

2021 IMPACT REPORT

APRIL 2020 - MARCH 2021

www.atira.bc.ca



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Deb Jack
Chairperson,
AWRS

1 AN INTRODUCTION

FROM THE BOARD CHAIR

A review of a year's activity and the surrounding circumstances for Atira is a rather overwhelming experience. We began in Surrey in 1983 and opened our first transition house in 1987. After expanding in Surrey, in 2001 Atira grew beyond, into Vancouver, Burnaby and now across the Lower Mainland. For the year ended March 31st, 2021, the auditors' noted more than 42 housing programs, two daycares and more than a dozen support programs. Atira's core mandate was compounded in 2020/2021 by the ongoing opioid poisoning crisis and the global health pandemic; crises demanding a holistic approach with quick, clear-thinking shored by resiliency, ingenuity and determination. Atira's staff and volunteers, superbly lead by CEO Janice Abbott, implemented major adjustments to how we work; meeting the complexity of the challenges and continuing to provide caring, passionate and effective services; all the while looking forward, planning and achieving for present and future requirements. Nimble comes to mind.

To select a few items that drew my attention, in no particular order:

Amber Prince began a year's leave of absence to January 2022 accepting an appointment to the BC Human Rights Tribunal. Amber led Atira's legal advocacy program for 15 years, growing it into the innovative and responsive program it is today. Clearly her efforts and successes did not go unnoticed and while it was heartbreaking to lose Amber, we were also bursting with

pride for her; grateful for all of the work she did and the ways in which her work lifted up and supported women, and delighted that Atira could be the platform from which she launched her newest critically important role.

The auditors' remarks at the annual audit meeting noted that 'the almost break-even statement of operations with a relatively infinitesimal deficit is remarkable for a non-profit of Atira's size.' Kudos to our Executive Director, Finance Jacqui Evans Atkinson and her team for their unrelenting funding advocacy and attention to detail.

Atira opened Springer House, a temporary refuge for women fleeing violence, and The Buchan, a temporary program for people who tested positive for COVID-19. SisterSquare continues to provide much needed outdoor space for women to use in safety, with the support of peers. In Surrey we purchased Katherine's House, a new transition house with a focus on young women aging out of care; and we developed a partnership with the City of Surrey that will see 44 units of much-needed modular supportive housing for women erected on our King George Boulevard site. Construction on the alex in Port Coquitlam is finally underway. The etc. is very long.

It is always a pleasure to reflect on and write about Atira's year, the challenges and solutions, and all of the terrific staff and volunteers. I wish practical, institutional and cultural impediments could be much more rapidly and satisfactorily resolved so that many fewer women and girls would require our assistance and I am glad to be a small unit working toward that goal. It is my privilege to be connected with Atira Women's Resource Society.

FROM THE CEO

We have lived through another pandemic year and while at times we optimistically believed it was over or near over, by the time we were preparing this report it was and remains clear there is still far to go. I would be dishonest if I didn't acknowledge we are tired.

We are also tired of watching people we care about die, more this past year than in any year before; and even the heroic efforts made to bring people back when they have taken poisoned drugs, takes its toll. I would be dishonest if I didn't acknowledge we are carrying trauma.

But we are so much more than the trauma we experience and the weariness we carry in our bones. We are women and gender diverse women who have much to celebrate about our work this past year with ethical, true and complex stories of how we are caring, knowledgeable and hardworking. Stories that decenter classist, ableist, white worldviews about how things should be. We are First Nations, Métis and Inuit, Black, women of colour, disabled, transgendered, trans femmes, parents, single parents, caregivers of our siblings and our elders and we bring our credentials as nurses, pharmacists, scientists and social workers to this work, credentials often not recognized in this land. We are also women whose collective lived expertise as drug users, former drug users, sex workers, former sex workers, victims of violence, sexual abuse, as refugees and immigrants helps us understand and create space for people most others do not want to think about let alone know. We use our skills and expertise to save lives. And we are good storytellers for anyone who truly wants to listen.

2020/2021 is a year when evidence emerged to corroborate what we all knew. The secondary effects of the COVID-19 pandemic disproportionately impacted women and girls. Women represent 70 per cent of the health and social service workforce and we provide three times the amount of unpaid home labour as men. Essential health care such as family planning and abortion, already hard to come by, was even harder to access due to the impact of the pandemic response. So were social services and child care. Reports of violence against women in relationships increased as much as 60 per cent and, on average, a woman was murdered every 2.5 days. Women who are racialized, First Nations, Métis and Inuk women, women who are disabled and or older, are disproportionately impacted.

So what did we do? We showed up. We set up a 24-hour support line, delivered food and care packages, opened temporary shelters and drop in spaces, increased outreach capacity, offered on-line and virtual counselling and legal services, set up an outdoor shared using room, offered respite care to women who tested positive for COVID and kept our daycares open prioritizing essential workers.

I raise my hands up to everyone who walked alongside the women and children who access services at Atira and alongside their co-workers, even when their own lives are chaotic; when their families are facing decisions about school and masks and vaccines and when they know the risks present in their workplaces; when they are under attack by a media and public who don't care enough to know them. I also honour everyone who has taken time and or stepped back to look after themselves and their families and who may come back to this work stronger, more inspired and as better supports for each other. We are rock stars, every one of us. I am filled with gratitude for us all.



**Janice
Abbott**
CEO, AWRS

2 ABOUT US

For 27 years, Atira has been hiring staff who reflect the people we serve. Today we are as remarkable and as diverse as the communities in which we work. Amongst us, we speak **49** languages and dialects, we range in age from **19 to 75** and more than three quarters of us share life experiences with our tenants, residents and program participants. Atira believes having a representative staff is the most important action we can take to make our services truly accessible and to authentically engage our tenants and the people who access our programs. This is our forever commitment.

STAFF OVERVIEW

- **726 (67%)** identify as Female, **279 (26%)** identify as Male, **20 (2%)** identify as Transgender, while **56 (5%)** did not disclose
- **150 (14%)** identify as 2SLGBTQ
- **435 (40%)** identify as People of Color
- **164 (15%)** identify as Black
- **308 (28%)** identify as First Nations, Métis and/or Inuit
- **841 (78%)** have lived experience
- **227 (21%)** are immigrants or refugees.

ATIRA WOMEN'S RESOURCE SOCIETY

Total: **562 Staff**

- **494 (88%)** identify as Female, **12 (2%)** identify as Transgender or Transfeminine, while **56 (10%)** did not disclose
- **83 (15%)** identify as 2SLGBTQ
- **334 (60%)** identify as Women of Color
- **128 (23%)** identify as Black Women
- **168 (30%)** identify as First Nations, Métis and/or Inuit
- **421 (75%)** have lived experience
- **129 (23%)** are immigrants or refugees
- **68 (12%)** are 25 years old or younger
- **85 (15%)** are between 26 and 30
- **157 (28%)** are between 31 and 40
- **146 (26%)** are between 41 and 50
- **84 (15%)** are between 51 and 60
- **22 (4%)** are over the age of 60

Total: **1,081 Staff**

- **129 (12%)** are 25 years old or younger
- **138 (13%)** are between 26 and 30
- **264 (24%)** are between 31 and 40
- **265 (24%)** are between 41 and 50
- **211 (20%)** are between 51 and 60
- **74 (7%)** are over the age of 60

ATIRA PROPERTY MANAGEMENT INC

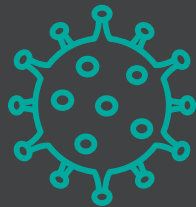
Total: **519 Staff**

- **232 (45%)** identify as Female, **279 (54%)** identify as Male and **8 (2%)** identify as Transgender
- **67 (13%)** identify as 2SLGBTQ
- **101 (20%)** identify as People of Color
- **32 (6%)** identify as Black
- **140 (27%)** identify as Indigenous
- **420 (81%)** have lived experience
- **98 (19%)** are immigrants or refugees
- **61 (12%)** are 25 years old or younger
- **53 (10%)** are between 25 and 30
- **107 (21%)** are between 31 and 40
- **119 (23%)** are between 41 and 50
- **127 (24%)** are between 51 and 60
- **52 (10%)** are over the age of 60



3 COVID-19 STATISTICS

ATIRA WOMEN'S RESOURCE SOCIETY & ATIRA PROPERTY MANAGEMENT
APRIL 2020 - MARCH 2021



98

{ 8% }

TOTAL STAFF
TESTED POSITIVE

59 IN THE DTES
39 IN OTHER AREAS

AGE

16% between 30-40
34% between 40-50
37% between 50-60
13% over age 60

GENDER

67% Female
26% Male
7% 2SLGBTQ

RACE

49% Indigenous
23% White
10% Black

130

{ 6% }

TOTAL TENANTS
TESTED POSITIVE

91 IN THE DTES
39 IN OTHER AREAS

AGE

28% between 30-40
25% between 40-50
35% between 50-60
12% over age 60

GENDER

67% Female
30% Male
3% 2SLGBTQ

RACE

52% Indigenous
29% White
10% Black

116

{ 9% }

TOTAL STAFF REQUESTED
TO SELF ISOLATE

64 IN THE DTES
52 IN OTHER AREAS

AGE

16% between 30-40
34% between 40-50
38% between 50-60
12% over age 60

GENDER

69% Female
27% Male
4% 2SLGBTQ

RACE

48% Indigenous
21% White
15% Black

3

{ 0.1% }

TOTAL
COVID-19 DEATHS

1 IN THE DTES
2 IN OTHER AREAS

AGE

100% over age 50

GENDER

67% Female
33% Male

RACE

67% Indigenous
33% White



SISTERSQUARE

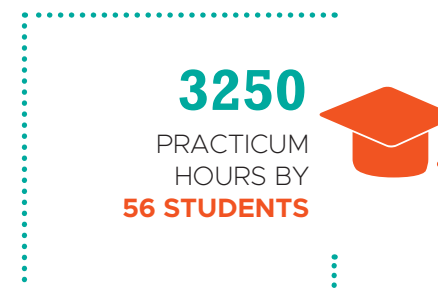
[SISTERSQUARE] IS A SAFE
USING TENT, IT'S A SAFE
USING TENT AND HERE,
NOBODY IS JUDGED ABOUT
WHATEVER THEY DO ...
AND THEY OFFER WOMEN
A CHANCE TO HAVE A JOB,
A WELL PAYING JOB, AND A
SUPPORT SYSTEM.

Program Resident, Empress Rooms

4 STATISTICS

ALL PROGRAMS

APRIL 2020 - MARCH 2021



ATIRA PROPERTY MANAGEMENT



Atira Property Management Inc. (APMI) is a **wholly-owned, social-purpose, for-profit, subsidiary** of Atira Women's Resource Society. APMI offers personalized, client-focused management solutions for strata corporations, building owners, housing cooperatives, not-for-profit societies and developers in Greater Vancouver. APMI's profits are donated to Atira Women's Resource Society and used to fund development of new, affordable housing. APMI also manages a portfolio of all-gender single room occupancy hotels and **provides jobs** with benefits and pensions to **more than 400** people from the community we serve.

At least **81%** of our tenants use substances, **52%** struggle with their mental and spiritual wellness, **25%** experience chronic, debilitating health conditions; and **12%** have a permanent physical disAbility and require a mobility aid.

1626 housing units including **1574** SRO units and **52** self-contained micro units.

2253 tenants housed: **676 (30%)** identify as Female, **1466 (65.2%)** identify as Male, **40 (1.8%)** identify as Transgender, and **71 (3%)** prefer not to identify.

- **653 (29%)** identify as First Nations, Métis and/or Inuit while **1262 (56%)** identify as white
- **180 (8%)** are above the age of 65, while **563 (25%)** are under the age of 35

Peer staff, who are predominantly building residents/tenants, worked **6055** hours.

5 STATISTICS RESIDENTIAL PROGRAMS

APRIL 2020 - MARCH 2021



HOUSED WOMEN PROFILE

At least **76%** of the women who access our services use substances, while **50%** struggle with their mental and spiritual wellness.

66 (9%) women are above the age of 60, while **340 (48%)** are under the age of 40.

336 (47%) identify as Indigenous (First Nations/Métis/Inuit)

243 (34%) identify as white

47 (7%) identify as African/Black

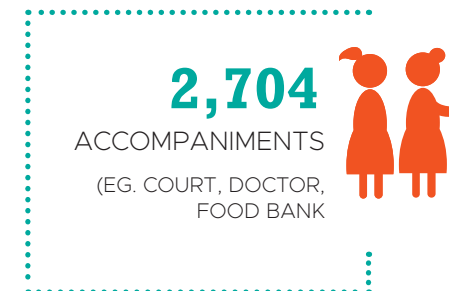
35 (5%) identify as other

29 (4%) identify as Asian

13 (2%) identify as Latinx

8 (1%) identify as North African/Middle Eastern

At least **67 (11%)** women have a permanent physical disAbility, with at least **75 (12%)** requiring mobility aid.
Other kinds of disAbility are likely under reported.



6 STATISTICS NON-RESIDENTIAL PROGRAMS

APRIL 2020 - MARCH 2021

OVERVIEW

Atira's **non-residential programs** have always played a key role in our support of women who access our services but never more so than this year as the COVID-19 pandemic stuck in and risks for women and children increased exponentially. In response, we opened three new programs, bringing our total number of non-residential programs to **20**, including a safe 24/7 outdoor drop-in and using space for women in the Downtown Eastside, a program to support children in transition homes to stay connected to their education, and a drop-in shop for women to access free clothing, food and household items

7,203
WOMEN
PARTICIPATED IN
ACTIVITIES



825
CHILDREN
PARTICIPATED
IN ACTIVITIES



1,794
ACCOMPANIMENTS
(EG. COURT, DOCTOR,
FOOD BANK)



1,307
WOMEN AND
CHILDREN
TURNED AWAY



23,701
HOURS OF
DIRECT ONE-TO-
ONE SUPPORT
FOR WOMEN



4,586
HOURS OF
DIRECT ONE-TO-
ONE SUPPORT
FOR CHILDREN



188
GROUPS AND/
OR WORKSHOPS
ORGANIZED



972
WOMEN
SUCCESSFULLY
HOUSED



9,845
MEALS
PROVIDED
(INC. COMMUNITY
KITCHENS)



2,807
WOMEN
ACCESSED
HOUSING
OUTREACH



875
WOMEN
ACCESSED
LEGAL
ADVOCACY



7 FINANCIAL OVERVIEW

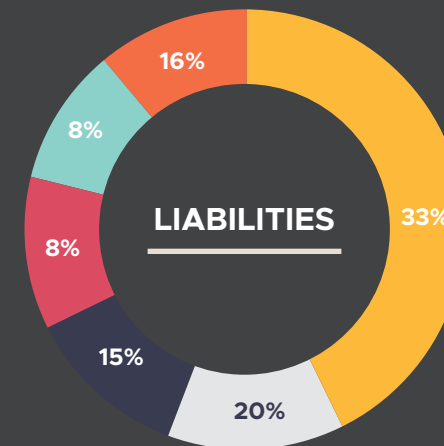
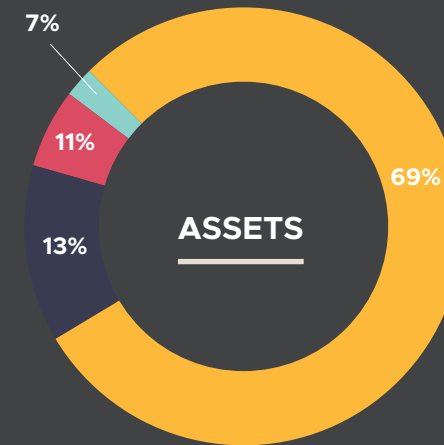
ATIRA WOMEN'S RESOURCE SOCIETY

REVENUE

	REGULAR FY21	COVID FY21	COMBINED FY21
BC Housing Management Commission	\$41,706,388	\$10,702,869	\$52,409,257
Rent	\$7,861,294	\$7,824	\$7,869,118
Provincial Funding	\$1,831,281	\$1,058,134	\$2,889,415
Lu'ma Native Housing Society	\$856,618	\$0	\$856,618
Donations & Grants	\$1,102,096	\$760,076	\$1,862,172
Vancouver & Fraser Health Authorities	\$674,900	\$90,669	\$765,569
Other Income	\$646,355	\$11,187	\$657,542
Federal Funding	\$811,026	\$223,400	\$1,034,426
TOTAL REVENUE	\$55,489,958	\$12,854,159	\$68,344,117

OPERATING EXPENSES

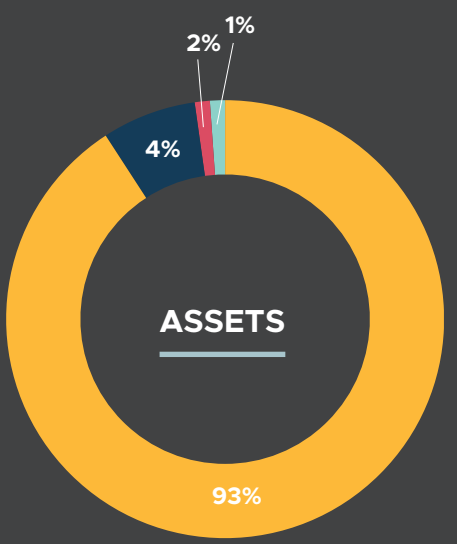
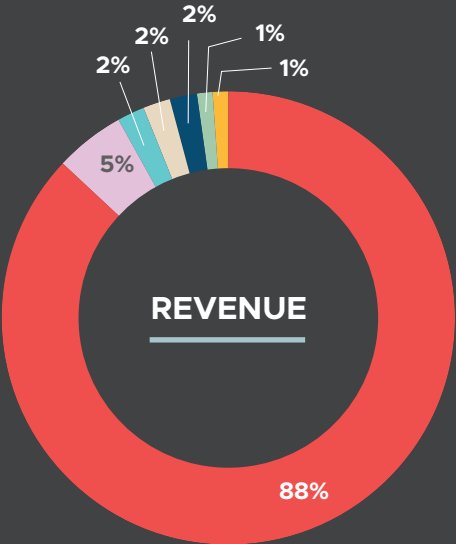
	REGULAR FY21	COVID FY21	COMBINED FY21
Wage and Benefit	\$32,062,204	\$3,716,290	\$35,778,494
Repairs & Maintenance/Restoration	\$7,907,620	\$2,330,196	\$10,237,816
Meals & Direct Client	\$4,114,793	\$3,683,137	\$7,797,930
Rent Expense	\$3,351,402	\$3,402,143	\$3,402,143
Utilities	\$2,114,713	\$42,206	\$2,156,919
Property Management Fees	\$1,412,184	\$224,144	\$1,636,328
Other Operating Expenses	\$1,450,967	\$1,218,303	\$2,526,339
Interest	\$700,364	\$10	\$700,374
Office Supplies & Computer Services	\$539,212	\$49,947	\$589,186
TOTAL OPERATING EXPENSES	\$53,653,459	\$11,172,070	\$64,825,529



8 FINANCIAL OVERVIEW

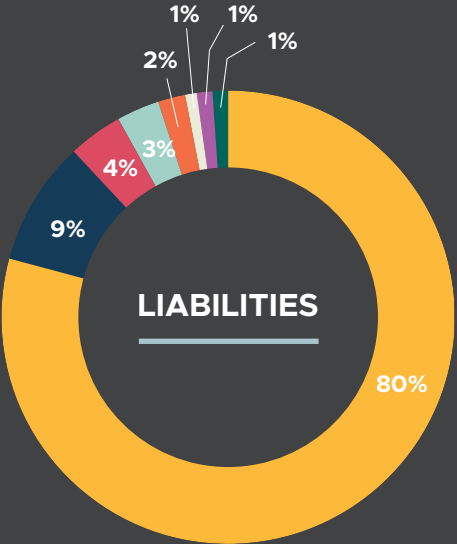
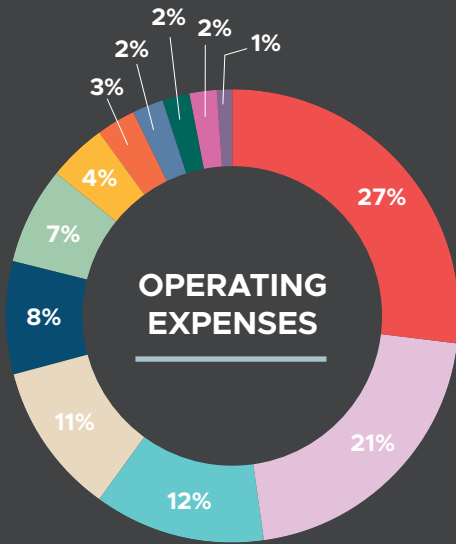
ATIRA DEVELOPMENT SOCIETY

Rental Income	\$ 3,809,459
Government Subsidies	\$216,385
Donations	\$105,513
Amortization of Deferred Contributions related to Capital Assets	\$85,166
Other Income	\$70,354
Grants	\$29,386
Interest Income	\$15,237
TOTAL REVENUE	\$4,331,500



Capital Assets	\$42,754,711
Cash	\$1,084,154
Prepaid Expenses & Deposits	\$1,676,814
Accounts Receivable	\$226,278
TOTAL ASSETS	\$45,741,957

Interest on Long-Term Debt	\$1,077,114
Wages & Benefits	\$805,532
Repairs & Maintenance	\$450,784
Amortization of Capital Assets	\$425,055
Other Operating Expense	\$318,014
Utilities	\$283,114
Management Fees	\$156,929
Insurance	\$116,758
Property Taxes	\$84,741
Transfers to Reserves	\$75,678
Professional Fees	\$66,284
Bad Debts	\$57,152
TOTAL OPERATING EXPENSES	\$3,917,155

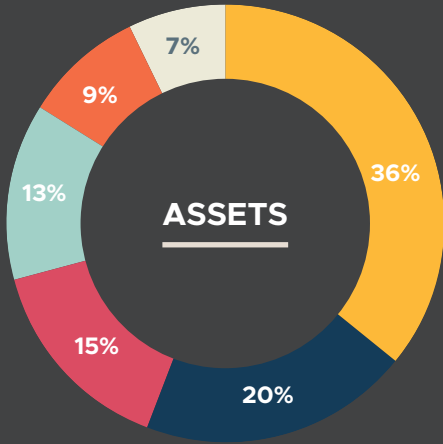
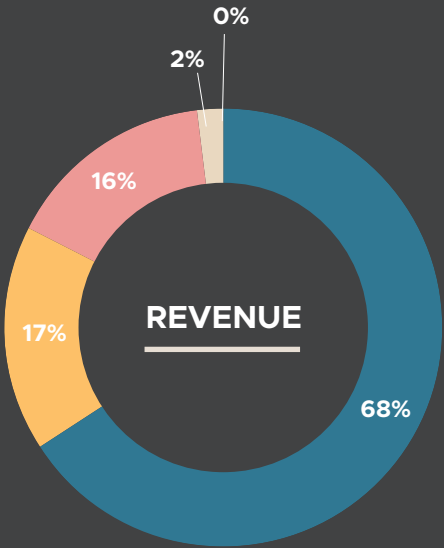


Mortgage Payable	\$36,755,778
Deferred Contributions Related to Capital Assets	\$3,939,878
Net Assets	\$ 1,928,396
Advances from related parties	\$1,364,060
Current Portion of Mortgage Payable	\$830,151
Accounts Payable & Accrued Liabilities	\$444,193
Security Deposits	\$243,360
Deferred Income	\$236,141
TOTAL LIABILITIES	\$45,741,957

9 FINANCIAL OVERVIEW

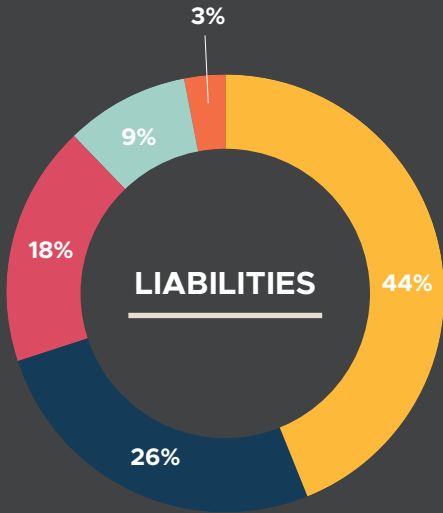
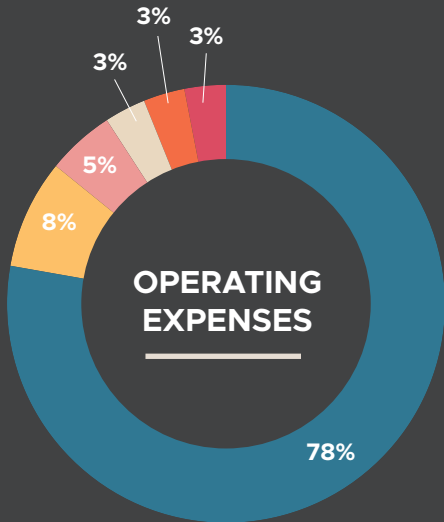
ATIRA PROPERTY MANAGEMENT INC

Management Fees – Non-Profit	\$2,146,538
Management Fees – Strata	\$529,549
Management Fees – Rental	\$502,211
Other Fees	\$56,192
Recoverable Disbursements	(66,716)
TOTAL REVENUE	\$3,167,774



Prepaid Expenses & Deposits	\$127,370
Due from Related Parties	\$139,882
Accounts Receivable	\$191,450
Intangible Assets	\$84,275
Cash	\$343,514
Property and Equipment	\$66,513
TOTAL ASSETS	\$953,004

Wages & Benefits	\$2,416,190
Other Operating Expenses	\$244,867
Office and miscellaneous	\$158,352
Computer	\$106,650
Rent	\$94,173
Non-operations Expenses	\$83,000
TOTAL OPERATING EXPENSES	\$3,103,232



Accounts payable and accrued liabilities	\$314,197
Employee vacation accrual	\$545,360
Government remittances & taxes payable	\$214,589
Current portion of long-term debt	\$39,750
Long-term Debt	\$113,407
TOTAL LIABILITIES	\$1,227,303

10 PROJECTS IN PROGRESS

SEKSIK

Seksik (Coast Salish language, means birds taking flight) is a 24-space licensed child care facility at 321 Princess Street. The centre is divided into a group of eight toddlers between 18-36 months of age and 16 children between 30 months to school age. Priority spaces are given to children living in the neighborhood. Renovations are complete.

Opening Date: **OCT 2021**

DEIRFIÚRACHA

Deirfiúracha (Irish for sisters) will provide 76 units of affordable, non-market housing for women and children, including 37 units at shelter-rate rents, on the western edge of Vancouver's Downtown Eastside. The development will include 67 studio units for single women, two one-bedroom units, six two-bedroom units and one three-bedroom unit. Rezoning has now been enacted and the project team is working through final Development Permit requirements.

Construction Starts:
LATE SPRING / EARLY SUMMER 2022

THE ALEX

the alex (Halq'eméylem for sister) will provide 83 units of affordable, non-market housing for women, children and for women-headed families. Priority will be given to women who currently live in the Port Coquitlam and Tri-Cities area and to women and children from the Kwikwetlem Nation.

Construction Starts: **SEPT 2020**
Occupancy Date: **OCT 2022**
Housing Applications: **MAY 2022**

LITTLE'S TOO

Little Too will provide 44 units of studio units at 9151 King George Boulevard, Surrey. The modular development will be long-term transitional housing for women. The modules are being transported from Alberta and so the schedule depends on the province permitting the transportation of oversized loads. Assuming a January 1st resumption of transport permits.

Module Installation: **JAN – APR 2022**
Temporary Occupancy for tenants of little's place while remediation is done on the existing building: **APR 2022**
Occupancy re-inspection for Little's and move-in commences: **JUN 2022**

KWA SHANGAZI

Kwa Shangazi (Swahili for auntie's place) will provide 20 safe, affordable homes for 20 women and up to 15 children. The development permit has been issued and the building permit is due to be issued. Construction start is imminent, pending resolution of cost issues.

Construction Starts:
EARLY 2022



SEKSIK



THE ALEX



DEIRFIÚRACHA



KWA SHANGAZI

IF YOU REALLY WANT A NICE
APARTMENT AND A SAFE
PLACE TO BE, THIS IS THE
PLACE TO COME [...] I FEEL
LIKE THERE'S A SENSE OF
COMMUNITY, THE STAFF
WILL GO OUT OF THEIR WAY
TO BRING YOU UP MEALS,
IF YOU'RE IN THE HOSPITAL,
THEY'LL GO AND MAKE SURE
YOU'RE OKAY. IT'S JUST A
GREAT SUPPORT SYSTEM.

Resident, Sorella Housing for
Women and Children



11

PROGRAM HIGHLIGHTS

2020/2021 was a busy year. The COVID-19 pandemic settled in, waned and settled in again with a vengeance. Not only did we see an increase in COVID infections, the shadow pandemic declared itself - 78 women were killed in the first half of 2020, 92 women killed in the first six months of 2021; and drug poisonings skyrocketed. Atira's programs became even more critical for women and children looking for shelter and support.

With gratitude to the federal, provincial and municipal governments all of which stepped up to provide additional funding in 2020/2021, and to the various foundations, community organizations, the business community, and to individual donors, Atira was able to add much-needed programming including new housing, safe places it use and a vast array of basic needs from rent supplements to meals, to an understanding ear on the end of a phone.



SPRINGER HOUSE

Atira temporarily took over Easter Seal House and in partnership with Easter Seals BC/Yukon and BC Housing opened Springer House in April 2020. As a temporary transition house in Vancouver, Springer House offered 49 one and two-bedroom, self-contained units for women and children fleeing violence. The units were uniquely suited to accommodate COVID-19 isolation guidelines as needed, with individual kitchens and bathrooms, as well as provide women and children with safe, temporary housing.



BETTE'S BOUTIQUE

Named after the indefatigable Bette Durrant, one of Atira's first volunteers, Bette's Boutique offers women in Vancouver's Downtown Eastside a dignified place to "shop" for clothing, household items, kids clothing and toys; and to access food hampers, all for free. Open seven days a week from 9am to 11pm, Bette's also offers respite and access to services like housing support, stopping the violence counselling, and the ability to make appointments with our Legal Advocacy Program staff.

With over 450 visits to the Boutique each week, it is clear there is an urgent need for safe and free access to these items and services among women in the Downtown Eastside neighbourhood.



TEACHER PROGRAM

With funding from Women’s Shelter Canada and recognizing that kids who struggle with trauma are more likely to struggle in school, we hired two teachers in 2020 who worked to keep children connected with their education while schools were closed and mothers who fled violence were working to settle their families.

Preliminary feedback on the program is overwhelmingly positive with 88% of children who participated showing improvements in their education and learning, and 75% showing improvements in their self-esteem assessments. In addition to supporting children and youth with school work, teachers also supported women new to BC to enroll their children in school including one

woman from Saskatchewan who needed proper documentation to register her four older children in school. Another teacher is offering a weekly Girls Club providing an opportunity for school-age girls to come together to help form healthy relationships, get support, and support each other with any homework they may have.

Said one teacher, “one child not attending school at all told me that he has learned more with me than he ever did at school because of the one-to-one support I am able to give him. According to him, at school he is often required to work independently and he has a very hard time focusing and motivating himself to finish the work... Now, he has finished five projects.”



SISTERSQUARE

SisterSquare, a safe, covered, outdoor space for women, opened in May, 2020 at 525 Powell Street. We offer access to washroom and shower facilities, personal hygiene products, snacks, one-to-one emotional support, resource referrals, harm reduction supplies and we function as an overnight drop in and shelter for women in the Downtown Eastside.

To date, there have been 67,673 visits to SisterSquare with staff supervising more than 20,009 injections and only ten doses of Naloxone administered during this time. At least 385 unique women have accessed SisterSquare since its inception– 75% of whom identify as First Nations, Métis, or Inuk.

12 COMMUNITY SUPPORT

THANK YOU FOR ALL YOUR SUPPORT

The COVID-19 pandemic brought to light the extent and severity of violence against women; ‘the pandemic within a pandemic’. Acts of violence and abuse including femicides increased as women became “locked down” with their abusive/violent partners; and as awareness of the “shadow pandemic” grew, many members of our community came through when women needed our support the most. Thanks in large part to our corporate donors, we were able to provide the lifeline of pre-paid cellphones to women who were self-isolating; in partnership with Easter Seals and the provincial government, we opened Springer House, a temporary transition housing program for women and children fleeing violence/abuse; we set up a 24/7 call-in line so women could call for referrals to housing and supports either at Atira or through sister organizations, request food and basic-needs’ hampers at no cost, to make safety plans, or just to have someone to talk to/provide emotional support. We are grateful for our community. Thank you.



In 2020/2021 Atira received more than **\$430,000** in cash donations and **\$99,400** in in-kind goods, as well as countless donations of much needed resources for women and children including clothing, baby supplies, housewares, bedding, and more.

We want to again thank and acknowledge our tremendous range of donors who support us in building our community, including individual donors, organizations, local businesses, community foundations, corporate foundations, community donation drives and fundraisers, relatives of past volunteers and many, many more. It takes commitment and love to build a community and we are full of gratitude for each and every one of you. Thank you for being a part of our community.

13 NEXT STEPS

Despite our best efforts, Atira's 2021-2025 Strategic Plan was not completed in 2021. Another year of the pandemic and especially surges in COVID cases in the fall of 2020 and the spring of 2021 negatively impacted our ability to finalize a collaborative and participatory plan in the way we envisioned. A decision was made to extend our internal deadline to ensure everyone had a chance to influence the final document.

That said and throughout 2021, whenever there was an opportunity to meet and further develop the plan, we did. Eight key strategies were finalized in areas including overall performance and operations, administrative planning, human resources and leadership, media and communications, infrastructure, communications and fund development, and finance. And, projects that honour the draft goals established were initiated, including a partnership with women from the Neskonalith, Adams Lake and Little Shuswap communities to build a transition house in the town of Chase; and a strategic partnership with Lu'ma Native Housing to develop housing on a key stretch of Hastings Street in the Downtown Eastside.

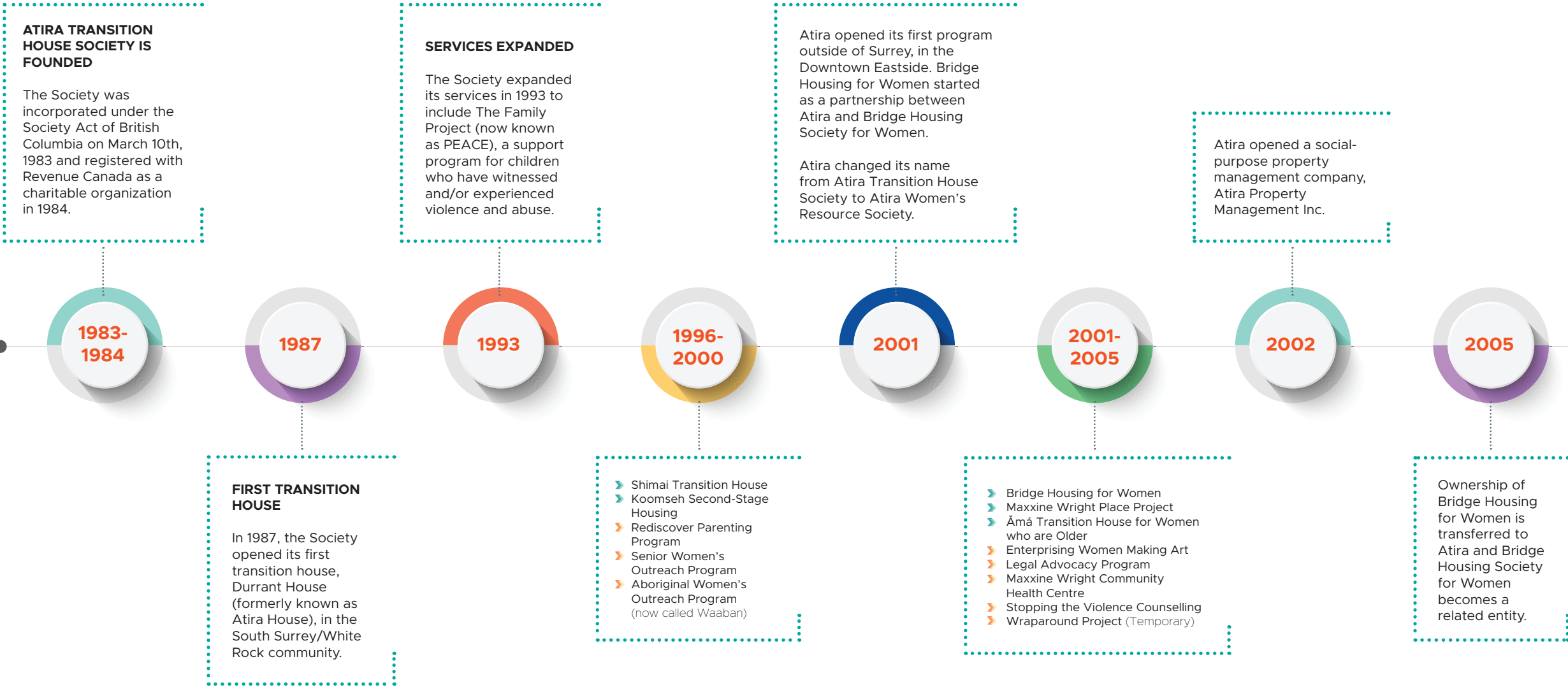
In the first quarter of 2022, we will be meeting with key stakeholders both internal and external to seek input on our draft document and we will adjust and or nuance our key strategies based on their feedback.

We are estimating our Strategic Plan will be completed in the Spring of 2022.

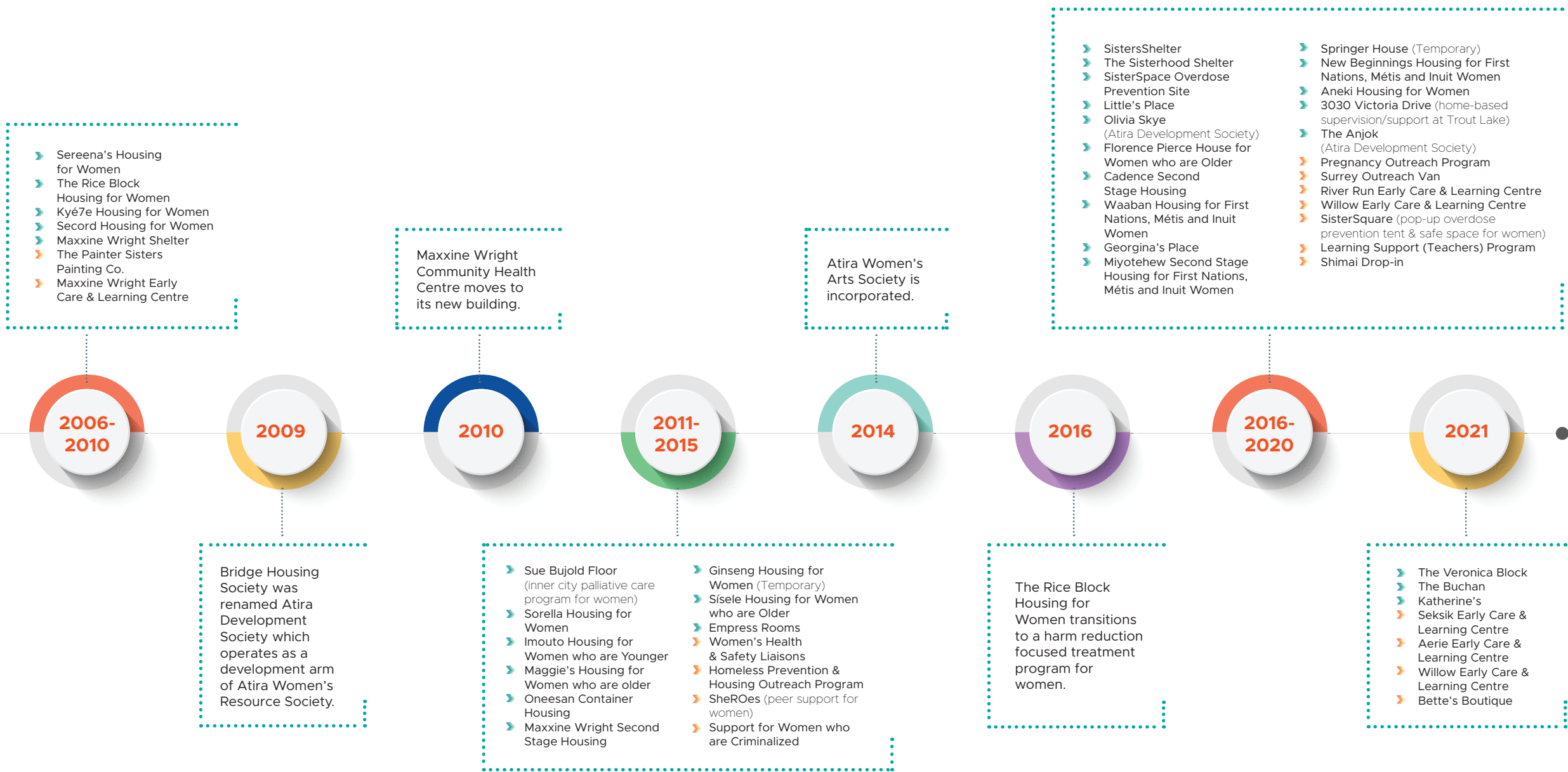


SUMMARY OF ATIRA'S HERSTORY AND ACCOMPLISHMENTS

➤ Residential Program ➤ Non-Residential Program



Atira Women's Resource Society is dedicated to supporting women and children affected by violence by offering safe and supportive housing and by delivering education and advocacy aimed at ending all forms of gendered violence.



THANK YOU

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