

**aftermetoo**

**2021**

**Annual  
Report**

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01  
Our Goal

**Our goal is to create workplaces where employees can go to work and not get sexually harassed.**

**That's it.**

**We create *the tools* to achieve this.**

## 02 Message from the Chair



**Freya Ravensbergen**

Board Chair

I am so proud to release Aftermetoo's 2021 report!

Workplace sexual harassment is all too common, and we want to make it stop. Aftermetoo focuses on supporting people who are being harassed.

In 2021, our efforts focused on a massive project to do exactly that. In 2022 we will relaunch our site. The new site will be a one-stop information shop with everything that people need so they can make the best possible decisions when they're being sexually harassed.

Why a new site? Because even post-#MeToo, workplace sexual harassment is still shrouded in shame and stigma. Our research finds that fully 50% of people who've experienced sexual harassment had told literally nobody about it, until they told us.

When people get sexually harassed at work, they go online, to search safely and anonymously for information to help them decide what to do.

We're going to be there for those people.

Our research has found that many people are lacking even basic information, like what laws protect them, and how they can try to get justice. They don't know how workplace sexual harassment may affect their mental health, their career, or their money. They don't know how to protect themselves.

These are things that experts know. We think survivors deserve to know them too. That's why we're remaking the site. And it's what we spent 2021 working towards.

I want to thank you for reading this report and caring about people who are being sexually harassed.

Stay tuned for 2022!

## 03 What We Did

### Platform

In 2021, Aftermetoo made significant progress towards realizing our dream of creating a survivor-centric website designed to help people experiencing sexual harassment. Our new site will feature more than 100 articles advising people on how to protect themselves against the ways in which workplace sexual harassment can hurt them. It will connect users with government and community-based resources near them. It will enable them to learn from the stories of other survivors. The site will launch in 2022: stay tuned!

### Survey

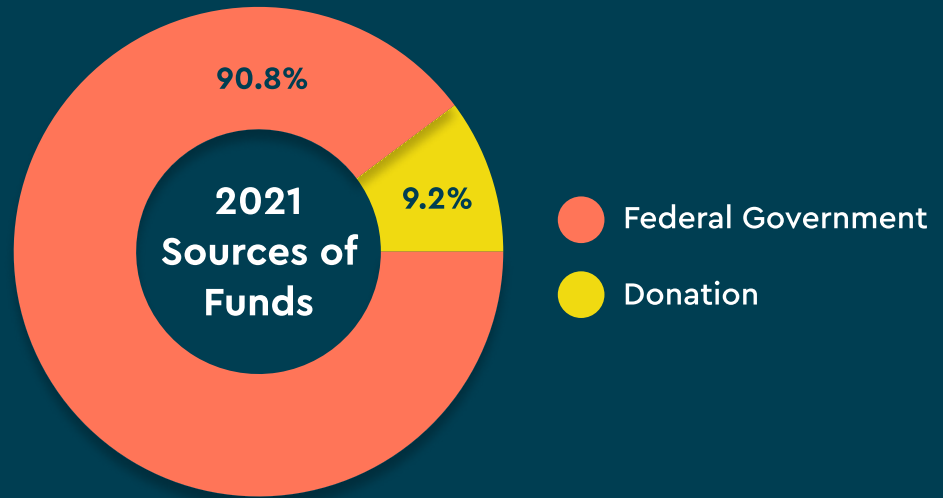
In 2021, Aftermetoo released the results of the first-ever survey of workplace sexual harassment in the Canadian performing arts, film, and television industries. We wanted to learn about the experiences of arts workers and the changes they want to see regarding workplace sexual harassment in the sector. A significant number of respondents reported experiencing or witnessing gender bias and sexual harassment, and many attributed this experience, at least in part, to a lack of women in leadership roles and to inequitable workplaces. We believe that shining a light on workers' experiences is the first step toward addressing some of the conditions that allow workplace sexual harassment to persist, and so we are delighted to have released this survey.

### Training

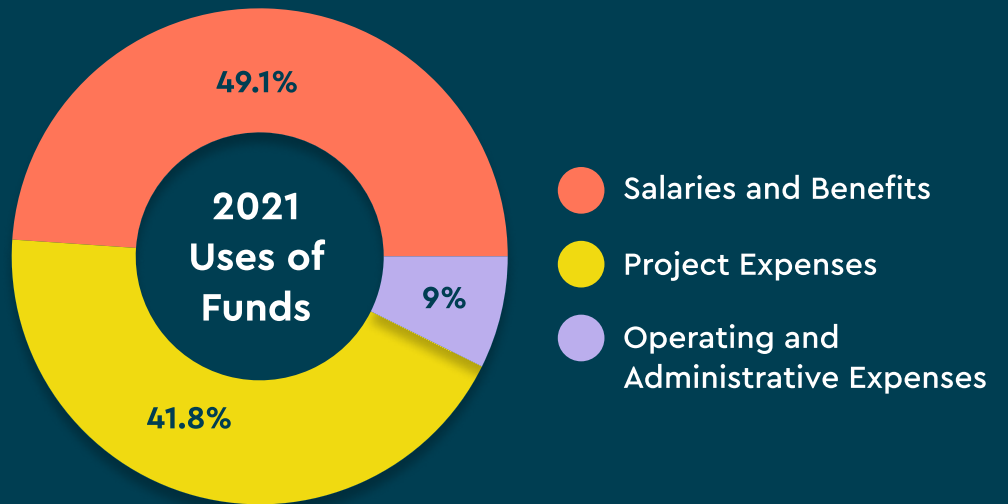
In 2021, Aftermetoo provided free sexual harassment training webinars for 150 people working for more than 75 performing arts, film and television organizations. Additionally, in collaboration with the Centre for Research and Education on Violence Against Women and Children (CREVAWC) at Western University, we developed and launched free asynchronous (web-based) sexual harassment training for employers and employees across Canada. The eight dramatized scenarios and accompanying curriculum, available in French and English, help people understand workplace sexual harassment and what they can do to change their workplace.

04  
Revenue &  
Expenses

Revenue: **\$308,974**



Expenses: **\$311,940**



## 05 Board of Directors

In 2021 the board bid a fond farewell to outgoing board member Zoya Islam, and welcomed new board members Aisha Green, Alex Panousis, and Shelley Tangney. We thank Zoya for her unwavering dedication and energy, and look forward to the contributions of our new members.

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### Officers

**Freya Ravensbergen, *Chair***

**Zoya Islam, *Vice Chair***

**Ariel Ramdewar, *Secretary***

**Mary Liu, *Treasurer***

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### Members

**Aisha Green**

**Mimosa Kabir**

**Alex Panousis**

**Shelley Tangney**

06  
Our  
Community

We are so grateful to our funders and partners! Thank you for wanting to help people who are being sexually harassed.

This project is funded in part by the Government of Canada’s Workplace Harassment and Violence Prevention Fund and the Justice Partnership and Innovation Program. We thank them, and our fine partners: the Canadian Women's Foundation, the Centre for Research and Education on Violence Against Women and Children (CREVAWC) at Western University, the Barbra Schlifer Commemorative Clinic, and the Aboriginal Peoples Television Network.

Donations to Aftermetoo are tax deductible in Canada and we welcome your support.



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