

Honouring Each Other 2022 Annual Report

(January 1, 2022 – December 31, 2022)

Presented to the Board of Governors

Prepared by the Department of Equity and Inclusive Communities in support of the Sexual Violence Policy and Carleton's commitments in the prevention and elimination of sexual violence.

October 10, 2023

Executive Summary

During the 2018-2019 consultation process on Carleton's Sexual Violence Policy, a number of excellent proposals to prevent sexual violence on our campus emerged. As part of this process, the university committed to developing the three-year *Honouring Each Other* blueprint document as a campus prevention strategy for sexual violence that focuses on sexual violence prevention and education initiatives.

Since that time, Carleton has hosted events that reflect intersectional and inclusive approaches to prevention programming, expanded training and new community partnerships, and provincial collaborations on multiple initiatives.

2022-2023 marked the final year of *Honouring Each Other* and brought changes and exciting updates to the 2023-2026 Sexual Violence Prevention plan. The Carleton University Sexual Assault Support Centre (CUSASC), in partnership with Equity and Inclusive Communities (EIC), is proud of what was achieved in the first three years of the strategy, even within the context of a global pandemic. Though several initial plans were delayed until we returned to the physical campus, we developed strong city-wide and provincial collaborations in our work online, including special virtual keynote events with internationally known speakers like Roxanne Gay and Eternity Martis.

As we move into the next three-year stage of *Honouring Each Other*, we have updated our goals and action items to reflect the post-pandemic campus and achieve our goal of a consent culture on campus.

Background on Honouring Each Other: A Blueprint for Building Consent Cultures on Campus, Together

As part of the review of the Sexual Violence Policy in 2019, *Honouring Each Other* was created as a living document to provide responsive, adaptable and innovative strategies to build campus consent culture. The document provided a three-year overview of actions, campaigns and programming that was co-created by the campus community. Every 90 days, Equity and Inclusive Communities (EIC), in partnership with the members of the Sexual Violence Prevention and Education Committee (SVPEC), review the strategy and update the workplan to reflect the actions required for the next 90 days of work.

The strategy and workplan are available online at carleton.ca/equity.

2022 Update

2022 marked a return to campus after activities in 2020 and 2021 occurred mostly online. The shift to a virtual environment certainly impacted many of the plans that *Honouring Each Other* had originally outlined, but the return to a hybrid campus allowed us to blend the best of our online collaborations with the in-person opportunities we identified in 2019, when the strategy was created.

2022 Strategic Goals

Our 2022 strategic goals included:

- Building training opportunities for campus members to become “Consent Champions”
- Formalizing initial training opportunities with new campus members
- Engaging men on campus in their roles in ending Campus Sexual Violence

We also continued much of the work we had started in Year 2, with cross-city and cross-provincial collaborations, including a provincial #IBelieveYou Day, partnerships with the University of Ottawa for Panda Game, and a city-wide collaboration on bystander intervention called #JustGotWeird.

Year Three Progress: Expand the Audience

Committee Work Updates

In 2022, we re-evaluated the sub-committee structure under the Sexual Violence and Education Committee (SVPEC) within the hybrid campus environment and changed the committees to better reflect the work and resources in the new work style of campus. The new committees became two working groups: the Measurement Working Group, and the Public Education and Communities Working Group.

As before, the working groups are chaired by a Carleton community member and supported by CUSASC staff. Their workplan is shaped by the 90 day activities and overarching prevention strategy.

Sexual Violence Prevention and Education Steering Committee (SVPEC)

This year, one of SVPEC's primary tasks was to increase the number of faculty and student steering committee representatives. Due to the feedback received during the 2021-22 Sexual Violence Policy consultations, a contract instructor and teaching assistant were recruited. Additionally, student representatives from the Graduate Students' Association (GSA), Carleton University Students' Association (CUSA), and Carleton Academic Student Government (CASG) were recruited.

Measurement Working Group

The Measurement Working Group developed a plan to evaluate promising practices in sexual violence training programs and will use this knowledge to develop an evaluation methodology for a new peer education program and a new prevention program (to be launched as part of the 2023-2026 Sexual Violence Prevention Strategy).

Public Education and Communities Working Group

This committee was invaluable in the shift from in-person to online training in 2021 as it supported the creation of compelling and engaging virtual sessions. They also spent time developing a program proposal for young men on campus to discuss consent and healthy relationships.

Support Initiatives

Carleton University Sexual Assault Centre CHAT

The Carleton University Sexual Assault Support Centre CHAT (CUSASC CHAT) continued programming in 2022, to provide a peer support space for students who remained virtual or who preferred virtual interactions. The peer supporters are responsible for monitoring the web/text chat service at set times, where students can anonymously connect with a trained volunteer for support, referrals and resources.

The program offered referrals to the CUSASC, as well as to community organizations, such as the Ottawa Rape Crisis Centre and the Sexual Assault Support Centre of Ottawa.

We Heal Together 2022

Carleton partnered with Toronto Metropolitan University on *We Heal Together*, a support group for Black survivors of gender-based violence looking for alternative healing methods. Throughout Winter 2022, we held monthly workshops with guest speakers that focused on topics such as yoga, sex and pleasure, and ancestral art.

Carleton is also thrilled to bring back a virtual support group for survivors of sexual violence, in partnership with the Sexual Assault Support Centre of Ottawa. Following positive feedback from the community, the support groups were expanded from eight to 10 weeks.

#IDareToBePowerful Black History Month Speakers Series

#IDareToBePowerful is an annual Black History Month speaker series co-hosted by the Sexual Assault Support Centre at Carleton University, Consent Comes First (Toronto Metropolitan University), and Consent is Golden (Wilfrid Laurier University). The month-long program is inspired by the following quote by Audre Lorde: “When I dare to be powerful, to use my strength in the service of my vision, then it becomes less and less important whether I am afraid.” Each week, Black student scholars hosted discussions regarding gender-based violence, the #MeToo movement, misogynoir and healing.

Your Good Body. You're Good, Body. A two-part body-loving series.

CUSASC organized a body-loving series centred on socially constructed myths about our bodies, learning to closely listen to what our bodies are trying to tell us, and radical self-love. The first segment of the series focused on embodiment by means of yoga, journaling prompts and open discussions. The second part of the series was a workshop on Confidence, Consent and Communication led by Venus Envy. The workshop focused on sex positivity, teaching participants how to transcend judgment and stigma to embrace what works for them and feel more at ease expressing what does not work for them.

Public Education Initiatives

Sexual Assault Awareness Week 2022

Equity and Inclusive Communities, along with campus and community partners in collaboration with CUSA, the Womxn's Centre, Campus Safety Services, Housing and Residence Life Services, the Centre for Indigenous Support and Community Engagement and student leaders, hosted engaging and powerful virtual events during Sexual Assault Awareness Week in January 2022. The lineup of events included a virtual art exhibit, a survivor workshop, a keynote address by Roxane Gay, and Come Bead with Me featuring Peyote Stitch.

#CUriousAbout Campaign 2022

In partnership with nine campus partners, Equity and Inclusive Communities launched the #CUriousAbout campaign in 2022. It was very successful and featured 12 events over six weeks. The initiatives included self-care sessions, training initiatives, public awareness and education events, and panel discussions. Many of these events also included community or provincial partnerships, such as #IBelieveYou Day, in which every Ontario university participated, or #JustGotWeird, a city-wide collaboration targeting bystander intervention skills.

Abundant Approaches 2022

Abundant Approaches was a year-long series exploring collective care, advocacy and prevention initiatives from an intersectional perspective. The series offered five different sessions, featuring panels and keynote speakers, and covering topics like vicarious trauma in supporting survivors, student activism on campus sexual violence, pleasure after trauma, and systemic support for intimate partner violence. The series is a collaboration between Algonquin College's Project Lighthouse, Carleton University's Sexual Assault Support Centre (CUSASC), University of Guelph Sexual Violence Support Centre, and the Ottawa Coalition to End Violence Against Women (OCTEVAW).

Looking Forward

The Department of Equity and Inclusive Communities has updated the *Honouring Each Other: Building Consent Cultures on Campus*, document to reflect new initiatives for the next three years.

As we look to 2023-2026, EIC and CUSASC wanted to ensure we continue to use our limited resources in the most effective and efficient manner. Our goal is to continue to be responsive to what the Carleton community is asking for and ensure CUSASC has the capacity to respond where momentum is building.

After approval from the SVPEC, the following updates will be implemented in Fall 2023 order to best meet the community's needs:

- End the Enhanced Assess, Acknowledge, Act (EAAA) Sexual Assault Resistance program
- Reduce the SVPEC meeting frequency from monthly to quarterly
- End the CUSASC Chat program/peer support program and create a peer-led consent education program
- End the Sexual Violence Prevention subcommittees/working groups as this structure no longer worked for the post-pandemic campus

These changes maximize the time of the volunteers, committee members, and partners that do such great work with us year after year. As always, we want to continue to be responsive to our community, so if there emerges a need for any of the programs or supports to return, SASC is certainly open to that.

Appendix 1: 2022 Workplan Implementation Update

Task	Actions	Status
Sessions with young men on sexual violence prevention	Public Education working group reviewing promising practices	In development
Formalized training with new CU community members	Developed an online learning module in partnership with EIC for Brightspace	Final development stages
Engaging community to become “Consent Champions”	Measurement Working Group development of an evaluation model for new prevention program	To be launched in 2023-24 academic year

Appendix 2: Three Year Workplan Implementation Outcomes

Strategic Goal	Actions	Status
Creating a space for ongoing, responsive education on campus	Implemented the “Abundant Approaches” professional development series on intersectional approaches to sexual violence healing, with over 10 sessions offered between 2021-22	Complete
	Implemented “Champions for Change” to engage varsity athletes in ending campus sexual violence and completed two 12-hour sessions with 30 athletes (2019 and 2023)	Continuing
	Implemented the “Curiosity Labs” four-part series for non-judgmental, collaborative SV prevention spaces, in partnership with Toronto Metropolitan University and Sir Wilfrid Laurier University (2021)	Complete
	Collaborated to create a Brightspace module on consent and the Sexual Violence Policy for new students (in progress)	In progress
Engaging the campus community to become “Consent Champions”	Training for campus staff and volunteers that support “mass gatherings” ¹ with responsive bystander intervention training (2019-2023)	Ongoing
	Piloted C ³ , a campus champion SV prevention initiative (2019)	In progress
	Collaborated with the Women’s Events Network for Clothesline Project, Take Back the Night, and the December 6 th Vigil to build connections with Ottawa community	Ongoing
		Complete

¹ Research completed by the Ottawa Hospital shows that “mass gatherings” hold particular risk factors for sexual violence and stranger assaults. ([Sampsel, 2014](#))

	<p>Collaborated with Ottawa post-secondary institutions and the Ottawa Coalition to End Violence Against Women (OCTEVAW) on the #JustGotWeird campaign for bystander intervention (2019-2022)</p> <p>Collaborated provincially for #WeBelieveYou Day with post-secondary institutions across Ontario (2019-2023)</p>	Ongoing
Building individualized, intersectional support systems	<p>Partnered with Toronto Metropolitan University and Sir Wilfrid Laurier University on the “We Deserve Healing Not Harm” series to address systems that criminalize and harm survivors (2021-2022)</p> <p>Partnered with Toronto Metropolitan University for the “We Heal Together” five-week series for Black survivors and co-created a colouring book for Black survivors (2021-2022)</p> <p>Collaborated provincially with PSIs for the “Begin by Listening: Sexual Violence Student Activism Symposium (2021)</p> <p>Collaborated with Sexual Assault Support Centre of Ottawa for a 10-week peer support group session (2019-2022)</p> <p>Implemented the “You’re Good, Body” series for survivor support (2021-2022)</p>	<p>Complete</p> <p>Ongoing</p> <p>Complete</p> <p>Ongoing</p> <p>Complete</p>
Systematic measurement and review of what works	<p>Created a committee for measurement and program evaluation</p> <p>Developed a framework for impact assessment of programs moving forward</p>	<p>In progress</p> <p>In progress</p>
Fostering a Consent Culture for Carleton	Continued, and increased the impact of, the Sexual Assault Awareness	Ongoing

	<p>Week and CUrious Campaigns through city-wide and provincial collaborations</p> <p>Collaborated with Campus Safety Services to provide the Enhanced Assess, Acknowledge, Act (EAAA) SV prevention program (2019-2022)</p>	<p>Complete</p>
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Appendix 3: Sexual Violence Prevention and Education Committee (Task Force) Membership

- Noël Badiou (Chair), Associate Vice-President, Equity and Inclusive Communities
- Jeremy Brzozowski, Associate Vice-President, Student Affairs and Student Life
- Laura Storey, Executive Director, Housing and Residence Life
- Kyla Reid, Assistant Director, Research Development, Carleton Office for Research Initiatives and Services
- Dillon Brady, Manager, Student Conduct and Harm Reduction
- Jonathan Malloy, Associate Dean, Research and Graduate, Faculty of Public Affairs
- Bailey Reid, Senior Advisor, Gender and Sexual Violence Prevention and Survivor Support, Equity and Inclusive Communities
- Amal Elmi, Equity Advisor, Education and Services, Equity and Inclusive Communities
- Kristina Epifano, Equity Education and Services Coordinator, Equity and Inclusive Communities
- Evgenia Mamina, Coordinator, Residence Community Development and Student Engagement
- Beau Welter, Sexual Assault / Trauma Counsellor, Health and Counselling Services
- Donna Mailloux, Contract Instructor, Psychology
- Icarpson Joseph, Teaching Assistant, Law and Legal Studies