



Discovery  
House



# The Way Forward

2023-2027 Strategic Plan

# Our Foundation

## Our Vision

Our communities are free of family violence.

## Our Mission

To end the traumatic cycle of domestic violence for families with children.



### Our work:

safe and affordable housing, counselling, parenting programs, case management

### Outcomes:

increased resiliency, improved parent-child attachment, increased protective factors for children, long-term life skills

A family is experiencing domestic violence

Our work is grounded in trauma-informed, client-centred approaches that are inclusive and culturally appropriate.

### The Impact:

the traumatic cycle of domestic violence is ended for that family

## Theory of Change



## Our Values

### Empowerment

All people have potential and can achieve great things. When people are safe and empowered, they recover, discover, and thrive.

### Tenacity

We have grit. We get 'er done. We believe that every individual has the power and ability to make a positive impact, to bravely create change.

### Inclusion

We believe that everyone belongs. We create safe spaces and foster inclusive community, warmly welcoming all people and actively working to remove barriers. We are committed to the long journey of reconciliation, anti-racism, and equity for 2SLGBTQ+ individuals.

### Curiosity

We are inquisitive. We relentlessly learn and improve. We embrace flexibility, creativity and innovation in order to stop the cycle of domestic violence.

### Collaboration

To end domestic violence, we cannot work alone. We create meaningful connections, strong teams, and work with others in order to go further than we could alone.

# Our Strategies

Our Strategic Plan 2023 - 2027 focuses our work, resources, and investments so that the cycle of domestic violence ends for families and their children. The following four priorities will guide our efforts for the next three years:

**Optimize Our Impact**

**Be the Best Place to Work**

**Be Adaptable**

**Increase Community Leadership & Engagement**



# Optimize Our Impact

to increase our ability to best serve our clients.

We will adapt our approach to encompass a broader definition of families, while retaining a focus on domestic violence as a gender-based issue.

We will mitigate against the impacts of abuse, increase housing stability, and strengthen resiliency.

We will be a learning organization, dedicated to emergent and best practice in trauma-informed, inclusive, and client-centered programs, innovation, and data-driven decision making.





## **Be the Best Place to Work**

**because our employees are at the core of what we do.**

We will attract and retain the best employees who align with the mission and values of the organization.

We will strive to be an employer of choice.

# Be Adaptable

because the world is increasingly complex.

We will enhance our ability to adapt and respond to emerging opportunities, needs and environmental changes.

We will grow and diversify revenue streams while maintaining productive funding relationships, retaining valued donors and increasing resources to support our work.

We will improve our internal capacity through technology, operational and leadership investments which are key to strengthening all aspects of our organization.



# Increase Community Leadership & Engagement

to help address the systemic and root causes of domestic violence.

We will connect our communities to our purpose, increase our sector leadership, grow awareness of our organization, contribute to policy and system change and share our unique knowledge.

We will lead change, collaborate, and build capacity in the domestic violence sector.



# Our Commitment





## Action on Reconciliation & Anti-Racism

Discovery House recognizes that Indigenous peoples and racialized minorities have been and are marginalized, discriminated against, and underserved, and that our organization must address the harms of colonization and systemic oppression.

We acknowledge that the land on which we live and work is the homeland of Indigenous peoples who have lived on it long before us. We also recognize that Indigenous women and girls are at higher risk of and experience higher rates of violence.

We are committed to the long journey of reconciliation and anti-racism, and to implementing measures in our work that will help address the intergenerational trauma still playing out in Canada.

# Equity, Diversity & Inclusion (EDI)

Discovery House is committed to supporting the diversity of needs, wants, wishes and life experiences of Discovery House clients, partners, and staff. EDI is the framework that will help us support the fair participation and treatment of all people.

We envision a community that is safe, just, and equitable for women, Indigenous and racialized families, Two-spirit and LGBTQI+ people through our housing, supports, services and advocacy.

Principles and practices of EDI are embedded within each of our strategic goals. We also recognize that authentic inclusion of client voices across our goals is necessary to ensure EDI. As such, EDI is both a strategy and an outcome of our strategic plan.





**Discovery  
House**

**Recover.  
Reimagine.  
Rebuild.**



[discoveryhouse.ca](https://discoveryhouse.ca)