
Taskforce on Preventing and Responding to Sexual Violence Minutes – March 31, 2021

Call to order - Andrea

A meeting of the SV Taskforce was held on Microsoft Teams at 10:00 a.m.

Attendees included:

Aaron Brown
Amanda Koski
Andrea Campea
Andy Lessard
Audrey Smith
Bianca Scotland

Christine McCaw
Debbie Krulicki
Jacqueline Anderson
Joanna Amirault
Kaitlin Phillips
Lindsay Van Dekerkhove

Margaret Fung
Maria Pereda Martinez
Monique Chambers
Nancy Deason
Patricia Suleiman
Will Durward

Welcome and land acknowledgement

Andrea welcomed the group and provided a Land Acknowledgement

Agenda Review – Andrea

The agenda was reviewed, followed by a year in review was done.

Updates

Policy & Process Development & Review (Andrea Campea) – the Policy and Student Procedures final draft has been completed thanks to the amazing work of the folks on the working group. It has had input from staff, faculty, administration, students, and IGNITE. It was presented to the Dean of Students, Associate Dean - Student Wellness and Equitable Learning, and the Director for the Centre for Human Rights, Equity and Inclusion to seek additional input. An external legal firm that specializes in sexual/workplace violence is being tasked with conducting a further review to provide additional feedback and to ensure that the policy/procedures meet all legislative requirements. The employee procedures are being reviewed by the Centre for Human Rights, Equity and Inclusion and will be updated accordingly.

Faculty/Staff Awareness & Prevention (Patricia Suleiman) – Patricia thanked everyone for the warm welcome received thus far. Staff & Faculty group is working on ensuring that staff and faculty resources are readily available. The group is busy, transitioning online has been busy.

Student Awareness & Prevention (Aaron Brown) – They have compiled a dozen or so articles and resources related to intersectional content for consent/SV education, and they are looking into revising the BITB curriculum based on group learning. BITB was explained for those who were not sure what it entailed.

Men Seeking Change: A Male Engagement Initiative (Aaron Brown) – There have been Communique posts and CPEP team posts on social media designed to address inappropriate behaviour men engage in, and to discuss how to intervene and prevent other folks from engaging in such behaviours. They are looking to start a volunteer group for men on campus for outreach/prevention work.

Other accomplishments – the BITB program has had 25 sessions in this academic year almost 700 attendees, including 150 student leaders, 19 of these sessions were offered by faculty members within a curricular context. Integration of BITB in courses at faculty request, and developed some activities/assignments to increase integration. A follow up session was hosted with one group looking to do a deeper dive into harassment.

The Consent Peer Education Program (CPEP) – Usually 8 work-study staff during in-person context, became 2 this year that further became 1. The program has offered 44 education opportunities thus far, and will be hosting more during the month of April, which is Sexual Assault Awareness Month (SAAM). Engagement with the virtual programming is reduced from what has been seen with in-person programming, but that was expected based on engagement across other portfolios; but those who are engaged have been really engaged throughout.

It Takes All of Us – online SV education module from Concordia. Initially hit some roadblocks due to required changes/edits and the costs associated with them. This has been sorted, edits are now in progress with a summer launch planned.

Appreciation shared with the members regarding the work that has been done over the past year in both the large group and the working group settings.

Floor open for any sharing by all members on the Taskforce.

Amanda Koski gave a shout-out to Aaron for the great work he has been doing with the BITB program, she encouraged others to also check out the workshop.

Summer meetings – The reasoning behind meetings not taking place during the summer was provided. It is important to allow a variety of members to participate (students, staff, and faculty), so that the different perspectives can provide input. In the summer time, many students are not available and many faculty and staff take vacation. It is not feasible to continue to meet during that time, as all members are not able to participate. Over the summer, the Core group will continue the work that groups have begun, and student leaders will be able to continue with the sexual violence prevention and education piece.

There will be a follow-up email in August to enquire whether people would like to continue their membership on the Taskforce for the 21-22 academic year. The first meeting will be late September, similar to this year.

There will be plans made regarding what the Taskforce's agenda will be for the upcoming academic year 2021-2022 in the next Core meetings.

Trends in Sexual Violence

Bianca Scotland provided a brief overview of anecdotal trends that the Student Support and Intervention Coordinators (SSICs) have been seeing regarding SV. Stats and data may be reviewed on the slide deck found in the files section of Teams. Andrea advised members that if they needed to ask questions, an email can be sent to her (Andrea) and it would then be triaged and forwarded accordingly.

Andrea Campea provided a brief overview of SV cases that come to the Office of Student Conduct (OSC). Referral pathways were discussed. It is noted that there was a shift in the context of the cases with increased online activity and a move away from physical contact. There was an explanation provided for both the formal and informal processes.

Patricia Suleiman provided a high-level summary of SV cases with staff and faculty brought to the Centre for Human Rights, Equity, and Inclusion (the Centre). There has been an increase in sexual harassment through various online mediums. Anything regarding sexual violence falls under the criminal code, and is typically handled through external investigators. The Centre follows the best practices outlined by the Ontario Human Rights Commission. A trend seen at Human Rights Tribunal of Ontario "HRTO" is a big increase in damages for sexual harassment, so it needs to be handled appropriately. Patricia is available for questions and members can email Andrea or Patricia with any questions.

The meeting was opened for questions:

The question "regarding trends, how do you evaluate them and what direction equals success" was addressed:

Andrea spoke from OSC's perspective: OSC looks at what is reported, is a complaint driven process, and they do not seek out the incidents (i.e. review social media to "catch" folks). The survivor/complainant must come forward in order to initiate an informal or formal resolution process. Trends are determined by what is coming into the office. While challenging to define success, increased numbers mean increased reporting – folks are aware that SV won't be tolerated, know how to report, and feel safe/comfortable to report.

Patricia spoke from the Centre's perspective: there are a lot of early intervention/contravention before the investigation begins. There is an increase in reporting, which is not a bad thing as there is the opportunity to correct what is happening and there can be restoration if parties are open to it. There is a lot of education and training provided surrounding this. People also come forward through these mediums. This shows that people are more open to come forward to make a report.

Sexual Assault Awareness Month (SAAM) – Aaron

CPEP participates in this every year and has partnered with the Centre; it starts April 1. There will be training and a SAAM challenge where a prompt will be posted encouraging people to participate in some action related to

sexual assault awareness month. The goal is to raise awareness around sexual violence. Please see [LINK](#) for more information about this initiative.

Feedback - Aaron

Aaron asked for feedback from people regarding their experience being on the Taskforce. There will be an anonymous feedback survey provided for people who may not be comfortable sharing publicly. The floor was opened for feedback.

- One member shared that they liked the break down into different working groups.
- Another member shared that they appreciated the groups and made headway into building a community. They also stated that they appreciated the information provided by the different groups and the structure of the Taskforce.

Gratitude Wrap-Up Activity – Bianca

Members were thanked for their participation in the taskforce this year. Many initiatives were undertaken, and goals reached because of the hard work of all involved.

Members were encouraged to share:

- What is one thing that you are grateful for or what has gone well in your life recently?
- Share one word about how this had made you feel.
- One thing you are looking forward to this week?

Closing

Meeting adjourned