

anova

a future without violence.

STRATEGIC PLAN

2023 - 2026

BACKGROUND

ANOVA has come to the end of its Three-Year Strategic Plan (2020 to 2023). This plan focused on 2 Strategic Priorities:

Leadership: Over the next three years, ANOVA will use its expertise to position itself as a revolutionary leader, disrupting patriarchal power structures that perpetuate gender-based violence (GBV). In preparation, we will expand and enhance our presence in both the greater London community, the broader violence against women (VAW) and GBV communities and will grow funding through community support, shared vision, understanding and partnerships.

Relationships: Over the next three years, Anova will be a model of the world we believe is possible; an inclusive world of shared power where everyone lives freely without fear of violence. Through shared understandings, Anova will model cohesive culture, embracing change and fostering compassionate relationships.

This 3-year 2023 to 2026 Strategic Plan will:

- build on the experience and success of ANOVA's past work;
- refresh its vision, mission, mandate and values;
- take into account the changing social, economic and political landscape;
- strengthen accountability, transparency and governance structures;
- build an operational plan that best employs ANOVA staff talent and resources;
- position ANOVA to grow its work and expand its mandate;
- support a financially and operationally sustainable future.

OUR VISION

ANOVA's vision is a world free from violence and trauma, where everyone has equitable access to compassionate support and healing.

OUR MISSION

As a settler organization on Turtle Island, ANOVA will provide a space that is inclusive, transparent, accountable, and hopeful for all individuals who have experienced violence and trauma.

STRATEGIC PRIORITIES

The Strategic Priorities for 2023 to 2026 are:

- 1** Operational/Financial Sustainability
- 2** Internal Relationship Building/Employee Engagement Strategy
- 3** Enhancement of services to meet population growth within the service region
- 4** Focus on Gender-Based and Family Violence prevention
- 5** Increase Gender Diverse Client Services

STRATEGIC PRIORITY ONE: OPERATIONAL AND FINANCIAL SUSTAINABILITY (3 YEAR PLAN)

Goal 1: Diversifying funding sources to increase financial stability and independence.

Goal 2: Developing a sustainable staffing model that supports service delivery and staff well-being.

Goal 3: Enhancing service delivery to meet the needs of clients and address systemic barriers.

Goal 4: Strengthening governance and organizational structures to support long-term sustainability.

STRATEGIC PRIORITY TWO: INTERNAL RELATIONSHIP BUILDING/EMPLOYEE ENGAGEMENT STRATEGY

Goal: To improve employee engagement levels and create a positive work culture that fosters growth, development and innovation.

STRATEGIC PRIORITY THREE: ENHANCEMENT OF SERVICES TO MEET POPULATION GROWTH WITHIN THE SERVICE REGION

Goal: To expand ANOVA's services to meet the population growth in the service region of London, Ontario over the next three years, while maintaining high standards of care and accessibility for all clients.

STRATEGIC PRIORITY FOUR: FOCUS ON GENDER-BASED AND FAMILY VIOLENCE PREVENTION

Goal 1: Develop and implement effective violence prevention programs and services for individuals and families who are at risk of or are experienced gender-based and family violence.

Goal 2: Build partnerships and collaborations with community organizations, local government, and law enforcement to prevent and address gender-based and family violence.

Goal 3: Advocate for policy and legislative changes at the local and provincial level that prioritize gender-based and family violence prevention and response.

Goal 4: Increase public awareness and education on gender-based and family violence prevention through community outreach, education campaigns, and media engagement.

Goal 5: Strengthen organizational capacity and infrastructure to support the delivery of effective prevention programs, services, and policies.

STRATEGIC PRIORITY FIVE: INCREASE GENDER DIVERSE CLIENT SERVICES

Goal 1: Increase awareness and education of gender diversity and its intersection with gender-based violence.

Goal 2: Develop and implement policies and practices that are inclusive of gender-diverse clients.

Goal 3: Expand services to meet the needs of gender-diverse clients.

Goal 4: Build partnerships with gender-diverse community organizations.

CONCLUSION

ANOVA is committed to increasing access to and support for gender-diverse clients. This strategic plan provides a roadmap for achieving this goal over the next three years. Through education, policy development, service expansion, and community partnerships, ANOVA will provide more inclusive and comprehensive services to all survivors of gender-based violence.