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**WomenatthecentrE's  
Transformative Accountability  
& Justice Initiative (TAJI)**

Information Package  
June 2021



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# 1. Introduction

WomenatthecentrE is a unique non-profit organization that works to eradicate gender-based violence against women, gender queer, 2 spirited, and trans people. WomenatthecentrE is the only survivor-led organization in Canada dedicated to ensuring the voices and expertise of survivors are central in the implementation and development of policies and programs aimed at eradicating all forms of gendered violence.

With over 4,000+ members across the world engaging in personal, political, and social advocacy, WomenatthecentrE thrives on membership engagement and shared experiences that come together to create valuable change in our communities.





WomenatthecentrE

## 2. What We Believe In

### Transformative process

*that moves people through trauma and harm, to a healing place*

### Accountability driven

*to ensure that those who have caused harm take responsibility*

### Justice-centred

*approach that is led by and informed by the survivors' vision*



**Lady Justice -  
Transformed**



# 3. Developing the TAJI Model

WomenatthecentrE's Transformative Accountability and Justice Initiative (TAJI) developed through our Declarations of Truth report. The Declarations of Truth is a 3-year long research project undertaken by WomenatthecentrE in partnership with Women's Sexual Assault Centre of Renfrew County. The goal of this research was to explore alternative models of justice for survivors of sexual violence. This involved exploring how the Canadian legal system supports or causes harm to survivors and if it holds aggressors of sexual violence accountable.

It is fundamental to WomenatthecentrE's intent and practice to centre the declarations and experiences of survivors. For this reason, and because we know survivors to be the true experts of their experiences, our research method one-on-one interviews and focus groups with survivors. This research also included data from monitored sexual assault trials in Toronto through CourtWatch, Media Watching, and reviewing sexual assault case data through the Canadian Legal Information Institute.

Our research confirmed what we have long since heard through WomenatthecentrE's members. The legal system does not equate to justice or accountability for aggressors, nor does it equate to justice and safety for survivors. The legal system and its sub-parts generate new harms for survivors by exacerbating economic insecurity, experiences with trauma, and mental health issues.

There was a clear need for alternative models of justice driven and defined by survivors of sexual violence. This model needed to involve aggressor accountability and transformation and a compassionate, comprehensive, flexible and re-humanized healing process for survivors.





# 3. Developing the TAJI Model

We believe community engagement and accountability are fundamental when addressing systemic injustices and creating alternative forms of justice. For this reason, our research involved connecting with community organizers working within the current legal system and those practicing alternative models of justice. The culmination of this work led to the development of The Transformative Accountability and Justice Initiative (TAJI), a voluntary and alternative process existing outside and separate from the current legal system. This process of healing, transformation and accountability wraps the survivor and aggressor in compassion and kindness, leaving shame behind.

WomenatthecentrE values and promotes equitable access to our services. For these reasons, participation in the Transformative Accountability and Justice Initiative is free. We all deserve the opportunity to access justice and healing.





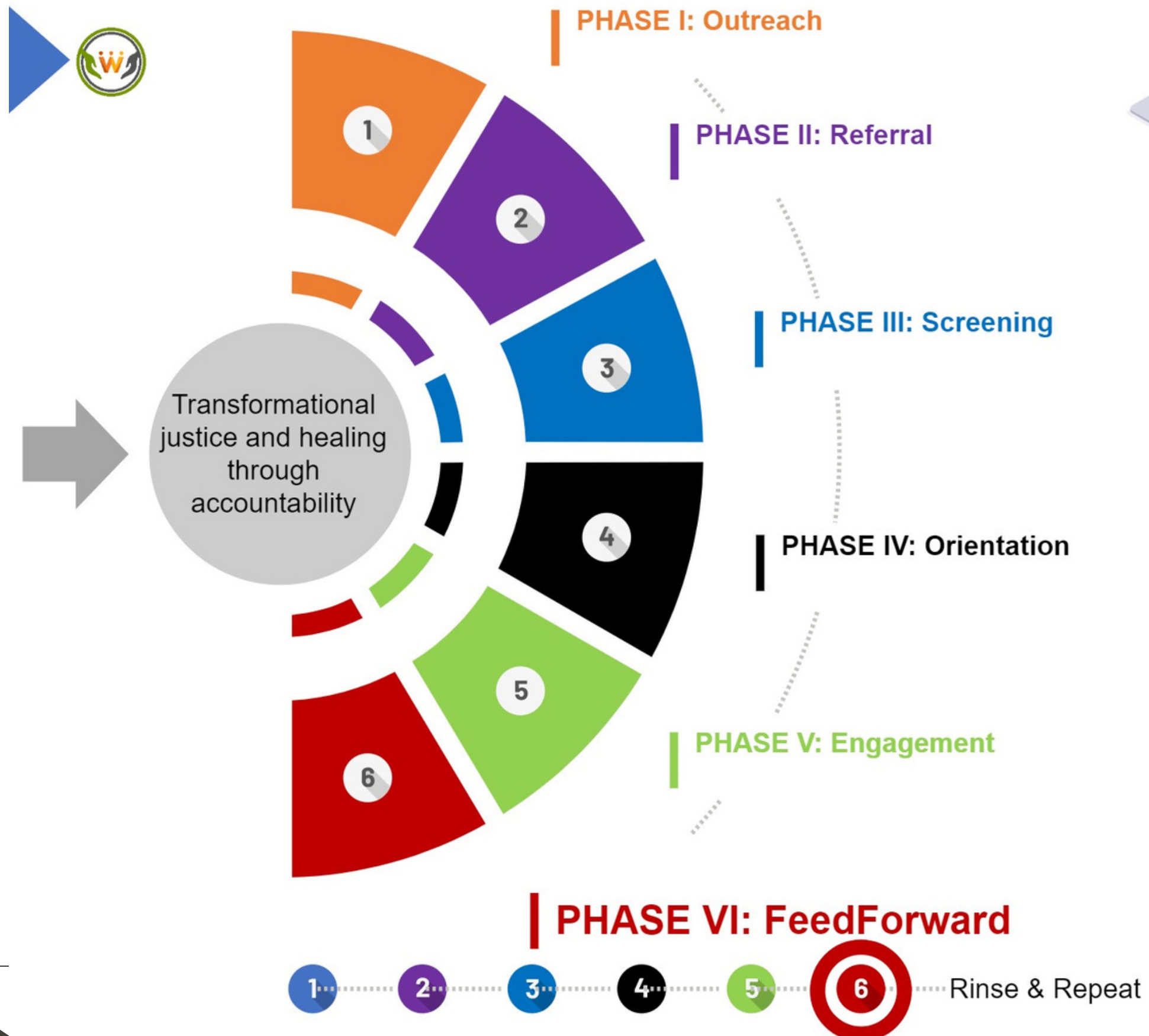
# 4. The TAJI Process

## A. Initial Contact/Outreach

When a survivor contacts WomenatthecentrE and we confirm that the TAJI process is an option for their specific case, we will identify and connect them with the members of their support team, who will support the survivor throughout the entire process.

We will work with the survivor, their support network, and support team members to identify and contact the aggressor, to bring them to the table. At no point will we ask survivors to contact aggressors directly.

Everyone involved in the process, including our staff, volunteers, survivors and aggressors will sign clear confidentiality and settlement agreements that describe what information we will keep confidential, and establish some conditions for the process to continue.





# 4. The TAJI Process: Survivors

## B. The Workshops

The workshops for survivors are based on our C6 counselling program framework based on **6 'C's** related to unpacking the violence that survivors have experienced and understanding the societal conditions that lead to gender-based sexual violence.

The program is entirely survivor-led and, therefore, can be altered to meet the needs of individual survivors. This includes facilitating communication through the support teams between the survivor and aggressor, or possibly facilitating a meeting, if that is something the survivor wants.

There is also embedded trauma counselling and healing strategies, and access to resources throughout the program based on the individual survivors identities.

### Context

the social, personal and political contexts

### Consequence

identifying the repercussions of the violence, and understanding the trauma

### Communication

shedding shame, self-blame, reframing language and declarations of resistance

### Care

practicing self-care & self-love using arts based tools

### Culture

understanding the social and political systems in place that allows for gender based sexual violence to occur

### Control

reflecting on strategies & making commitments for personal growth





# 4. The TAJI Process: Aggressors

## C. Programming for Aggressors

The programming for aggressors runs quite similarly to that for survivors and is based on the same **C6 framework**.

Once we have identified and brought the aggressor to the table, they are connected with the Accountability & Support Team (AST), who are with the aggressor throughout the entire process.

The AST work with the aggressor to create their own Personal Accountability & Transformation Statement, which will include ways the aggressor can show accountability and contextualize the harm caused. This will likely include practical strategies and steps to maintaining healthy relationships with women.

The AST also works with the aggressor to navigate the terms and conditions of the Justice & Accountability Statement from the survivor, as well as the engaging workshop series designed to 'unlearn' the social conditions of gender-based sexual violence including focuses on consent, toxic masculinity, patriarchy, addressing why 'hurt people hurt people' and building empathy for others.

The programming for aggressors also includes access to resources based on identity to ensure that basic and immediate needs are met.

The educational programming for survivors and aggressors will be conducted over the entire pilot process, which we envision being between 6-12 weeks.





# 5. Who is Involved

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01 The Survivor

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02 The Survivor's Support Network (if desired)

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03 The Aggressor

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04 The Aggressor's Support Network (if desired)

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05 Survivor Support Team (SST)

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06 Accountability & Support Team (AST)

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The **Survivor Support Team** is made up of survivors, community advocates and accomplices within the gender based violence sector who have been trained in the framework.

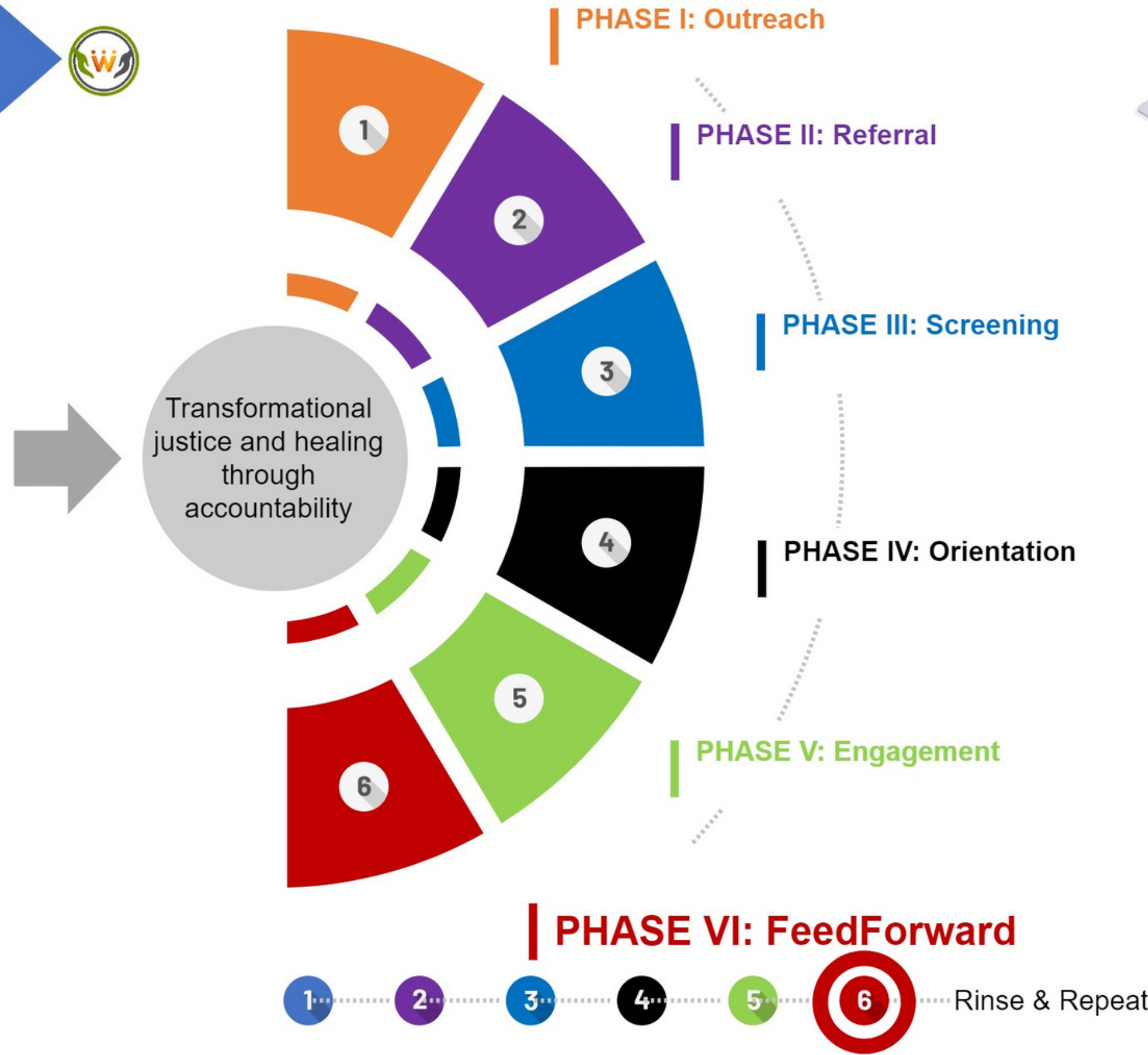
The **Accountability and Support Team** is also made up of survivors, community advocates, accomplices and people who have previously used harm.

# 6. Next Steps

WomenatthecentrE will meet with the survivor to understand their experience and identify if the TAJI model is an option.

Once that is completed, there are a few forms that WomenatthecentrE, the survivor, and the aggressor will sign to ensure that the process is safe(r), productive and confidential.

These forms include an agreement to participate in the TAJI process, an informed consent form and a confidentiality agreement. After these steps have been completed, we can begin the process with the survivor and aggressor.



# 7. Contact Us

For those interested in participating in the pilot program, or looking for more information, please reach out to Alison Morrison, Project Coordinator at WomenatthecentrE



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## OUR WEBSITE

[www.womenatthecentre.com](http://www.womenatthecentre.com)

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## ALISON MORRISON - COORDINATOR

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