

www.atira.bc.ca

VANCOUVER

#201-190 Alexander Street
Vancouver, BC V6A 1B5

T: 604 681 4437

E: info@atira.bc.ca



@freeofviolence



facebook.com/freeofviolence



@atirawrs



IMPACT

REPORT

April 2024 - March 2025





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Anne Kinvig
(She/Her)
Chair

Introduction

As we reflect on 2025, it is clear that this year built upon the strong foundations established in 2024. The governance, safety, and efficiency measures prioritized by staff and leadership last year provided the structure and stability that Atira needed while navigating complex organizational changes.

With these foundations in place, 2025 became a year of momentum. Staff strengthened internal processes and procedures to ensure the ongoing safety of staff and residents, expanded essential training programs, and created more opportunities for communication and professional development. These initiatives not only reinforced operational excellence, but also nurtured a culture where staff are supported to grow their knowledge and skills.

Leadership welcomed both new and returning Board Directors through a series of one-on-one orientation sessions and group workshops designed to ground them in Atira's programs, finances, and operations. With these strengthened governance principles- and informed by comprehensive feedback from all levels of staff- the Board and Leadership are now laying the groundwork for a formalized Strategic Plan, to be announced in 2026.

For 42 years, Atira Women's Resource Society has stood at the forefront of the movement to end gender-based violence and dismantle systemic inequality. As Chair, it is impossible to ignore the heightened risks that the shifting political landscape will bring for those Atira serves. Yet, Atira has proven it is possible to constantly adapt and evolve without losing sight of our mission. I want to thank every woman who has chosen Atira, every partner who has stood beside us, and every advocate who walks this path beside us. Together, we move toward a future where safety, dignity, and justice are not aspirations, but realities.



Donna-Lynn Rosa
(She/Her)
CEO - Atira

Introduction

Atira's mission to support those affected by gender-based violence has been at the core of our organization across its 42-year history. Through a global pandemic and the world closing down, Atira opened doors. Through public scrutiny, Atira leaned into transparency. Through change, Atira embraced opportunity. Through growth, Atira demonstrated the ability to transform systems and structures. The mission and our alignment with it never waned— in fact, we are more steadfast in our commitment to our mission as a result.

When I stepped in as CEO, I committed to tell Atira's History proudly in every circle and through all our actions. I can confidently say that our leadership and staff are exceeding expectations when it comes to living the mission and aligning to our purpose— and that has never changed. At its core, Atira was never broken.

Throughout this year we have worked towards stability. We stabilized our programming by transferring programs that are unsafe for our residents and staff, stabilized our relationships with our community partners, stakeholders, and funders, and stabilized our staffing teams by building strong capacity and ensuring all staff are heard, supported, and have the tools they need to thrive. These developments were guided by our dynamic Board of Directors, each bringing their own expertise to ensuring Atira stays strong to the needs of the people we serve. Moving from a place of reaction to action takes time and commitment, and we are thankful to our staff, leadership and Board members for staying committed to the well-being of our communities.

Right now, we are up against challenges that do not have an easy “fix.” These include the ongoing toxic drug supply, housing crisis, rising levels of gender-based violence, and shifts in our provincial and federal political climates. The adaptability and resourcefulness that our staff have shown in the past year show me that no matter how impossible the task seems, or how much adversity we face, Atira will continue to find ways to meet the needs of the people in our care. That's what makes Atira both a community and a thriving organization ready for the next iteration of our History.

Click here to see [Leadership Report](#)

About Us

At Atira, we are deeply committed to building a team that reflects the diverse communities we serve. Our staff brings a wide range of lived experiences, languages, and perspectives — and we remain dedicated to continuous growth and meaningful representation. This isn't just a goal; it's a lasting commitment.

For more than 42 years, we've worked to create safe, supportive spaces for women, children, and gender-diverse individuals affected by violence. What began as a single transition house has grown into one of Canada's leading supportive housing providers. But our work goes beyond housing — we foster healing, empowerment, and community through programs in mental health, harm reduction, peer employment, legal advocacy, social enterprise, out-reach, and more.

As part of our ongoing journey toward reconciliation and decolonization, we continue to evolve how Indigenous voices are represented and included within our organization. In 2025, the Atira Indigenous Advisory evolved into the Atira Indigenous Leadership Council — a significant step toward strengthening Indigenous governance and equity. The Council exists to represent Indigenous voices by advising on policy, leadership, and cultural integrity. It advocates for meaningful inclusion, ensures accountability, and drives systemic change that honours and empowers Indigenous staff and communities.

Guided by compassion and grounded in lived experience, we continue to turn housing into hope.





Statistics All Programs

April 2024 - March 2025

789,348

Total Support Hours
for Women & Children

6,633

Turnaways

1,272

Total Number of
Women Housed

282,277

Total Meals Provided

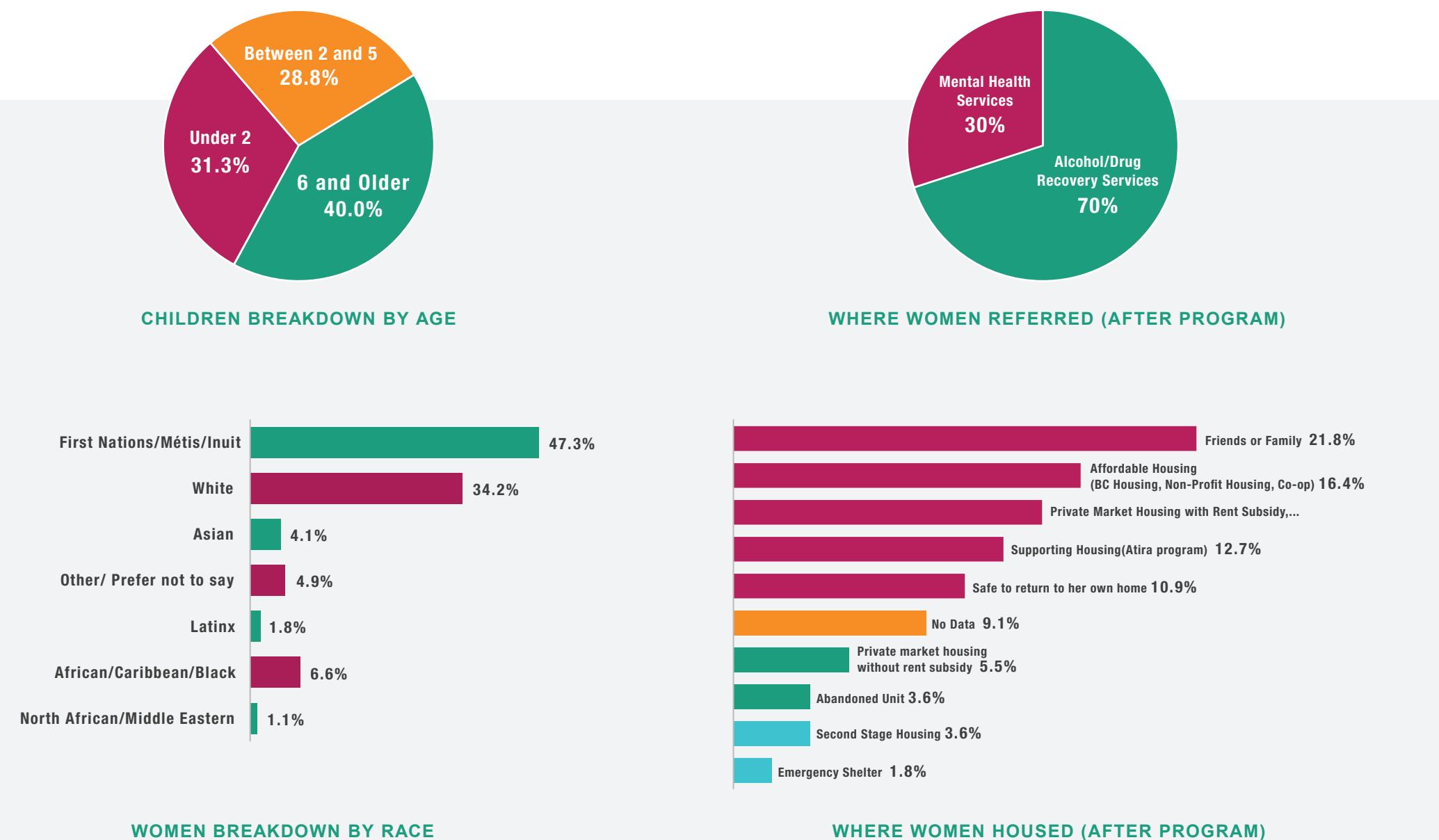
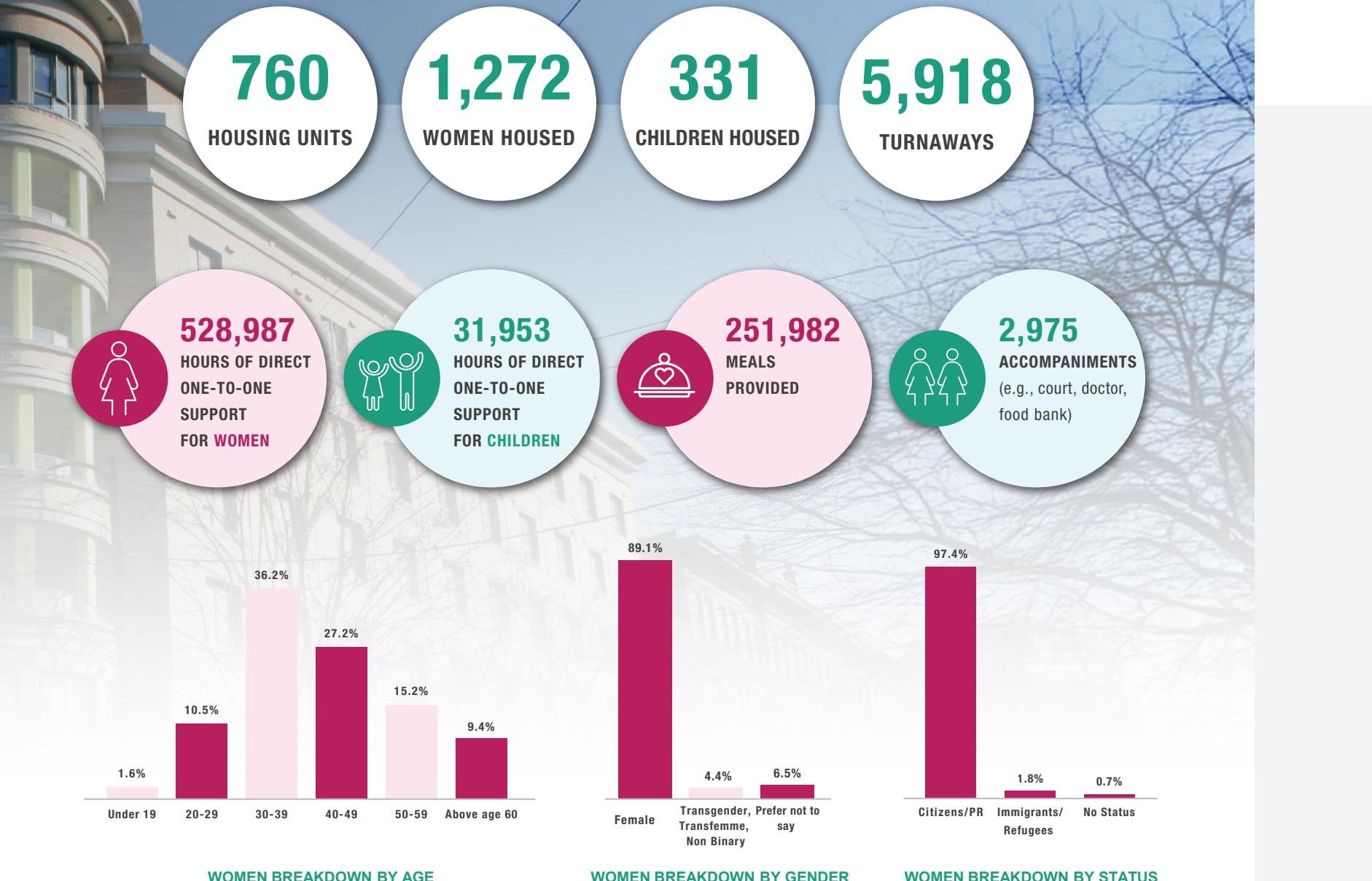
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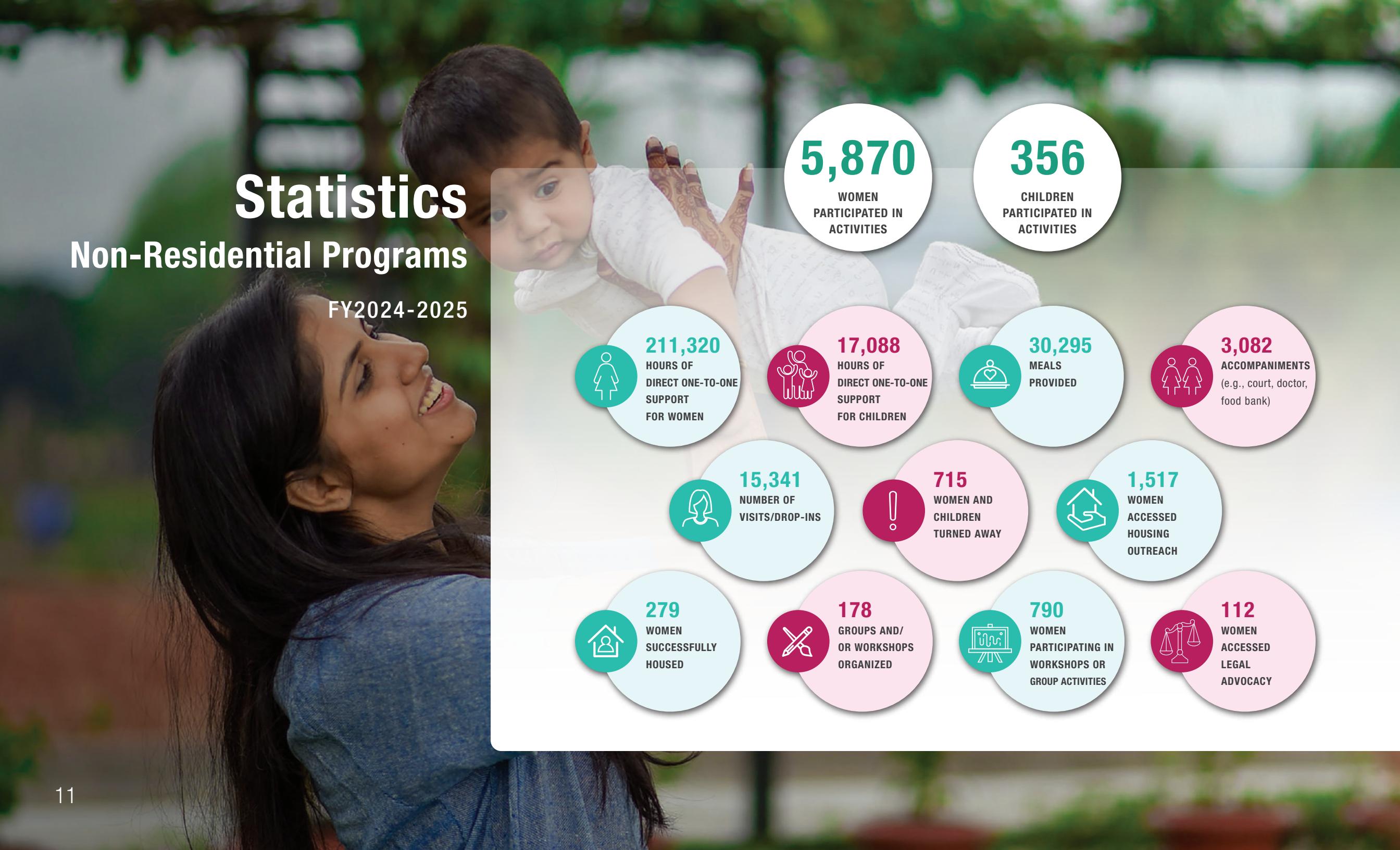
Total Number of
Children Housed

Statistics

Residential Programs

FY2024-2025

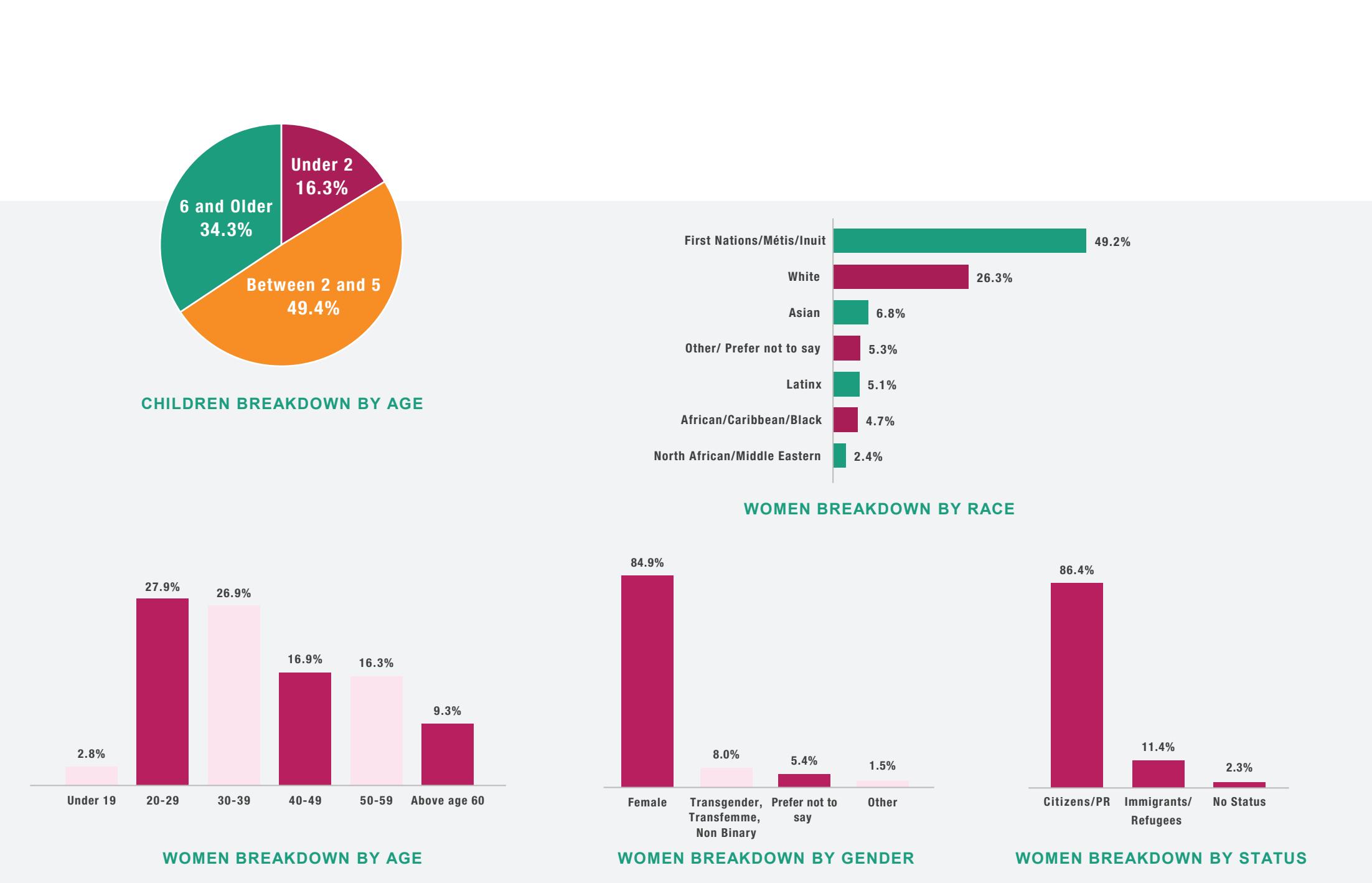




Statistics

Non-Residential Programs

FY2024-2025



Financial Overview

2023

REVENUE

BC Housing Management Commission	\$ 62,522,606
Rental Income	\$ 8,629,662
Grant Revenue	\$ 3,978,882
Health Authority Funding	\$ 1,434,063
Federal Funding	\$ 1,663,633
Lu'ma Native Housing Society	\$ 898,033
Donations	\$ 653,772
Other Income	\$ 371,239
Parent Fees Childcare	\$ 487,722
Interest Income	\$ 294,356
Administration Charge	\$ 239,600
Total Revenue	\$ 81,173,568

LIABILITIES

Accounts Payable and Accrued	\$ 12,197,319
Accrued BCHMC Payable	\$ 1,963,036
Deferred Revenue	\$ 635,466
Advances from Related Parties	\$ 166,817
Deferred Contributions	\$ 3,698,815
Security Deposits	\$ 542,080
Current Portion of Long-term Debt	\$ 26,246,632
LONG-TERM DEBT	\$ 19,803,666
FORGIVABLE LOANS	\$ 15,963,522
DEFERRED CAPITAL CONTRIBUTIONS	\$ 22,648,331
NET ASSETS	
ACCUMULATED DEFICIT	\$ 1,802,122
INVESTED IN CAPITAL ASSETS	\$ 10,961,900
REPLACEMENT RESERVE	\$ 553,408
Total Liabilities	\$ 117,183,114

ASSETS

Cash	\$ 7,023,427
Term deposits	\$ 20,220
Accounts receivable	\$ 7,404,953
Prepaid expenses and deposits	\$ 285,846
Accrued BCHMC receivable	n/a
RESTRICTED CASH	\$ 2,748,321
INVESTMENT IN RELATED PARTIES	\$ 25,002
ADVANCES TO RELATED PARTIES	\$ 4,051,296
CAPITAL ASSETS	\$ 95,624,049
Total Assets	\$ 117,183,114

OPERATING EXPENSES

Advertising and fundraising	\$ 230,644
Bad debts	\$ 280,999
Bank charges and interest	\$ 1,624
Computer	\$ 313,900
Food and kitchen supplies	\$ 4,23,025
Furniture and equipment	\$ 438,577
Insurance	\$ 763,500
Interest on long-term debt	\$ 1,45,444
Membership dues and fees	\$ 27,633
Miscellaneous	\$ 265,977
Occupancy costs	\$ 9,432
Office expenses	\$ 211,755
Professional fees	\$ 1,32,964
Program direct	\$ 1,26,888
Property management fees	\$ 1,74,644
Rent	\$ 2,61,444
Rent supplement	\$ 490,127
Repairs and maintenance	\$ 1,073,325
Replacement reserve	\$ 154,400
Restoration expense	\$ 493,624
Salaries and benefits	\$ 4,583,748
Security costs	\$ 1,87,183
Supplies	\$ 1,43,244
Telephone	\$ 322,377
Training and education	\$ 215,977
Travel	\$ 9,235
Utilities	\$ 276,000
Total Operating Expenses	\$ 8,183,868

Financial Overview

2024

REVENUE

BC Housing Management Commission	\$ 66,455,420
Rental Income	\$ 9,045,986
Grant Revenue	\$ 5,131,986
Health Authority Funding	\$ 1,445,804
Federal Funding	\$ 1,664,304
Lu'ma Native Housing Society	\$ 898,580
Donations	\$ 432,228
Other Income	\$ 448,236
Parent Fees Childcare	\$ 489,599
Interest Income	\$ 409,855
Administration Charge	\$ 127,846
 Total Revenue	 \$ 86,549,844

LIABILITIES

Accounts Payable and Accrued	\$ 17,061,454
Accrued BCHMC Payable	n/a
Deferred Revenue	\$ 530,428
Advances from Related Parties	n/a
Deferred Contributions	\$ 3,180,333
Security Deposits	\$ 633,535
Current Portion of Long-term Debt	\$ 27,165,295
 LONG-TERM DEBT	 \$ 19,574,193
FORGIVABLE LOANS	\$ 15,553,082
DEFERRED CAPITAL CONTRIBUTIONS	\$ 22,659,191
 NET ASSETS	 \$ -1,508,980
ACCUMULATED DEFICIT	\$ -1,508,980
INVESTED IN CAPITAL ASSETS	\$ 12,005,685
REPLACEMENT RESERVE	\$ 735,803
 Total Liabilities	 \$ 117,590,019

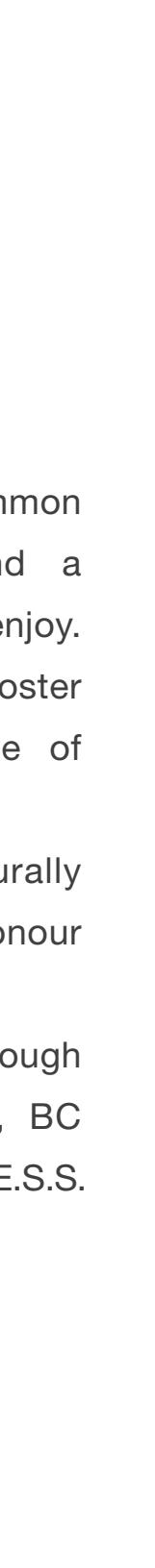
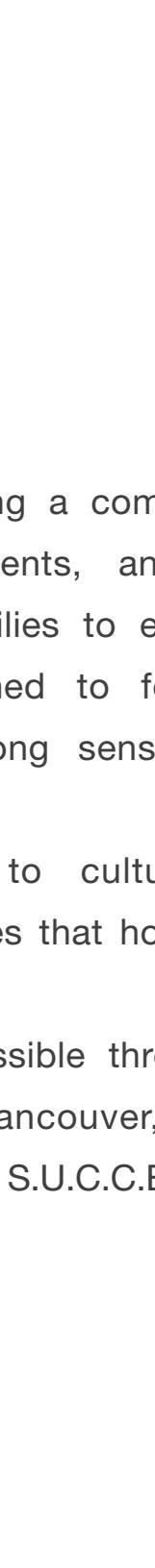
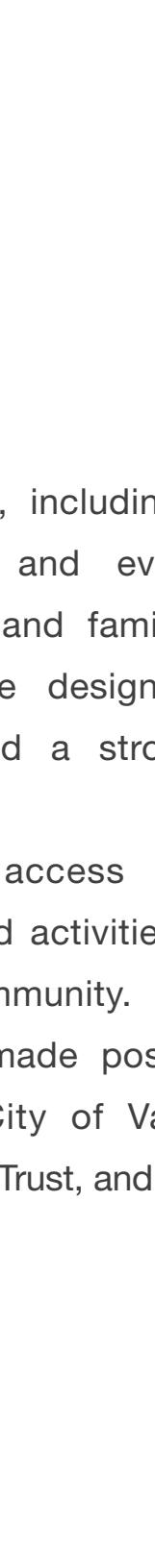
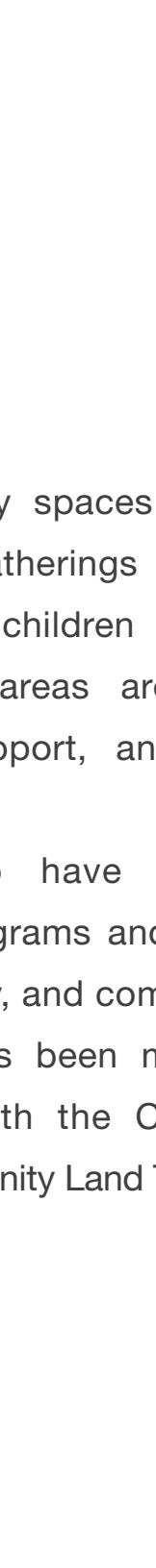
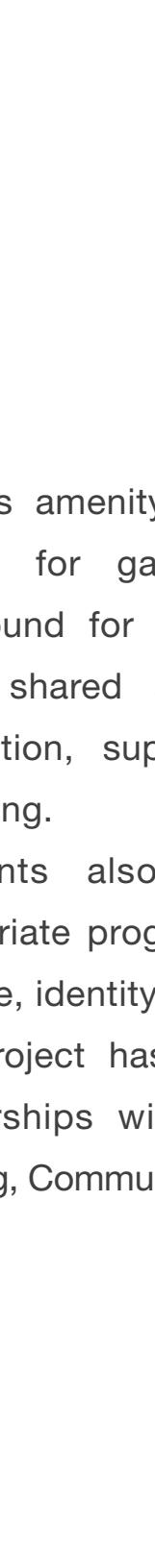
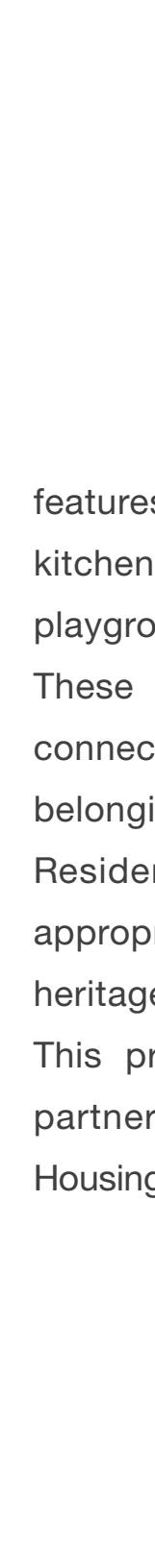
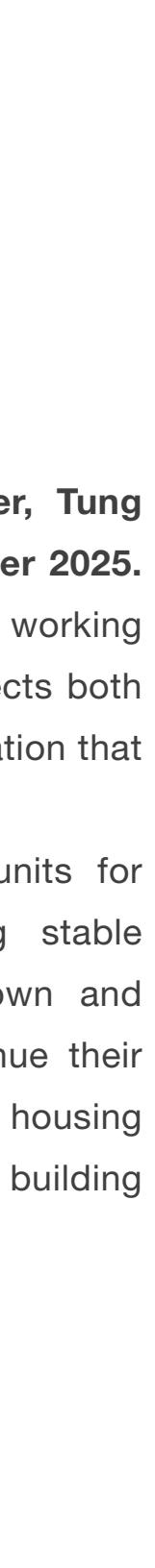
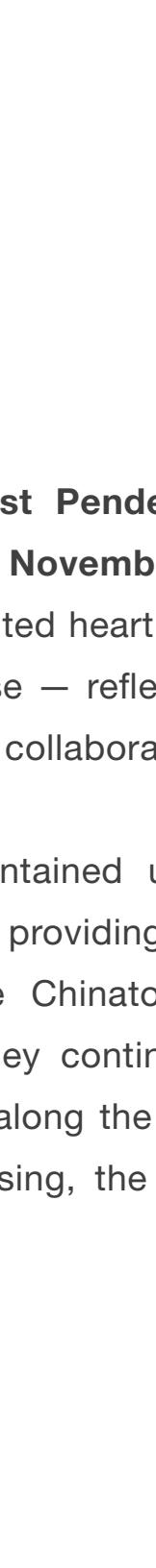
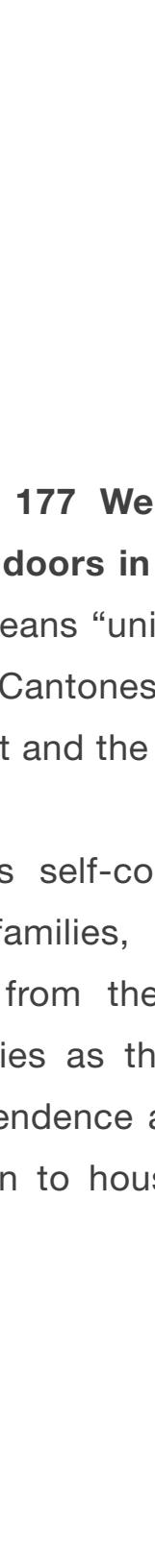
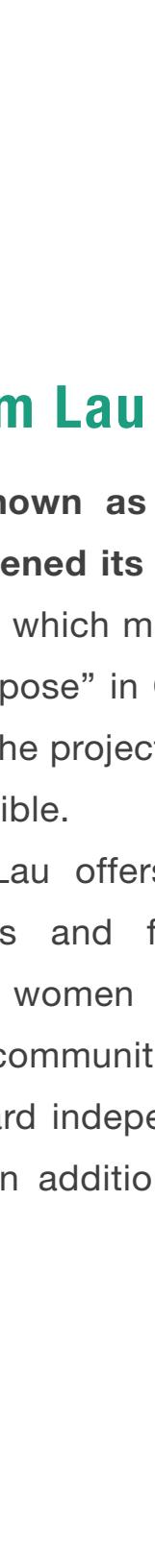
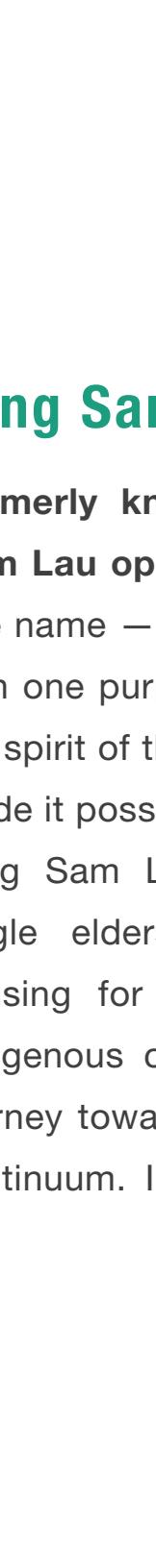
ASSETS

Cash	\$ 5,819,012
Term deposits	\$ 20,220
Accounts receivable	\$ 5,477,593
Prepaid expenses and deposits	\$ 348,863
Accrued BCHMC receivable	\$ 1,849,717
 RESTRICTED CASH	 \$ 3,884,180
INVESTMENT IN RELATED PARTIES	\$ 25,002
ADVANCES TO RELATED PARTIES	\$ 3,207,885
CAPITAL ASSETS	\$ 96,957,447
 Total Assets	 \$ 117,590,019

OPERATING EXPENSES

Advertising and fundraising	\$ 6,073
Bad debts	\$ 75,533
Bank charges and interest	\$ 4,191
Computer	\$ 507,341
Food and kitchen supplies	\$ 4,40,848
Furniture and equipment	\$ 3,46,099
Insurance	\$ 1,05,752
Interest on long-term debt	\$ 1,41,122
Membership dues and fines	\$ 2,2611
Miscellaneous	\$ 50,036
Occupancy costs	\$ 7,235
Office expenses	\$ 3,63,044
Professional fees	\$ 2,28,595
Program direct	\$ 9,18,155
Property management fees	\$ 1,98,020
Rent	\$ 3,21,826
Rent supplement	\$ 4,75,366
Repairs and maintenance	\$ 1,10,897,75
Replacement reserve	\$ 190,400
Restoration expense	\$ 2,96,296
Salaries and benefits	\$ 5,37,638
Security costs	\$ 2,16,000
Supplies	\$ 1,64,36
Telephone	\$ 3,27,38
Training and education	\$ 1,83,50
Travel	\$ 1,73,25
Utilities	\$ 2,90,245
 Total Operating Expenses	 \$ 9,030,70

Projects Highlights



Tung Sam Lau

Formerly known as 177 West Pender, Tung Sam Lau opened its doors in November 2025.

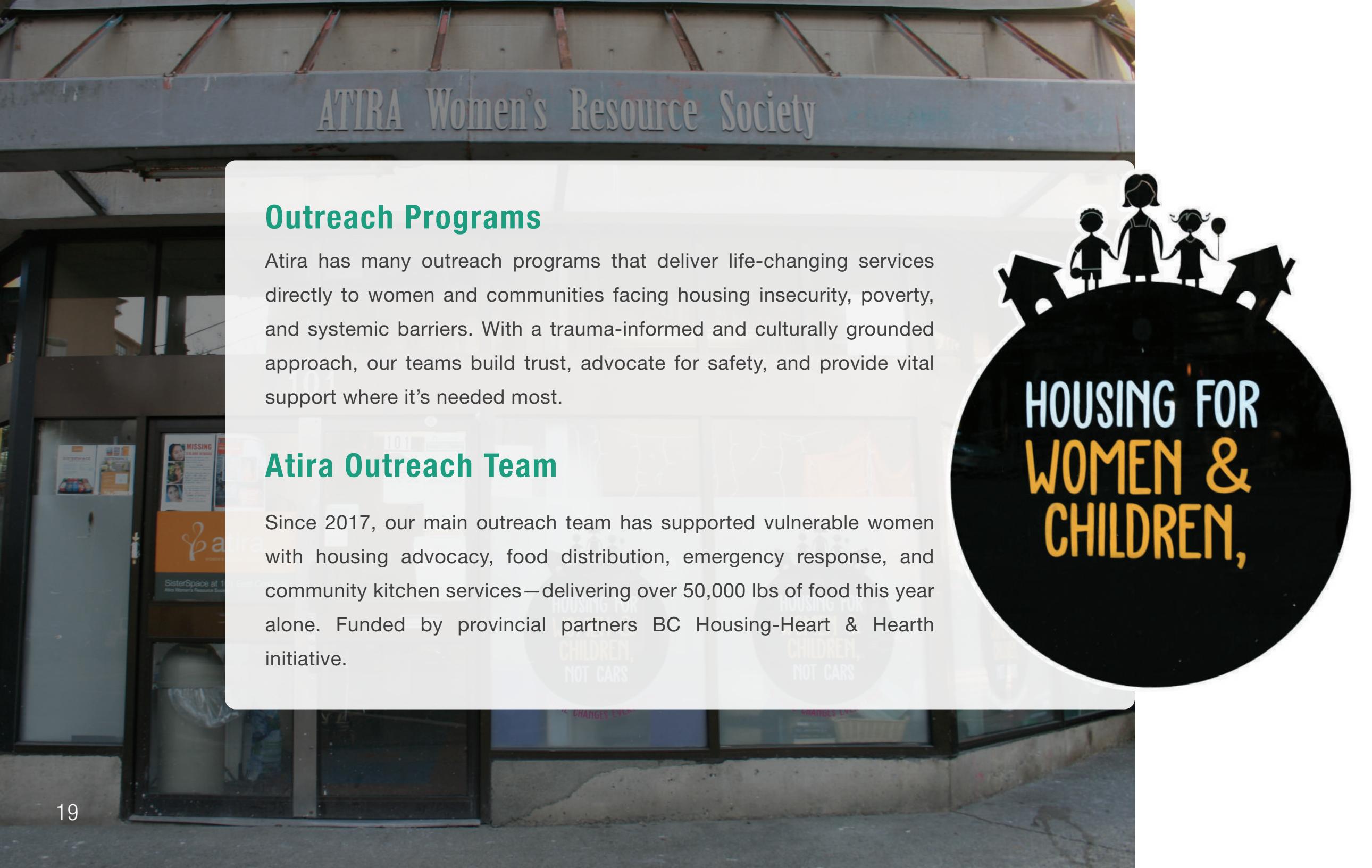
The name — which means “united heart working with one purpose” in Cantonese — reflects both the spirit of the project and the collaboration that made it possible.

Tung Sam Lau offers self-contained units for single elders and families, providing stable housing for women from the Chinatown and Indigenous communities as they continue their journey toward independence along the housing continuum. In addition to housing, the building

features amenity spaces, including a common kitchen for gatherings and events, and a playground for children and families to enjoy. These shared areas are designed to foster connection, support, and a strong sense of belonging.

Residents also have access to culturally appropriate programs and activities that honour heritage, identity, and community.

This project has been made possible through partnerships with the City of Vancouver, BC Housing, Community Land Trust, and S.L.C.C.E.S.S.



Outreach Programs

Atira has many outreach programs that deliver life-changing services directly to women and communities facing housing insecurity, poverty, and systemic barriers. With a trauma-informed and culturally grounded approach, our teams build trust, advocate for safety, and provide vital support where it's needed most.

Atira Outreach Team

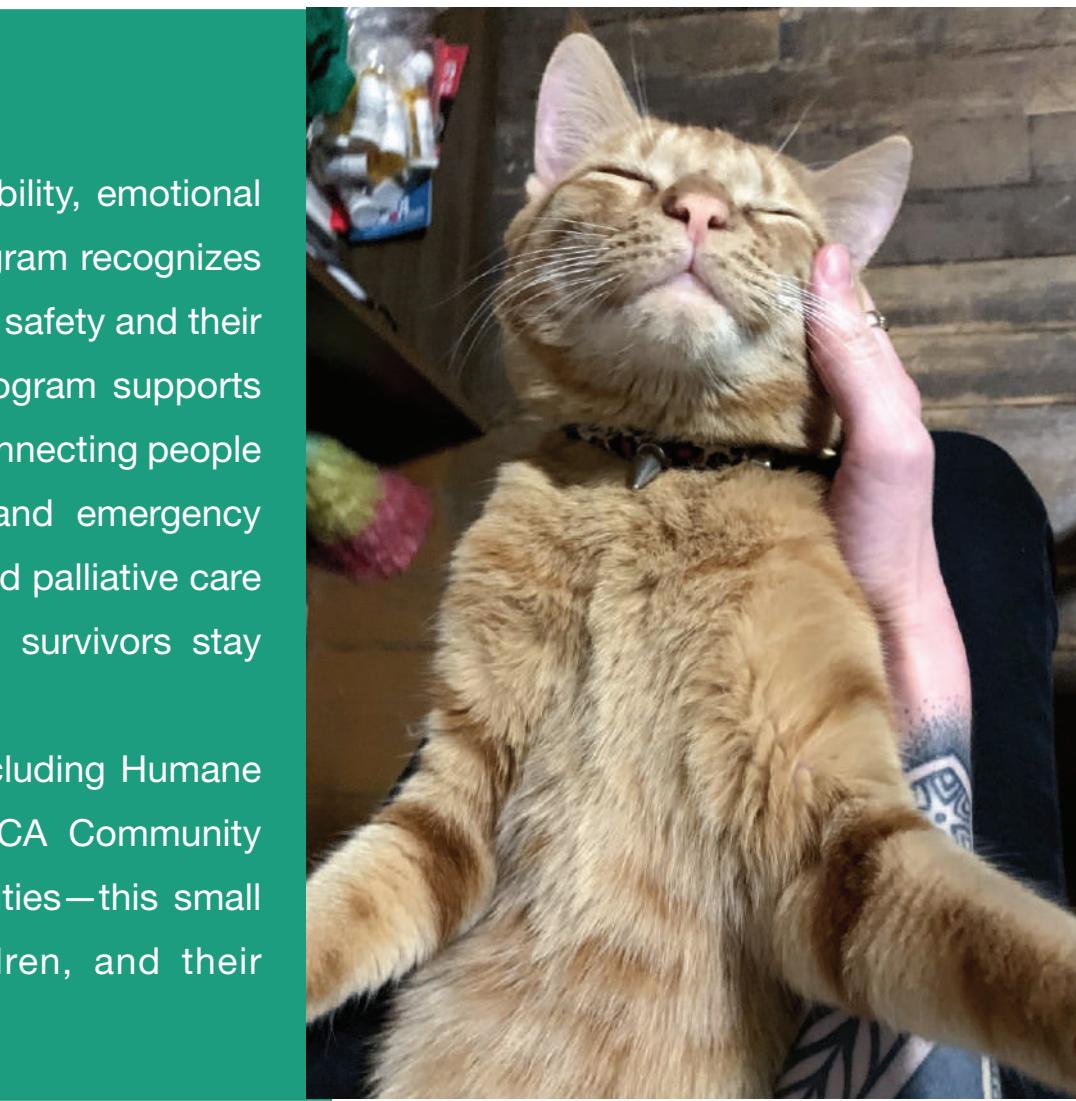
Since 2017, our main outreach team has supported vulnerable women with housing advocacy, food distribution, emergency response, and community kitchen services—delivering over 50,000 lbs of food this year alone. Funded by provincial partners BC Housing-Heart & Hearth initiative.



Pet Outreach

For many women and children impacted by violence, animals provide stability, emotional regulation, and a sense of safety. Launched in 2021, our Pet Outreach Program recognizes this healing bond and ensures survivors are never forced to choose between safety and their companion animals. With a small but dedicated two-person team, the program supports low-income and unhoused individuals by providing pet food and supplies, connecting people to life-saving veterinary care, spay/neuter services, palliative support, and emergency fostering. In 2025, the program facilitated 48 vet visits, 21 surgeries, provided palliative care for 10 animals, and delivered over 2,700 kg of food and litter—helping survivors stay connected to the animals who anchor them through trauma and recovery.

Funded almost entirely through generous donations and partnerships—including Humane Canada, Community Vet Outreach, Vancouver Humane Society, BC SPCA Community Outreach Programs, Homer Animal Hospital, Bosleys, and PetSmart Charities—this small team continues to make a big impact in the lives of women, children, and their beloved companions.



CSC (Correctional Service Canada) Outreach

Supporting women re-entering the community from correctional institutions, this team provides trauma-informed care coordination to reduce recidivism and build stable futures. Partnering with Correctional Service Canada, Atira delivers a progressive, trauma-informed approach across the region—from White Rock to Vancouver—by coordinating care between parole officers, medical services, site staff, and management. From January to November 2025, 111 women received trauma-informed support through the program, helping them navigate re-entry, access services, and work toward stable futures.

The Housing Provider Partnership (HPP) and Housing Outreach Program (HOP) (Vancouver & Surrey)

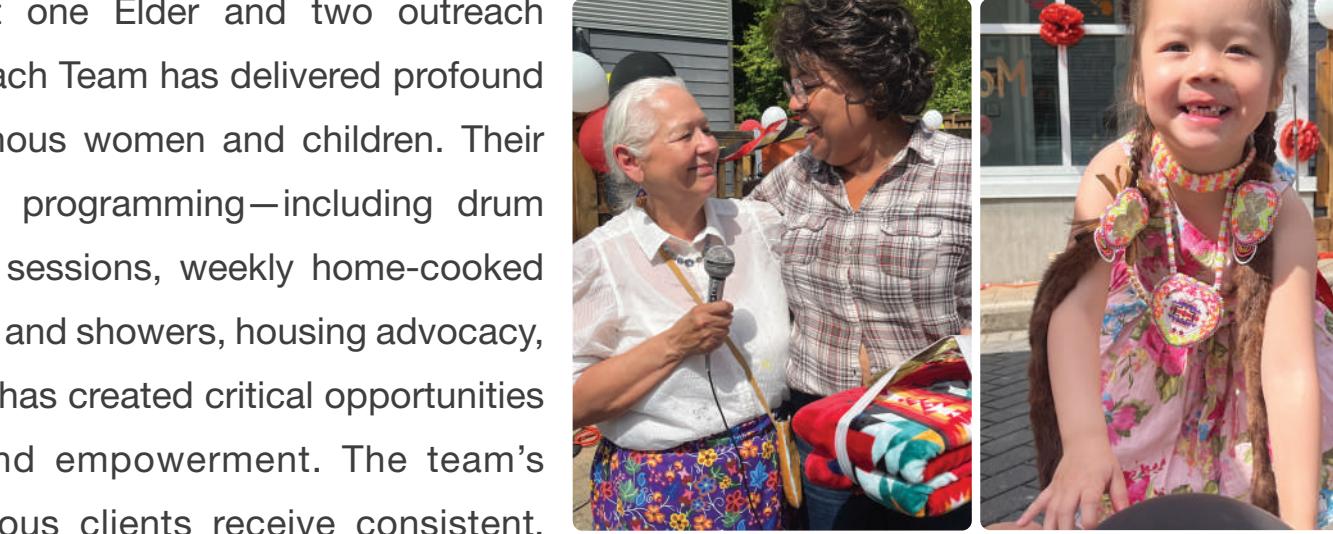
HPP & HOP are key components of Atira's efforts to address housing insecurity. These programs provide over 90 ongoing housing subsidies and help families navigate complex systems. From April to October 2025, they supported more than 1,100 women and 150 children, provided over 2,500 hours of direct support, and successfully housed around 110 women, reducing food insecurity and ensuring families remain safely housed despite challenges such as housing shortages and high rents.

Women's Health & Safety

Working across Atira housing and the Downtown Eastside, Women's Health & Safety delivers health education, harm reduction tools, and safety planning directly to women facing multiple barriers. In 2025, the team supported 1,095 women and 37 children, providing 1,559 hours of one-to-one support, 423 accompaniments, and 1,455 meals/snacks, addressing challenges like substance use, mental health issues, chronic health conditions, and mobility disabilities, and ensuring participants receive consistent, holistic, and culturally responsive care.

Waaban Outreach

Despite its small size—just one Elder and two outreach workers—the Waaban Outreach Team has delivered profound impact for countless Indigenous women and children. Their culturally grounded, holistic programming—including drum and talking circles, beading sessions, weekly home-cooked breakfasts, access to laundry and showers, housing advocacy, and transportation support—has created critical opportunities for connection, healing, and empowerment. The team's dedication ensures Indigenous clients receive consistent, respectful, and culturally relevant support, making Waaban Outreach an indispensable part of the Atira community.



Maxxine Wright Second Stage

Celebrating 15 Years of Maxxine Wright Second Stage! 2025 marks the 15-year anniversary of Maxxine Wright Second Stage, named in honour of Maxxine Wright, a beloved former resident, volunteer, and staff member who passed away in 2002. Since its opening, the program has provided 24 units of second-stage housing for women and their children. With support from women support workers, child and youth activity workers, and an on-site social worker (in partnership with MCFD Circle 5), families receive the wraparound care they need to build safety, stability, and community. The Second Stage program is part of the broader continuum at Maxxine Wright Place (MWP), designed to support women who are pregnant, early parenting, and coping with the impacts of violence, often through substance use. MWP integrates women-centred health, housing, \$10/day childcare and social supports across the Maxxine Wright Community Health Centre, Maxxine Wright Shelter, and the Maxxine Wright Early Care & Learning Centre, alongside outreach teams offering social work support, pregnancy services, housing navigation, and essential donations. Maxxine Wright Place is sustained through deep collaboration with Fraser Health and the Ministry of Children and Family Development (MCFD), and through the support of community partners and funders, including the Provincial Health Services Authority, ChildCareBC, and Options for Sexual Health.



Imouto Housing & Oneesan H

For young wor



Since 2011, Imouto (“younger sister” in Japanese) has offered housing to young women aged 16-24. In 2013, Atira developed the property next to Imouto to create Oneesan (“older sister” in Japanese), an innovative housing program created by recycled shipping containers, for women aged 55+. The proximity of these programs led to the creation of Imouto’s Intergeneration Mentorship program, where the young women from Imouto and the senior women from Oneesan come together to learn, grow, and connect. Women participate in group activities, outings, and one-on-one meetings to build relationships and share perspectives. In the winter months, Imouto also operates two emergency shelter spaces for young women during periods of extreme weather.



Atira Community Legal Clinic

The Atira Community Legal Clinic provides a wide range of legal services to low-income women through two key programs: **Legal Advocacy** and **Early Resolution**.

The **Legal Advocacy Program** focuses on poverty law matters such as housing, income assistance, and other legal issues affecting women's day-to-day lives. With over 20 years of experience, the Clinic remains committed to helping women navigate the legal system and make informed decisions through accessible, trauma-informed services.

Launched in 2023, the **Early Resolution Program** supports women facing criminal charges who are eligible for early resolution options, such as alternative measures. When successful, this process allows women to resolve their charges without a criminal record—minimizing the long-term impact on their employment and housing.

In the **2024–2025** year:

- The **Legal Advocacy Program** assisted **237** women

with **251 legal matters** and anticipates continued growth in the years ahead.

- The **Early Resolution Program** served **18 women**, primarily living in Vancouver's Downtown Eastside.

Services offered by the Clinic include:

- One-on-one court support
- Outreach and mobile legal services
- Trauma-informed legal assistance
- Drafting proposals to Crown Counsel for alternative measures
- Legal information and advice
- Referrals to other legal supports
- Legal research, negotiation, and notary services

Together, these programs ensure that more women, especially those facing multiple barriers—can access meaningful legal support, avoid criminal records, and move forward with greater stability and opportunity.





Projects in Progress

Buchan Hotel

The Buchan Hotel, located at 1906 Haro Street in Vancouver's West End, was purchased by the Province through BC Housing and is currently undergoing renovations. Once complete, Atir Women's Resource Society will manage program operations and deliver a housing program for women with a focus on First Nations, Métis, and Inuit women.

The building will include communal cooking, dining, and gathering spaces designed to foster connection and belonging. Programming will centre Indigenous ways of knowing and being, including opportunities for cultural practice, ceremony, land-based connection, and Elders' involvement. Key components such as culturally safe support, trauma-informed healing approaches, and community-led activities will guide the space. Our goal is to create a community of safety, healing, and cultural strength where Indigenous women can thrive, reconnect, and lead their own pathways forward.

Atira's Social Impact Programs



Atira's work is grounded in the truth that healing from violence requires far more than four walls of housing. Through decades of lived experience and community leadership, we know that stability comes when women have access to the full range of supports that honour their whole selves—not only safe housing, but community, creativity, culture, connection, and meaningful pathways forward. The complex, intersecting oppressions that load on women mean that education, advocacy, and housing alone are not enough. Women need spaces to rebuild, express themselves, access child care, and pursue opportunities that strengthen both healing and independence.

Atira's Social Impact Programs - including our Early Care & Learning Centres and the Enterprising Women Making Art (EWMA) - reflect this commitment. These programs create opportunities for women to access culturally safe childcare, engage in art as a form of healing and resistance, build community, develop skills, explore income-generating opportunities, and reclaim their sense of agency and possibility.

Enterprising Women Making Art (EWMA)

EWMA is a social enterprise that combines harm reduction, expressive arts therapy, and economic empowerment for women and femme-identifying individuals facing multiple barriers, including violence. It provides a safe, creative space where participants can heal, build confidence, and develop skills to move toward financial independence.

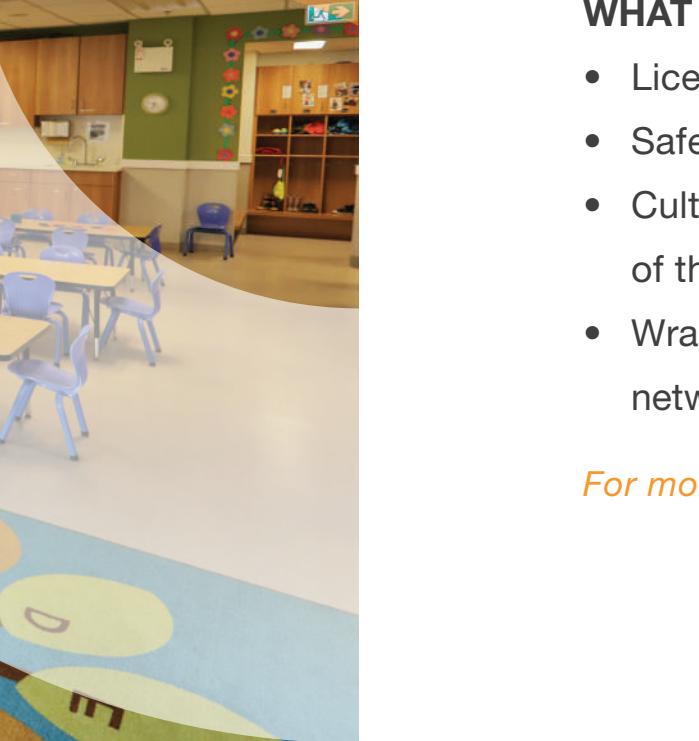
For many, creativity becomes more than self-expression, it's a tool for resistance, resilience, and reimagining a future beyond violence and poverty. EWMA has been a proud charity partner of Vancouver

Fashion Week (VFW) for over 10 seasons. In 2024–2025 alone, EWMA artists showcased their work on the VFW runway four times, collaborating with local designers to highlight the transformative power of art and community.

Atira and EWMA remain committed to supporting women in marginalized communities as they rebuild their lives with dignity, strength, and hope.

[For more information click here .](#)





Early Care & Learning Centres (ECLC)

Atira Women's Resource Society operates 5 Early Care and Learning Centres (ECLC's), which provide safe, nurturing, and affordable care for children, while supporting mothers and caregivers facing multiple barriers.

WHY THESE CENTRES MATTER

The need for quality childcare in our communities is urgent. Families, particularly women-led households, struggle to access affordable, culturally safe, and trauma-informed childcare. For women rebuilding their lives after violence, poverty, or displacement, lack of reliable childcare is one of the biggest barriers to employment, education, and stability. Our centres break down that barrier, giving families the support they need to thrive.

WHAT WE PROVIDE

- Licensed childcare spaces for infants, toddlers, and school-age children.
- Safe and supportive environments where children can learn, grow, and thrive.
- Culturally safe, inclusive, and trauma-informed care, delivered by trained staff who understand the realities of the women and families we serve.
- Wrap-around support connecting parents to housing, health, and social services through Atira's broader network.

For more information [click here](#).

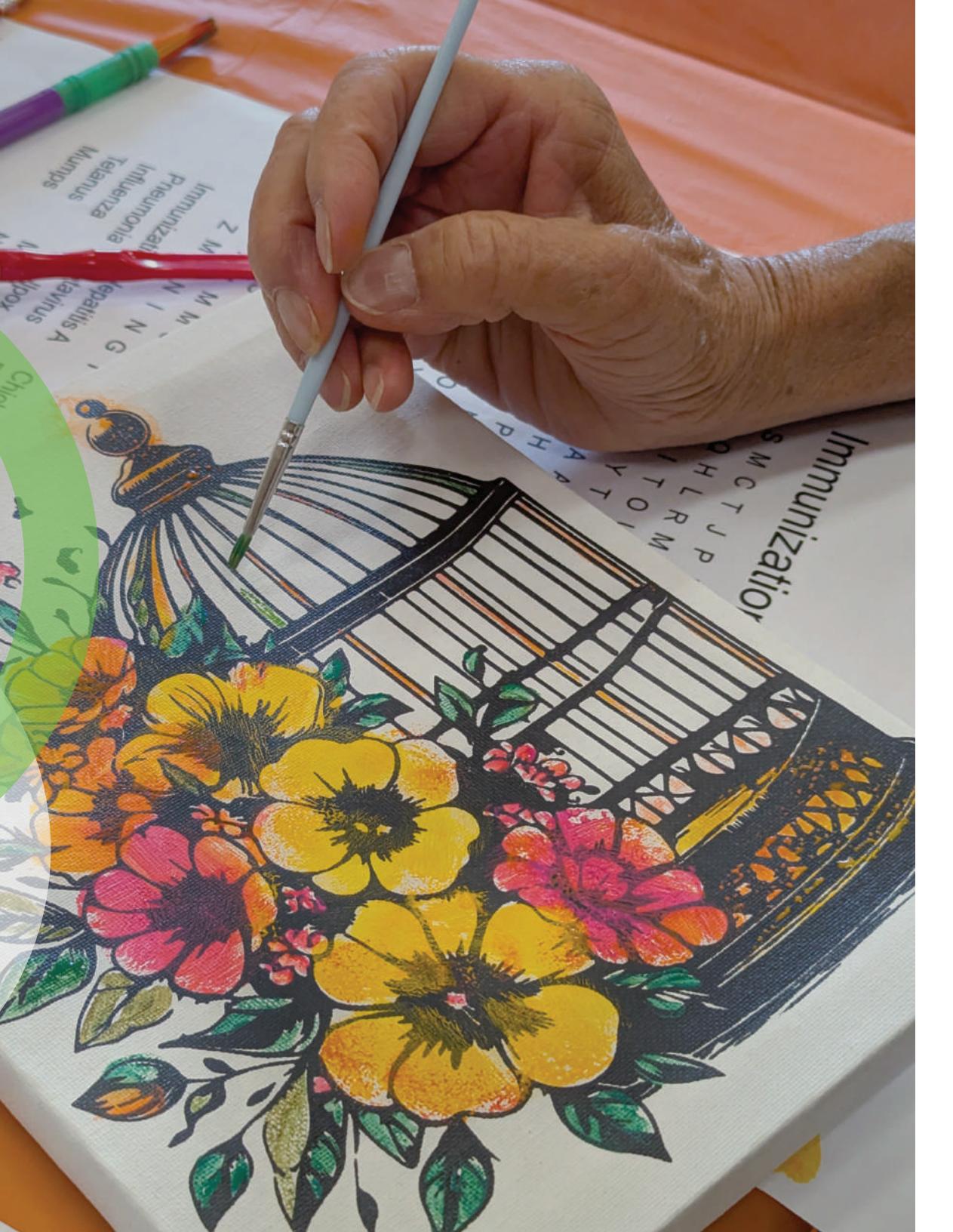
Fostering a Culture of Belonging: Within Our Own Walls and in the Communities We Are Part Of



Being a staff member at Atira means showing up not only for the women we serve but also for the communities we belong to. We recognize that our work can be challenging, and we balance that reality by nurturing connection, celebrating small wins, and strengthening the relationships that sustain us. Being a good community partner is core to who we are, and we are grateful to the many organizations and neighbours who walk alongside us. Their support helps us create moments of belonging, joy, and resilience for our team and the women we serve.

We are thankful for partners such as **Deloitte** for providing us with space for meetings; **the Vancouver Japanese Language School** for supporting various meetings and events; **Race Roster** for partnering with us on our 5K fundraising race; **Women and Gender Equality Canada** for making the Pan-Canadian Voice for Women's Housing Symposiums possible; **Women of Oakwyn** for partnering with us to raise funds; and the many other partners who have supported us throughout the year.

Thank you for walking alongside us. We couldn't do this work without you.



Breaking Barriers Through Art: Community Exhibit Rooted in Strength and Healing

The Vancouver Japanese Language School and Japanese Hall National Historic Site became the setting for an extraordinary gathering of community, creativity, and resilience.

Breaking Barriers Through Art, hosted by Atira's Vaccine Hesitancy Project, showcased powerful works from local artists, creations developed through program initiatives, and pieces from Enterprising Women Making Art (EWMA)—Atira's social enterprise that supports women and gender-diverse people through creativity, community, and economic empowerment.

The exhibition was more than an art show, it was a space to connect, share stories, and celebrate artistic expression as a force for healing, voice, and change. At Atira, we believe art holds the power to challenge barriers, amplify lived experiences, and inspire collective action toward equity and justice.

We extend our gratitude to the artists, whose vision continues to remind us of the transformative power of art.

Vancouver Half Marathon 5k Race

Atira became a registered charity partner for the Vancouver Half Marathon & 5K Race in 2024. Our team, including Atira staff, friends, family members, and community partners, participated both in person and virtually, coming together to raise essential funds in support of our programs across two races. We extend our heartfelt thanks to everyone who ran, donated, and cheered us on from near and far. We are deeply grateful for their incredible support and generosity.





Pan Canadian Symposia 8th and 9th Pan-Canadian Voice for Women's Housing (PCVWH)

In 2025, more than 120 advocates, community leaders, and decision-makers came together for two national gatherings hosted by the Pan-Canadian Voices for Women's Housing initiative, united in their call for stronger housing supports for women and gender-diverse people across Canada. These symposiums created space for urgent conversations and collaboration, helping participants strengthen advocacy strategies and engage meaningfully with government leaders. The 8th Symposium, held in February, focused on pre-election advocacy and preparing to work with newly elected officials, while the 9th Symposium, held in September, provided a post-election review and an opportunity to shape new housing initiatives, such as Build Canada Homes. These events contributed to meaningful progress at the federal level, including increased support for Indigenous-led housing, renewed shelter funding, greater investment in women-led housing organizations, and stronger recognition of lived experience in policy development. We continue to call on government leaders, funders, and housing organizations to support community-led, feminist, and trauma-informed housing solutions.

For more information [click here](#).

TEDx 2024

On Oct 5th, 2024, a group of volunteers led by Atira staff came together to organize the first-ever TEDx event in the Downtown Eastside (DTES), named TEDx East Cordova Street. Themed “Futures We Held,” this event featured ideas that encouraged us to consider how we had arrived at our current state, the obstacles we had overcome, and the support we had received along the way. The stories shared highlighted the struggles facing the Downtown Eastside, aiming to demystify the community and dispel the myths associated with the people who lived there.



Atira

People & Culture

At Atira, we believe in the power of training, development, and safety. Below are some of the updates and activities accomplished by the People and Culture team.

Training – Promoting Workplace Safety

- 1926 overall course completions
 - First Aid: 234 staff renewals and certifications
 - Food Safe: 57 staff renewals and certifications
 - Non-Violent Crisis Intervention: 812 staff renewals and certifications
 - Workplace Bullying & Harassment: 198 staff course completions
 - WHMIS: 620 staff renewals and certifications

Onboarding Training Process Revisions

- We launched a dedicated Task Force, bringing together managers, directors, and People & Culture staff from across all entities to strengthen and revise our onboarding process.

The goal is to provide every new employee with a consistent foundation: essential organizational

knowledge, centralized training, and a shared language that supports collaboration across the organization.

- As part of this work, we are developing online modules through our learning management system, Reach 360. These modules will not only enhance the onboarding experience but will also allow us to provide annual refresher training, supporting ongoing employee development and professional growth.

Launch of Reach 360

- We successfully launched Reach 360, our new learning management system, across the organization.
- Reach 360 centralizes training in one accessible platform, making it easier for staff to engage with required courses, professional development opportunities, and ongoing refresher training.
- This launch marks a significant step forward in building a culture of continuous learning, ensuring that staff have the tools and resources they need to grow in their roles and deliver high-quality service.



Next Step

What's Next for Atira

Sarah McIntosh (She/Her) Chief Executive Officer (Effective December 2025)

Looking ahead, Atira remains steadfast in our commitment to creating safe, inclusive, and equitable communities for women, children, and gender-diverse people. Rooted in four decades of experience and guided by our first organization-wide strategic plan, we are entering a new chapter of mission-driven growth—one shaped by data, community wisdom, and the lived expertise of the women we serve and the staff who support them every day.

Our priorities for the coming year include:

- **Expanding Women's Housing and Supports**

We will continue to strengthen and grow housing programs that centre dignity, safety, and autonomy. This includes expanding women's housing, Indigenous-led housing, and flexible, inclusive models that ensure every person has access to the supports they need to heal, stabilize, and thrive. Wraparound, culturally grounded, and trauma-informed services will remain at the heart of this work.



- **Enhancing Non-Residential and Community-Based Supports**

We are deepening our outreach, legal advocacy, parenting, employment, and harm-reduction programs so that women and gender-diverse people can access support wherever they are. These services will be guided by community voice, cultural safety, and pathways that strengthen healing, independence, and connection.

- **Strengthening Partnerships That Reflect Our Values**

We will continue to build and deepen relationships with Indigenous communities, local partners, funders, and policy leaders to co-create solutions that honour community knowledge. These partnerships are essential to expanding impact across the region and ensuring women's services are coordinated, responsive, and grounded in equity.

- **Advancing Advocacy at Every Level**

Atira will use its voice—locally, nationally, and internationally—to elevate the reality of gender-based violence and the urgent need for systemic change. We will advocate for investments in women's housing, prevention, and survivor-led supports, and we will continue to speak boldly about the policies and systems that must shift for safety and justice to be realized.

- **Data-Driven Growth and Continuous Learning**

Guided by our strategic plan, we will continue building a culture of learning, evaluation, and accountability, and investing in data systems, research, and outcome tracking to strengthen decision-making and ensure our growth remains responsive and mission-aligned.

Together with our staff, participants, community partners, and supporters, we move forward with gratitude, determination, and a deep belief in what is possible. We are building a future where every woman, child, and gender-diverse person can live with safety, dignity, and respect—and where their voices guide the path ahead.

Thank You for Your Incredible Support:

Reflecting on 2024/2025

With Gratitude: A Year of Generosity

This past year, we witnessed remarkable generosity that fueled our work. In 2024/2025, Atira received approximately over \$188,000 in monetary donations and over \$28,000 in gifts-in-kind, helping us make a meaningful difference in the lives of those who need it most.

The Impact of Your Support

Your financial contributions, food donations, and essential supplies have been vital to providing meals, daily necessities, and program resources for women, gender-diverse individuals, and families across our services. We also extend our gratitude to the individuals, partners, and community groups

whose third-party fundraisers—from barbecues and home-cooked meals to produce donations and grassroots events—strengthened our ability to reach those most in need.

Celebrating Our Sponsors

Thank you to everyone who supported Atira's first Authentic Courage Gala. Your generosity made the event a success and helped fund Aoki Ross House, Western Canada's first housing program for gender-diverse and Two-Spirit individuals.



Honouring the Holiday Drive

We are deeply grateful to all who contributed to our Holiday Drive. Your kindness provided joy, essentials, and comfort to individuals and families throughout our community.



To every member of the Atira family, thank you for lifting up those who rely on our services. Your compassion fuels our work and inspires us every day. Together, we are creating an undeniable impact—one life at a time. We also extend heartfelt thanks to our funders, whose invaluable support drives our mission forward. As we look ahead, we are excited to continue this journey with you. With your support, our vision for a stronger, more compassionate community remains not only possible but within reach.

Notable Funders 2024/2025:

- BC Housing
- Ministry of Child and Family Development
- Public Health Agency of Canada
- Health Canada
- VACFSS
- Vancouver Coastal Health
- Minister of Mental Health and Addiction
- Food Bank of Canada
- Ministry of Public Safety and Solicitor General
- Law Foundation of BC
- Women and Gender Equity Canada
- Provincial Health Services Authority
- Ministry of Infrastructure
- BC Housing
- City of Richmond
- Canadian Red Cross
- Ministry of Education and Child Care
- City of Vancouver
- Community Foundations of Canada
- Fraser Health
- Exchangeable City
- Correctional Services Canada