their cultural values and priorities.

- Provide capacity-building opportunities and training sessions on cultural competency, trauma-informed approaches, understanding historical trauma, and promoting respectful and inclusive practices for service providers working with Indigenous Peoples.

- Ensure meaningful engagement and partnerships with Indigenous organizations and leaders in all prevention efforts. This includes fostering collaborative relationships, respecting Indigenous governance structures, and valuing Indigenous self-determination in decision-making processes.

- Raise awareness about violence against Indigenous Peoples and advocate for policy changes and legislative measures to address this issue. This may involve public campaigns, community events, and engaging with policymakers and stakeholders to prioritize the prevention of violence against Indigenous Peoples.
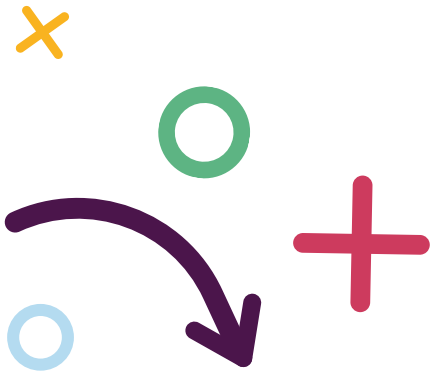
3. To engage and mobilize more men and boys to advance gender equity and prevent violence, the working group could:

- Actively recruit men into the anti-violence sector and gender equality movement, particularly those who already embody the desired values. These men can serve as role models to inspire and catalyze other men to get involved. This can be achieved through targeted outreach, awareness campaigns, and mentorship programs that highlight the positive impact men can have in promoting gender equity and preventing violence.

- Identify and integrate promising practices that effectively mobilize individual men and boys to lead violence prevention and gender equality efforts. This can include sharing success stories, best practices, and innovative approaches that have proven to engage men and boys effectively. Collaborate with organizations and initiatives that have successfully engaged men and boys to learn from their experiences.

- Focus on places and settings where men and boys live, learn, work, play, and worship to create structures and cultures that promote and support pro-social behaviours. This involves engaging with schools, workplaces, sports clubs, faith-based organizations, and community centres to promote gender equity, challenge harmful masculinity norms, and foster respectful relationships. Implement programs, policies, and initiatives that promote positive behaviors and challenge harmful stereotypes.

- Develop and provide services and supports to men and boys across the prevention continuum. This includes promoting resilience, mental health, and wellbeing among men and boys, as these factors are closely linked to preventing violence. Offer counselling services, support groups, educational programs, and resources that address the unique needs and challenges faced by men and boys.
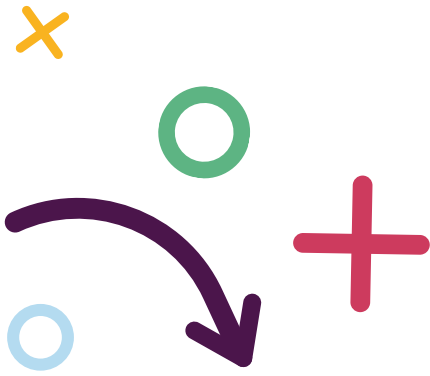
4. To engage all Albertans to be proactive to prevent domestic and sexual violence perpetration within their spheres of influence, the working group could:

- Work with <u>informal supporters</u> such as friends, family, neighbours, colleagues, and faith leaders to promote pro-social norms, cultures, structures, and systems within their respective spheres of influence. That means helping all Albertans notice and amplify everyday opportunities to promote gender equality and <u>healthy relationships</u>.

- Develop and implement educational programs and awareness campaigns that highlight how every Albertan can promote a culture that is intolerant of harmful behaviours related to gender inequality, oppression, and violence.

- Advocate for policies and legislation that help to amplify the transmission of adaptive social norms and promote healthy cultures.

- Conduct ongoing evaluation and research to assess the effectiveness of the approach and use data to refine strategies and improve outcomes.

If every Albertan learns how to promote pro-social behaviours within their spheres of influence every day, we can prevent violence from happening in the first place.
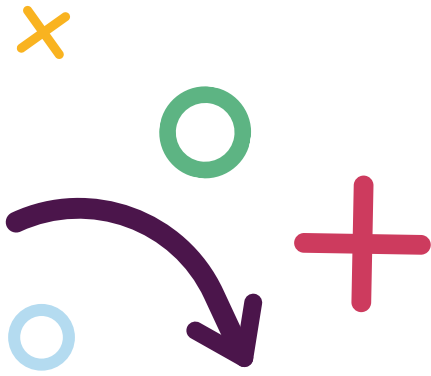
5. To leverage the critical role that parents and caregivers play in preventing violence against children and youth, the working group could:

- Facilitate families' access to necessary material resources (Please see Appendix 3 for specific policy recommendations).

- Build parents' and caregivers' capacity to provide stable, supportive, and warm family environments based on positive parenting, healthy relationships, protection from adverse childhood experiences, and support for family resilience.

- Create safe communities, organizations, institutions, and spaces for children and youth, including in systems of sorrow (i.e., child welfare and the legal system), by upholding and advancing the rights of children.

- Increase children's and youth's abilities to build and maintain healthy relationships and healthy conflict-resolution by providing comprehensive, gender-transformative, and violence prevention education.
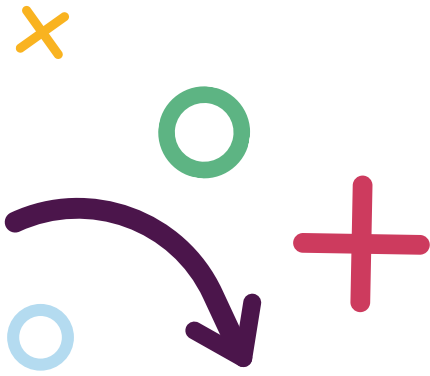
6. **To reduce the risk factors and increase the protective factors for women and girls and equity-deserving groups, the working group could:**

- Consult with Albertan women and equity-deserving groups to prioritize and fine-tune the recommendations from the gender equality[4] and social inclusion[6] policy papers to ensure they reflect people's lived experiences, needs, and preferences.

- Prioritize, adopt, and invest in the implementation of a gender equality and social inclusion plan for the populations that they are working with and serving to address the root causes of violence that relate to them.

- Build members' capacity to advocate for law and policy change to promote all Albertans' economic and social wellbeing, including adequate health care, food security, adequate housing, and protection from climate change. The working group can disseminate key findings from our reports (see Appendix 2) among its members and coordinate advocacy campaigns for policy changes that foster economic opportunities and address basic needs within communities and the province.

MEASURING SUCCESS

HOW WILL WE KNOW IF OUR EFFORTS ARE MAKING A DIFFERENCE?

- We will see significant policy change and increased engagement and advocacy efforts that promote primary prevention and safety and inclusion for women, equity-deserving groups, and Indigenous Peoples in public and private sectors and among all Albertans.

HOW CAN WE MEASURE SUCCESS?

- Number and percentage of IMPACT members:
  - Implementing sexual violence prevention initiatives that build safe, healthy, and egalitarian behaviours and practices in all relationships, norms, and interactions.
  - Engaged in supporting and preventing violence against Indigenous Peoples, decolonization, and advancing Indigenous sovereignty.
  - Engaged in initiatives to mobilize men and boys in violence prevention and gender equality initiatives.
  - Engaging informal supporters to stop perpetration of violence and amplify healthy and equitable cultures.
  - Working to increase support to children and youth and their families to prevent adverse childhood experiences and build resilience.
  - Engaged in and advocating for policy change in the priority areas including health care, financial and economic wellbeing, climate change, housing, and food insecurity.
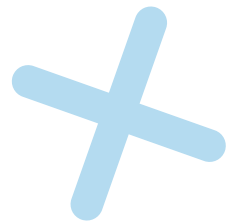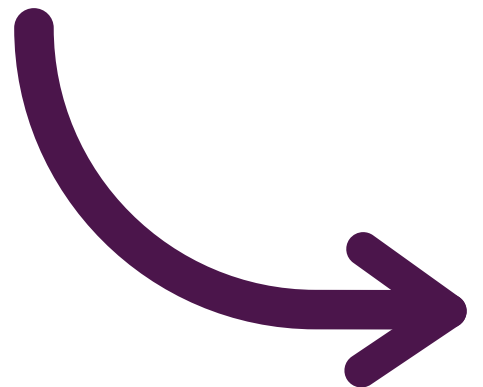
NOW YOU'RE READY TO CHANGE THE GAME! LET'S GO TO PLAY 4

"

Every great dream begins with a dreamer. Always remember, you have within you the strength, the patience, and the passion to reach for the stars to change the world.

– Harriet Tubman

"

PLAY 4 IS ABOUT RE-IMAGINING A FUTURE WHERE VIOLENCE DOES NOT EXIST. IT IS ABOUT TAKING THE TIME TO CREATE A NEW STORY.

"We need to create a new story. An inclusive story where no one is left out. When people see themselves as part of a shared story, they can relate to the other characters in that story. When we start to tell this new story, and people begin to feel like they belong in it, they will start to give a shit about each other. We all need to be in a story that tells us that we are wanted, that we are cared for, and that we belong."[72]

PLAY 04

CHANGING THE GAME – ELIMINATING THE ROOT CAUSES OF VIOLENCE AND BUILDING A NEW STORY

To stop the perpetration of violence before it starts, we need radical solutions that address the problem of violence not at the surface, but at the root—at the systems of oppression that create the conditions for violence. Change the game and enable a violence-free world. However, because changing entrenched systems of oppression is challenging and long-term work, gamechangers are rarely a primary focus of our collective work. But if we want to eradicate violence, we need to be ambitious, adventurous, and invest in this kind of long-term effort.[73]

We want to invite thought leaders, path finders, and innovators from a variety of disciplines and sectors to bring their expertise and knowledge to addressing the root causes of violence and systems of oppression. It is going to take the Government of Alberta, IMPACT members, researchers, philanthropists, activists, private sector leaders, people with lived experiences, and ultimately all Albertans to join this exciting process of envisioning and building an Albertan society that is healing, equitable, inclusive, and violence-free. To get to a new story where all Albertans experience equity, inclusion, and peace, we need brave funders and leaders to engage in game-changing conversations and innovative initiatives.
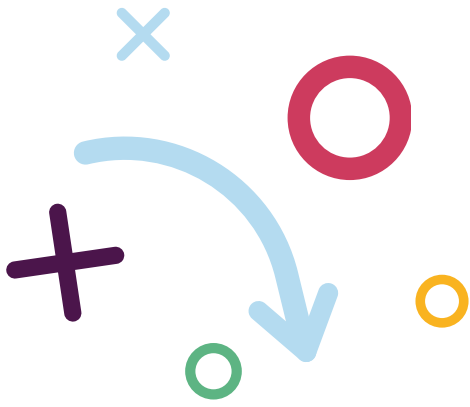
ACTIONS NEEDED TO BUILD AN EQUITABLE, INCLUSIVE, AND VIOLENCE-FREE ALBERTA

1. Invest in a data surveillance system that focuses on perpetrators and prevention

Alberta needs better data to understand the trajectory of perpetration and identify prevention points to disrupt perpetrator trajectories. The Government of Alberta can fund multiple partners while IMPACT members can bring their expertise and lived experiences to the design of a data surveillance system that will generate:

- Surveys to map personal, social, and structural motivators and drivers of perpetration, measuring the extent, characteristics, and drivers of violence perpetration.

- A baseline benchmark on the prevalence of perpetration to monitor and measure progress in reducing and stopping the perpetration of domestic and sexual violence.

- A provincial minimum data set developed by aggregating administrative data from government, police, health, education and service providers in various areas to build a comprehensive understanding of who perpetrates violence and which pathways to perpetration are prevalent.

- Data literacy initiatives to help government ministries and funded organizations to collect and aggregate data to support primary prevention.

- AI technology to predict patterns and use results to inform policy and practice change in real-time.

2. Invest in a series of conversations with thought leaders, pathfinders, and individuals with lived experiences to promote systemic thinking, collective action, and innovative prevention strategies development.

We need to think systemically and act collectively, recognizing that it is not just our local circumstances but national and global trends that shape trajectories to perpetration and our ability to prevent violence. The Government of Albert and IMPACT can invest in and support a series of conversations and co-design sessions for systems and organizations across sectors and disciplines to share their struggles and opportunities, and to brainstorm real-time innovative solutions that address current global, national, and provincial trends that enable violence.

Structural and cultural factors that impact our society and the questions we need to ask include:

1. Rising inflation combined with climate change contributing to food insecurity that leads some women to have to choose between food and rent, forcing them to move in with extended family or strangers, which is a risk for domestic violence along with sexual exploitation. **How do we mitigate ongoing economic and climate change impacts and create an innovative and effective safety net for equity-deserving groups?**

2. During the COVID-19 pandemic, polarization and intolerance overwhelmed our culture. Mass media and social media became very polarized, which normalized aggression and violence and contributed to a higher tolerance of gender-based violence. **How do we regulate and shift our online culture towards gender equity and inclusion, ensuring technology is used for good?**

3. White supremacy and hate movements are on the rise. The lockdowns and masking mandates during the COVID-19 pandemic were exploited by antisocial, violent, and extremist groups that support the use of aggression and violence and promote sexist and racist norms and behaviours. This has normalized gender-based violence, racism, anti-Black and anti-Asian violence, and antisemitism. **How can we challenge such views in a constructive, non-alienating manner and involve people who currently support such views into building a more peaceful and equitable society with pro-social norms and respectful dialogue?**

4. We are lonelier than ever, and we know that social isolation is a risk factor for domestic violence. **How do we support Albertans to rebuild social connections when most of us have got used to very limited social interactions and are turning to technology to fill our time instead?**

5. During and after the pandemic, alcohol and substance use increased, which is a contributing factor to domestic and sexual violence. **How do we support people to make sure they do not abuse substances to deal with their trauma or with socio-economic challenges, such as unemployment, poverty, and isolation?**

6. The COVID-19 pandemic overwhelmed the anti-violence infrastructure, which struggled to provide adequate safety and supports amidst increased rates and severity of violence. **How do we implement prevention efforts when our anti-violence sector is also in crisis and requires investment to meet the existing demand?**
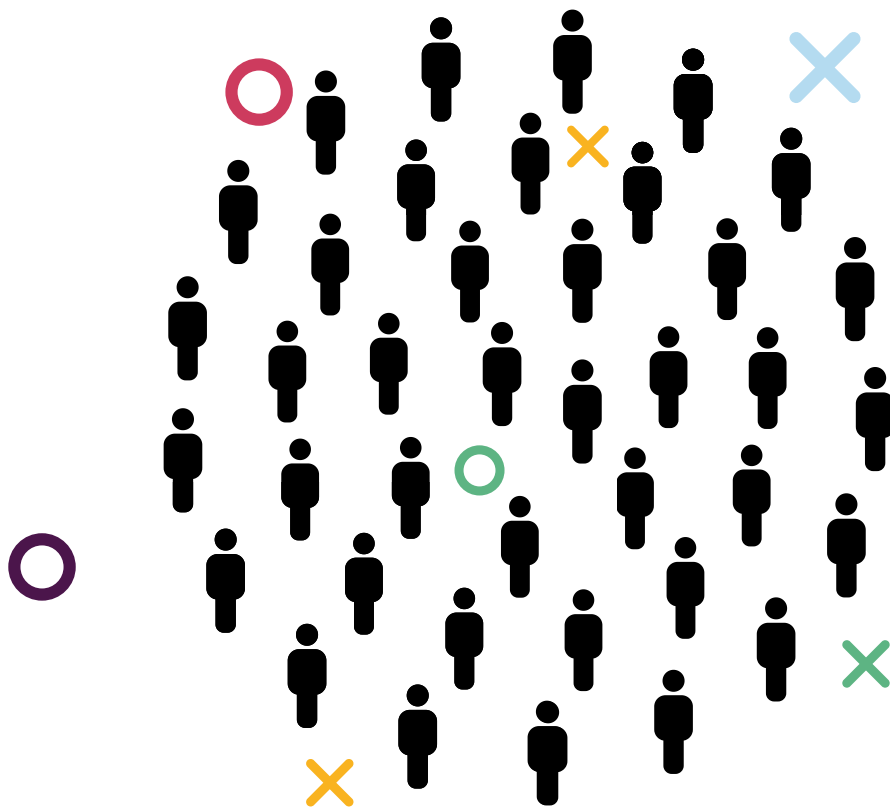
HOW WILL WE KNOW IF OUR EFFORTS ARE MAKING A DIFFERENCE?

- Alberta has invested in a data surveillance system that focuses on perpetrators and primary prevention efforts.
- Flourishing innovation system of people promoting a more just, violence-free, and equitable Alberta.
- Reduction and eradication of root causes of violence perpetration across Alberta.

HOW CAN WE MEASURE SUCCESS?

- Albertan's have a better understanding of the trajectory of violence.
- Publicly available provincial data on perpetrator prevalence and mapping of systems change efforts available.
- Provincial perception study on equality, inclusion, Indigenous sovereignty, and peace.
- Reduction in the wage gap between the care economy and other sectors.
- Percentage of people in institutions who report increased levels of autonomy and democratic participation.
- Number of initiatives mitigating climate change impacts and promoting green infrastructure funded by the government, disaggregated by ministry.

Working on these gamechangers will start to eliminate the root causes of violence and other social problems intersecting with them, which will contribute to a society that is free from violence and rooted in liberation, peace, belonging, and harmony.

CONCLUSION

This Playbook provides a clear, common goal along with four plays and a set of actionable strategies that the Government of Alberta and the IMPACT collective can employ to advance gender equality, social inclusion, and Indigenous self-determination for primary prevention of violence. Creating the cultural and structural conditions to sustain desired pro-social norms, attitudes, practices, and behaviours is the heart of this work, echoed in the four plays provided in this Playbook.
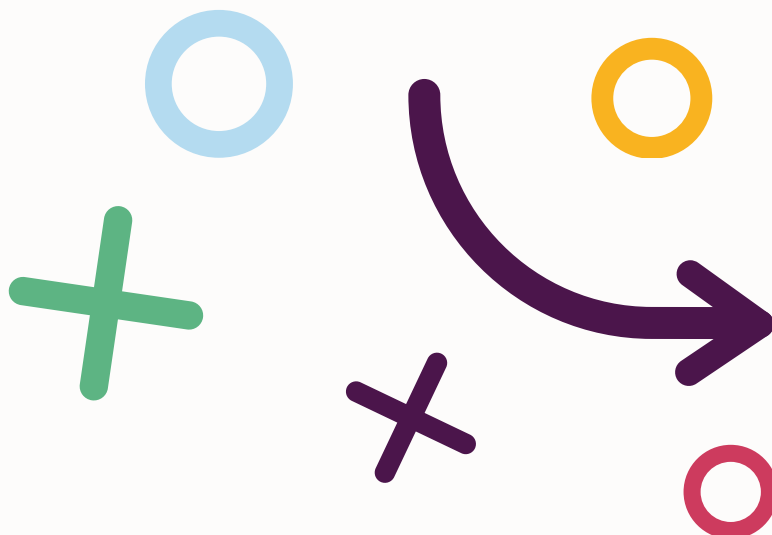
This Playbook is advocating for measures that will elevate women, equity-deserving groups, and Indigenous Peoples and deprive perpetrators of opportunities to exploit inequalities and injustices to commit violence. We encourage the Government of Alberta and the anti-violence sector to spend time reimagining how our systems can promote equity, inclusion, justice and belonging, and ultimately prevent violence.

By following the evidence, choosing hope, and using innovation and creativity, we can design and implement strategies that get all Albertans excited, committed, and equipped with the skills to go upstream and address the root causes and drivers of violence while rebuilding a more equitable, inclusive, and violence-free Alberta.

We hope this Playbook will serve as a catalyst for change to support the next chapter of our work.

ACKNOWLEDGING INDIGENOUS TERRITORY AND PEOPLES

Shift acknowledges that our team members live across Turtle Island in what is today known as Canada. We acknowledge that the places we call home have deep ties to the Indigenous Peoples that have stewarded this land since time immemorial. We also acknowledge that colonial actors and institutions perpetually deny Indigenous Peoples their rights to self-determination and sovereignty and these institutions must be challenged and changed. Shift is committed to the advancement of the United Nations Declaration on the Rights of Indigenous Peoples and the Calls to Action of the Truth and Reconciliation Commission. In honour of this commitment, Shift has facilitated a project that was guided by eight Elders and three Indigenous researchers and advocates to co-create meaningful and sustainable solutions to prevent family violence by providing cultural safety and a parallel process to walk towards Indigenous sovereignty, dignity, justice, and equity. To learn more about this project to prevent family violence in Indigenous communities, please go to Strong Women's Circle: Supporting Alberta's Primary Prevention Framework by Mapping Root Causes of Violence and Identifying Policy Recommendations to Stop Violence Against Indigenous Peoples Before it Starts.[74]

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APPENDIX 1: METHODS

Description on how Shift supported the Alberta Primary Prevention Framework Policy Collaborative to develop the Playbook.

To better understand the problem and the solutions, we assembled a diverse research committee to help us create a research agenda that would ensure that we centred equity-deserving groups throughout the project. We then conducted several scoping and literature reviews along with a research project that included an analysis of 70 gender equality and violence prevention plans from the global north, as well as almost 400 documents by Canadian policy actors, including researchers, non-governmental and civil society organization leaders, and activists working towards the empowerment of equity-deserving groups. We drew on 30+ theories and approaches such as Indigenous ways of knowing, Black liberation theology, critical theory, queer theory, feminism, behavioural insights, neuroscience, socio-ecological theory, public health, intersectionality, and gender transformative approaches to understand the root causes of violence. Please see our report with a synthesis of all research.[75]

From there, we worked with IMPACT members to conduct 19 community consultations with close to 200 people from the anti-violence sector and the Government of Alberta to bring forward our theory of change and to learn about their understanding of primary prevention and the root causes of violence, along with the barriers they experience around advancing primary prevention efforts. We built on this knowledge exchange and continued to get feedback on their lived experiences while trying to make sense of the differences emerging from research, practitioners, and policymakers. This process included project meetings, presentations, and on-going feedback sessions with both partners and their members.

As the goal of this project was focused on collaborative policy making, in 2021, we began developing a suite of legislation and policy recommendations targeting the root causes of violence and specific populations that are key to prevention. Throughout the project, we produced 35 research papers including specific policy reports that were reviewed by: IMPACT's Foundation Document Review Working Group, which included representatives from both the Government of Alberta and agencies throughout Alberta (please see acknowledgement section), staff from the Alberta Association of Sexual Assault Centres along with their 15 member organizations and/or other experts beyond IMPACT and the Government of Alberta to get their insights on our policy recommendations.

To support our work towards reconciliation, one of the policy papers was guided by three Indigenous researchers and eight Elders living in Alberta, who developed primary prevention solutions that address colonialism and capitalism as the root causes of violence against Indigenous Peoples. This report was built upon the rich work that has already been accomplished by Indigenous researchers and activists from across Canada and reflects the expertise and lived experiences of our collaborators.

The authors also drew on Shift's historical/collective knowledge and experiences as a primary prevention research hub working with hundreds of scientists, community groups, and all orders of governments for 12+ years with over a hundred publications and research projects to date on primary prevention (preventdomesticviolence.ca).

APPENDIX 2: THE PRIMARY PREVENTION POLICY REPORTS THAT INFORMED THE PLAYBOOK

All reports are available at https://preventdomesticviolence.ca/publications/

Litviniuc, A., & Wells, L. (2023). *Recommendations for the Government of Alberta on advancing social inclusion to prevent violence against equity-deserving groups in Alberta.* Calgary, AB: The University of Calgary, Shift: The Project to End Domestic Violence.

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APPENDIX 3: QUICK POLICY WINS FOR THE GOVERNMENT OF ALBERTA

1. Continue to build and strengthen relationships between government and Indigenous and Métis communities in Alberta.

- Continue to prioritize and implement the 2022 Alberta's Missing and Murdered Indigenous Women and Girls (MMIWG) Road Map
- Commit to implementing the Strong Women's Circle[76] recommendations for systems change.
- Create an Elder committee for the governance group to support primary prevention co-development efforts. Ensure each government ministry and organization accesses Elders to support primary prevention co-development efforts.
- Work with Indigenous communities and groups to develop Indigenous-specific outcomes, data collection strategies, and evaluation approaches.

2. Create jobs and increase labour market participation for all Albertans.

- Increase wages in female-dominated occupations, especially in the care economy (e.g., social work, education, health care, and retail).
- Provide free and quick upskilling and re-skilling programs for residents of rural communities, seniors, people with disabilities, and other Albertans at risk of unemployment.
- Invest in entrepreneurial initiatives by Indigenous Peoples, women, and equity-deserving groups (including credit access, capacity building, supports for growing one's business, etc.).
- Create a Unified Accessibility Act to promote the participation of people with disabilities in the labour market and society.
- Create a Family Caregiver Act and a provincial caregiver strategy to provide unpaid/informal caregivers with workplace accommodations, leave benefits, health training, respite care, and financial supports.
- Mandate workplace accommodations and flexible working arrangements offered by default, targeting the specific needs of women, parents, various groups from 2SLGBTQIA+ communities, people with disabilities, and seniors.
- Create fair wage jobs for people with disabilities and seniors.
- Create government supplier diversity programs to buy services and products from Indigenous Peoples, women, and equity-deserving groups.
- Invest in technology for rural economic development.
- Expand paid parental leave policies to strengthen economic supports and reduce financial stress on the family.

3. Reduce poverty and increase financial security for all Albertans.

- Adopt pay equity legislation across government.
- Create a provincial poverty reduction plan and steering committee consisting of Indigenous Peoples, women, equity-deserving groups, academics, private sector, and the government to focus on the root causes.
- Mandate regular minimum-wage increases to achieve living wages and annual re-costing of all income supports to match annual inflation.
- Create simplified eligibility criteria, accessible application processes, and system navigators trained in trauma-informed services for income supports, including lifetime eligibility for people with permanent disabilities.
- Unbundle eligibility for different income supports so that none of the supports are reduced for people qualifying for a range of supports, e.g., rent assistance, AISH, and childcare subsidy.

- Improve progressive taxation, including higher taxes on individuals and organizations with massive wealth and lower taxes for working class Albertans.
- Create baby bonds (i.e., publicly funded trust accounts for children from the most income and wealth-disadvantaged backgrounds to claim upon reaching adulthood).
- Examine financial need through a social <u>determinants of health</u> lens, which allows for consideration of the systemic and structural factors shaping people's abilities to be and feel financially secure.

4. Create more affordable housing, prioritizing Indigenous Peoples, women, and equity-deserving groups.
- Prioritize access to affordable housing for Indigenous Peoples, single women, single mothers, women, and children who experience abuse, and other equity-deserving groups.
- To prevent racism and discrimination, ban landlords from requesting information from potential tenants that is not legally required.
- Build the capacity of landlords and responsive regulatory mechanisms to ensure they offer housing to Indigenous Peoples, women, and equity-deserving groups.
- Mandate rental market regulation to make rentals affordable (e.g., rent and rent increase caps; bans on empty rentals; and bans on evictions of vulnerable, equity-deserving groups).
- Gradually phase out for-profit long-term care.
- Provide incentives and subsidies for making homes accessible, appropriate, and environmentally sustainable.

5. Decrease food costs and increase access to food with dignity.
- Increase household income and minimum wage to help reduce food insecurity among workers who make up the majority of the food-insecure in the province.
- Invest in community gardens.
- Create more community pantries and programs for people at risk, provide free meals in schools, community organizations and elsewhere.
- Amend hunting and fishing licensing restrictions to help rural residents improve nutritional security.

6. Improve health care and wellness supports.
- Offer culturally sensitive and free mental health services in a timely manner across the province.
- Provide workplace outreach for primary care and screening interventions for precarious, hard-to-reach workers.
- Target plans for health care that meet the needs of women, 2SLGBTQIA+ communities, people with disabilities, seniors, and Indigenous Peoples.
- Create a provincial Gender Affirming Medical Care Strategy.
- Create a provincial Intersex Rights Strategy outlining standards of care that value bodily autonomy.
- Offer free contraception to people under 25 years.
- Offer free assistive devices for seniors and people with disabilities.
- Invest in seniors' health care and expand dementia-friendly health care.
- Invest in accessible rural health care. s and young men.
- Provide health care provider training in structural and cultural competency to increase understanding of the social and cultural realities of patients.
- Promote inclusive and meaningful approaches to engagement that do not reinforce existing health inequities.[77]

7. Invest in Alberta's children and youth and their caregivers.

- Offer universal access to free parenting programs for all caregivers.
- Offer culturally appropriate, accessible, high-quality childcare, especially in underserved communities.
- Create an inclusive K-12 curriculum that reflects the experiences of all equity-deserving groups and teaches critical thinking, social-emotional learning, healthy relationships, comprehensive sexuality education, preventing domestic and sexual violence, and digital citizenship in addition to other essential life skills.
- Create service hubs for children and youth, including mental health services, homelessness prevention, and harm reduction for substance use in schools and community organizations.
- Mandate gender-transformative and socially inclusive teaching methods in all educational institutions.
- Mandate Universal Design for Learning from pre-school to post-secondary, which is a collaborative approach to instruction and assessment that promotes participation for all learners, including those with diverse needs.
- Mandate small class sizes to ensure quality education.
- Encourage education for teachers, caregivers, and parents in adverse childhood experiences and resilience.

8. Improve the safety and appropriateness of services and spaces for women, equity-deserving groups, and Indigenous Peoples.

- Build capacity and supports for human service providers to help deliver appropriate services to women, equity-deserving groups, and Indigenous Peoples, especially where power dynamics are at play (e.g., law enforcement, child welfare, and health care).
- Increase leadership representation of women, equity-deserving groups, and Indigenous Peoples in all sectors and industries.
- Examine regulators of entertainment and mass media industries to explore opportunities to influence policy change and promote anti-oppressive representation of women, equity-deserving groups, and Indigenous Peoples in culture and mass media.
- Publicly denounce activities of white supremacist groups and movements.
- Support initiatives that de-radicalize boys and men by supporting programs and initiatives that foster healthy masculinities among boys

APPENDIX 4: EVIDENCE–BASED PRIMARY PREVENTION PROMISING PRACTICES IN ALBERTA

Primary prevention promising practices	Examples of specific programs, initiatives, strategies, and approaches in Alberta
1. Support Albertans' healing from internalized oppression, internalized privilege, and trauma to restore dignity, trust, and justice and stop the cycle of violence.	• Braiding the Sweetgrass • Men&
2. Promote healthy relationship skills and competencies across the lifespan and in settings where people already congregate, to prevent domestic and sexual violence (e.g., schools, sports, and faith settings).	• Fourth R: Uniting our Nations • Safe Dates • Who Do You Tell • Expect Respect • WiseGuyz • PATHS • Healthy Relationships Program for LGBTQ+ Youth • ConnectED Parents • Fathers Moving Forward • Alberta Men's Network
3. Build the capacity of informal supporters and natural networks to prevent domestic and sexual violence.	• Green Dot Active Bystander • Real Talk • Bringing in the Bystander • Lay health advisors' approach • I Believe You Campaign • #momentsmatter (scaling public campaigns that promote non-violence, leadership, and equity)
4. Engage more men and boys as co beneficiaries and allies in violence prevention and gender equality activities.	• Changing Contexts: Framework for Engaging Male-Oriented Settings in Gender Equality and Violence Prevention—Practitioners' Guide • NextGenMen • Men& • Coaching Boys into Men • Kizhaay Anishinaabe Niin ("I'm a Kind Man") • Dads for Life Program • Supporting Fatherhood Involvement Program

5. Disrupt the developmental pathway towards domestic and sexual violence.	• Home visitation programs • Pre-school enrichment programs • Parenting skill and family relationship programs (e.g., Triple P) • Screening for adverse childhood experiences (ACEs) by nursing staff and related disciplines • "Two-generation" approaches, such as family-based therapy • Treatment for at-risk children, youth, families, and seniors • Trauma-informed child development centres
6. Leverage technology to prevent domestic and sexual violence.	• Data2Action project to predict and address domestic and sexual violence trends • Educating networks, families, and individuals about healthy relationships in real-time through technology • Using technology to increase advocacy and communication related to violence prevention and increasing accountability and transparency of laws, policies, and practices related to violence prevention

APPENDIX 5: GLOSSARY

<u>Anti-violence sector:</u> Individuals, community-based organizations, institutions, and government workers who support and advocate for victims of violence and/or work with perpetrators of violence, including those impacted by sexual violence, domestic violence, child sexual abuse, and sexual and criminal harassment.

<u>Bystanders:</u> People present during an incident of violence, who are not directly involved in it, but have the opportunity to discourage, prevent, or interrupt it.[78]

<u>Capitalism:</u> A form of economic and social organization focused on wealth accumulation and maximization of profit by normalizing inequalities, competition, transactional relationships, and exploitation.[79]

<u>Colonialism:</u> The practice of maintaining political and economic control over a social group deemed inferior within one's nation or over other nations.[80]

<u>Colonization:</u> The process of settling among and establishing control over the Indigenous Peoples of an area.[81]

<u>Carceral:</u> Refers to a prison or jail. Often used more broadly, the carceral system refers to the formal institutions and operations of the criminal justice system as well as the logics, ideologies, practices, and structures that are focused on surveillance, arrest, and incarceration (i.e., police, prosecution, courts, prison system).[82] This system disproportionately harms Indigenous Peoples, poor communities, and communities of colour.

<u>Critical theory:</u> An approach to social inquiry aimed at decreasing domination and increasing freedom in all forms.[83] There are many forms of critical theory, such as critical race theory, feminist theories, and some forms of post-colonial criticism.

<u>Determinants of health:</u> These include the social, economic, and physical environments in which people live that determine their health. For example, income and social status, education, having access to safe drinking water and clean air, social support networks, culture, access the health services, genetics, and gender.[84]

<u>Disenfranchised:</u> Depriving people of rights and privileges. This is often used in reference to the right to vote but can extend further to depriving people from having their voice heard regarding the issues that matter to them.[85]

<u>Distinction-based approach:</u> This acknowledges the specific rights, interests, priorities, and concerns of each First Nation, Métis Nation, and Inuit People and encourages the government to work with individual Nations and communities based on their own priorities and timeframes.

<u>Gender equality:</u> A situation in which people of all genders experience the same access to, and control over "social, economic and political resources, including protection under the law (such as health services, education and voting rights). It is also known as equality of opportunity, or formal equality. Gender equality is often used interchangeably with gender equity, but the two refer to different, complementary strategies that are needed to reduce gender-based health inequities."[86]

Gender equity: Treating all genders fairly, according to their different needs, preferences, and interests.[87] "This may mean that different treatment is needed to ensure equality of opportunity.

Gender inequality: A hierarchical organization of our society that treats all genders differently, assigning them stereotypical roles in households, communities, and institutions, where men generally enjoy greater status, power, and resources.[88]

Gender transformative approaches: Practices, programs, and/or interventions that reshape gender relations to be more gender equitable, largely through approaches that free both women and men from the impact of destructive gender and sexual norms.[89]

Gender trolling: Aggressive coordinated attacks against women and 2SLGBTQIA+ people who speak against heteronormative patriarchal norms, which use gendered verbal abuse and intimidation, such as rape and death threats and photos of women's homes and families.[90]

Healthy relationships: Interpersonal "connections that increase well-being, are mutually enjoyable, and enhance or maintain each individual's positive self-concept."[91] "Healthy relationships are based on the belief that everyone has value and is equal, and that power in a relationship is shared. Characteristics of a healthy relationship include mutual respect, trust, support, accountability, honesty, shared responsibility, fairness, and non-threatening behaviour." When conflict (i.e., a disagreement of opinion or interest between people) occurs, it is "resolved through negotiation rather than the misuse of power."[92]

Heteronormative patriarchy: A social system in which, on average, heterosexual men have more power, privilege, and control in the political, economic, cultural, and social roles than women and 2SLGBTQIA+ people.[93]

Indigenous Peoples: First Nations and Métis Nations and urban Indigenous communities across Alberta and Canada. Indigenous Peoples are distinct from equity-deserving groups because advancing Indigenous sovereignty and reclamation of land, identity, language, and culture differs from addressing the challenges and inequities experienced by equity-deserving groups.

Indigenous sovereignty: Sovereignty refers to the "absolute or independent authority of an individual, institution, nation (state) within a territory or international state system." Indigenous sovereignty "links struggles by Indigenous knowledge-keepers, community leaders, practitioners, youth and scholars around environmental justice, restoration of lands and rights of Mother Earth, anti-racism, social equity and justice, safety and protection for girls and women, opposition to the commodification and financialization of nature, protection of sacred sites and repatriation of ancestral remains and sacred objects and protecting and nurturing tribal sovereignty".[94]

Informal supporters: One's family, relatives, friends, acquaintances, neighbours, co-workers, and peers who can provide emotional and practical help to people at risk of or experiencing violence.[95, 96, 97]

Intersectionality: A theory developed by civil rights activist Kimberlé Crenshaw to indicate how overlapping or intersecting social identities, particularly minority identities, relate to systems and structures of oppression, domination, or discrimination.[98]

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2SLGBTQIA+: These communities include lesbian, gay, bisexual, transsexual, transgender, intersex, queer/questioning, 2-spirited ("T" acronym also utilized), asexual, and allies. The asterisk denotes evolving perspectives on identities, definitions, and terminology that comprise these communities. Common references to these communities include LGBT and LGBTQ.[99]

Mental Model: Often used interchangeably with paradigms, worldviews, and belief systems, mental models are our deeply held beliefs and assumptions and taken-for-granted ways of operating that underpin all aspects of our society, including our laws, policies, norms, and behaviours.[100]

Normalization of inequality: Mainstreaming the idea that humans can be ranked into a socially acceptable hierarchy of individuals and groups based on their social identities, with some social groups deserving a higher status, more power, and more control over resources and decision-making. Simplistic ideas of innate capability and meritocracy are often used to normalize inequality. In other words, social power and resources are distributed based on talent, effort, and achievement rather than privilege, which conceals historical exploitation and social, political, and economic disenfranchisement, which have created inequality.

Normalization of violence: Mainstreaming the idea that humans, particularly men, are inherently violent,[101, 102] and that using various expressions of violence (e.g., verbal aggression, coercion, or control), is an acceptable means of advancing one's interests as individuals, communities, or nations. Violence is normalized in the language we use; in our educational institutions and workplaces based on "cut-throat competition" and conflict; in our leisure activities, many of which involve aggressive rivalry and combat, be it sports, games, or video games; in the social media, mass media, and entertainment that show explicit images of violence; and in politics and war, where discourse and political decisions support confrontation, humiliation, domination, and violence.

Online luring: "Communicating through technology to commit a sexual offence, for example, asking an individual to create or send naked or semi-naked sexual pictures or videos or exploiting an individual for sex work. Online luring and exploitation drastically increased during the pandemic, where predators impersonate children or teenagers to exploit vulnerable individuals as children spend more time online. Often, predators use "attention bombing" (i.e., excessive communication and compliments) to gain their victims' trust before forcing them into risky behaviours."[103]

Primary prevention: Changing the cultural and structural conditions that create opportunities for perpetrators to commit violence while eliminating risk factors and building protective factors to stop initial perpetration of domestic and sexual violence.[104]

Queer theory: A way of thinking that "dismantles traditional thinking and assumptions about gender and sexualities."[105]

Sexual violence: Any sexual act or any attempt to obtain a sexual act, unwanted sexual comments, unwanted sexual advances, acts to traffic, or other acts directed against a person's sexuality that use coercion, committed by any person in any relationship to the survivor and in any setting, be it private or public.[106]

Social exclusion: A situation where individuals and groups do not have equal access to the opportunities and services that allow them to lead a happy, productive, decent life. It is not only opportunities and services that could be inaccessible (like health care, education, or even running water) but also include not being able to give input or have a voice on the rules of the society in which they live.[107]

Social inclusion: The process of improving the terms of participation in society, particularly for people who are disadvantaged, through enhancing opportunities, access to resources, voice, and respect for rights.[108]

Socioeconomic inequality: A hierarchical organization of our society that treats social groups differently, based on their class, sexuality, age, ability, racialized group, immigration status, Indigenous status, and other social identities. This creates relationships of domination and subordination and differential status, power, and access to resources among social groups.

Structural violence: The "avoidable limitations that society places on groups of people that constrain them from meeting their basic needs and achieving the quality of life that would otherwise be possible. These limitations, which can be political, economic, religious, cultural, or legal in nature, usually originate in institutions that exercise power over particular subjects."[109]

Swatting (named after police SWAT teams): Calling 911 and claiming maliciously that the target is engaged in a dangerous activity, e.g., holding a hostage, to get dispatchers to send police to their location and intimidate them. Swatting is particularly dangerous when used against racialized populations, especially Black Canadians, and Indigenous peoples, who are disproportionately affected by police brutality and more likely to suffer violence because of the call.[110]

Systems of oppression: Social structures that allow inequities to continue through social norms, dominant narratives, laws, policies, and practices that shape our lives by privileging some groups and marginalizing others in terms of their status, power, decision-making, and access to resources. Heteronormative patriarchy privileges heterosexual men; white supremacy privileges white, predominantly Christian, people; colonialism privileges non-Indigenous settlers from the global north; and capitalism privileges people of a higher socio-economic status in terms of their status, power, decision-making, and access to resources.

White supremacy: A political, economic, and cultural system in which white people overwhelmingly control power and material resources based on conscious and unconscious ideas of white superiority and entitlement, which are embodied and reproduced as relations of white dominance across institutions and social settings.[111]

Zoom-bombing: Breaking into Zoom meetings, usually devoted to promoting the rights of equity-deserving populations and disrupting them by sharing sexually explicit and discriminatory messages and images.

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