

DURHAM RAPE CRISIS CENTRE

STRATEGIC PLAN 2020 - 2023

In late 2019 Durham Rape Crisis Centre engaged Management Advisory Services (MAS) to develop a three year strategic plan for the organization. The development of the plan included completing a Strengths, Weaknesses, Opportunities, and Threats (SWOT) assessment with the Board, staff and key stakeholders. This information was utilized to identify key strategic issues which needed to be addressed in the new strategic plan.

Both the Board and staff recognized that there was a need to review the name of the organization as the terminology of “rape” has evolved over time and the organization’s focus has been on assisting victims of sexual violence. It is recommended consideration be given to change the name of the organization to:

Durham Region Sexual Violence Support Services

MISSION

The Durham Rape Crisis Centre is a feminist organization focused on providing holistic healing and support services through crisis intervention, individual and group counselling, awareness, prevention education, community development and advocacy, empowering those who have been impacted by sexual violence in our community.

PROPOSED VISION

Leaders in ending sexual violence through support services, advocacy and education.

MANDATE & VALUES

Below are the key organizational principles and values which are the foundation for the services which are provided and the key behaviours which the organization embraces.

- Social Justice
- Feminist
- Anti-oppressive
- Client-centered
- Accessible
- Collaborative
- Trauma informed
- Intersectionality
- Diversity, Equity and Inclusion
- Non-judgemental, respectful and confidential

STRATEGIC GOALS

1. Strengthen Community Outreach and Awareness of the Organization/Sexual Violence
2. Continuously and innovatively improve service delivery
3. Diversify the funding model and increase resources
4. Redesign the organizational structure to align with strategic direction
5. Improve internal communication to ensure a more efficient organization
6. Continue to enhance a supportive work environment for staff