

Carleton University 2021 Annual Report

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

Presented to the Board of Governors



Department of Equity and Inclusive Communities
May 26, 2022

Executive Summary

Carleton University is in the second year of implementing the campus-wide sexual violence prevention and education strategy entitled, “*Honouring Each Other*,” which provides a three-year blueprint that focuses on sexual violence prevention and education initiatives. The strategy is intended to provide a variety of activities in which every member of Carleton's campus can participate, initiate, or contribute to help make a safer campus for everyone. *Honouring Each Other* is a living document that is reviewed and updated regularly to reflect the best practices and current culture surrounding the prevention and education of sexual violence, as well as the support available for survivors.

Over the past year, the 2021 work plans were implemented, 2 tasks are in the planning phase, 1 task is underway, 5 tasks have been completed, 4 tasks are considered to be in a continuous phase, and 2 tasks are upcoming in the near-to-mid-term (see [Appendix 1](#)).

The strategic goals for 2021 centred on enhancing our intersectional approach to sexual violence trainings, strengthening ties with national sexual violence networks, creating support systems that honour lived experiences, and implementing proactive prevention programming. The highlights of the current workplan include:

- the completion of a 10-week support group for survivors facilitated by The Sexual Assault Support Centre of Ottawa;
- the increased use of the Carleton University Sexual Assault Support Centre Peer Support CHAT line; and
- the completion of a 4-week support group for Black survivors of gender-based violence.

In addition, a Brightspace course covering seven modules on sexual violence prevention was created. We continue to offer a series of 2.0 Sexual Violence Response Trainings to the community, such as Building Consent Culture on Campus and a Bystander Intervention and Community Accountability Training.

Carleton University's Sexual Violence Policy went through an extensive consultation and review process over the 2021-2022 academic year. Throughout the consultation process, any actionable feedback received from the community will be used to contribute to the *Honouring Each Other* strategy.

2021 Update

The uncertainty brought on by COVID-19 throughout 2021 resulted in postponing many of the strategic objectives in *Honouring Each Other*. We have also adapted some of the objectives to continue the education and prevention work. We continued to provide virtual trainings and programming as we prepared for a safe and gradual return to campus. Despite the constraints posed by the pandemic, the Sexual Violence Prevention and Education Committee (SVPEC) was able to expand its educational offerings and survivor-centred programming. A number of new initiatives that were centred on prevention, consent culture, and support were also added to the strategy in order to better meet the community's emerging needs.

Sexual Violence Prevention and Education Steering Committee (SVPEC)

One of the SVPEC's key responsibilities this year was to support the consultation process for the renewal of the Sexual Violence Policy for the 2021-2022 academic year. Numerous actionable items related to sexual violence prevention emerged during this process, which the SVPEC was responsible to integrate into *Honouring Each Other*. The SVPEC also reviewed and supported the prevention strategy and workplans before they were released to the community.

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 a responsive, adaptable, and innovative strategy to build a campus consent culture. The document provides a three-year overview of deliverables, trainings, and programming that was co-created by the campus community.

Every 90 days, the Department of Equity and Inclusive Communities (EIC) reviews the strategy and updates the workplan in collaboration with members of the Sexual Violence Prevention and Education Committee (SVPEC) to reflect the actions needed for the next 90 days of work.

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

2021 Strategic Goals

The strategic goals laid out in *Honouring Each Other* are based on a timeline of approximately three years. The goals for 2021 are organized into five categories:

1. Creating a space for ongoing, responsive education on campus
2. Engaging the campus community to become “Consent Champions”
3. Building individualized, intersectional support systems
4. Systematic measurement and review of what works
5. Fostering a Consent Culture for Carleton

Each strategic goal emphasizes the importance of combining sexual violence prevention and education with innovative survivor support programs. The goals for 2021 included enhancing an intersectional approach to sexual violence trainings, strengthening ties with sexual violence groups across the country such as the Ontario University Sexual Violence Network and Courage to Act, continuing to support programs that reflect the identities and lived experiences of survivors, and more.

Year Two Progress: Building & Creating

The Sexual Violence Prevention and Education Committee's (SVPEC) structure was revised throughout the initial phases of the strategy. We restructured the SVPEC, which also serves as the university's sexual violence task force, into a steering committee with originally three working groups.

Two of the three working groups have been restructured to better reflect the new workplan in light of the strategy revisions and changes. The Public Education and Communities Working Group was formed by merging the Public Education and Training Working Group and the Communications and Communities Working Group. Trainings and awareness efforts, as well as programming, will be the focus of this working group.

As a result, the following is the updated committee structure:

- Measurement Working Group
- Public Education and Communities Working Group

Each working group is co-chaired by a Carleton community member, supported by CU SASC (Carleton University Sexual Assault Support Centre) staff, and is driven by the prevention strategy's objectives as well as the 90-day work plans

Measurement Working Group

The Measurement Working Group embarked on a new task of reviewing promising practices for evaluating sexual violence training programs. They used this knowledge to create learning outcomes and evaluations for the Carleton Consent Collective (C³) in consultation with faculty from the School of Public Policy and Program Evaluation. C³ will be relaunched in the fall of 2022, and we will review training feedback throughout the 2022-2023 academic year.

Public Education and Communities Working Group

This new working group was tasked with creating a communications strategy to effectively communicate the strategy's key objectives. They were also responsible for supporting the planning of our two major public awareness campaigns - #CUriousAbout Campaign in the fall and Sexual Assault Awareness Week in January.

As we look ahead to the upcoming academic year, this working group will support with organizing Fall Orientation events for 2022, Abundant Approaches 2022-23, a monthly speakers series focused on healing, advocacy, and prevention, as well as recruiting student volunteers for Carleton University's Sexual Assault Support Centre's Peer Support Program.

Highlights of the Current Workplan

The current ninety-day workplan highlights the two following areas. The first is an expansion of intersectional support systems for survivors. A 10-week survivor support group was completed with positive community feedback. This program is a continuing collaboration with the Sexual Assault Support Centre of Ottawa, which facilitates the program. The online text and webchat Peer Support Program run by Carleton University's Sexual Assault Support Centre saw a significant increase in usage. The program was adapted in 2021 to provide a chat service in order to reflect the context of the pandemic and to better meet the needs of survivors looking for support.

The second area is the development and evaluation of inclusive prevention programming. Over the course of 2021, The Measurement Working Group created learning outcomes and an evaluation tool for the Carleton Consent Collective (C³) training which is set to relaunch in the Fall of 2022. Plans to launch a Brightspace course on Sexual Violence Prevention & Education for students is also in the works. The course is divided into seven modules that cover topics such as bystander intervention, allyship, supporting survivors, reporting options, and more.

Looking Forward

Looking ahead, the Sexual Violence Prevention and Education Committee (SVPEC) will prepare to transition some key initiatives in the strategy to in-person as we continue to plan for the safe return to campus. As part of the Fall 2022 planning, the SVPEC will continue to recruit members for both working groups on an ongoing basis, as well as implement a robust communication strategy to ensure community members are aware of the strategy and can provide feedback through the online portal.

In advance of the Fall 2022 term, we will release an updated strategy and workplan.

Appendix 1: 2021 Workplan Implementation Update

This Appendix contains the tasks and actions directly outlined in the [Honouring Each Other Workplans for 2021](#). A status column has been added with the following indicators:

- **Planning:** Tasks (e.g., planning, coordination) have been initiated in the current reporting cycle
- **Underway:** Tasks are currently underway and being implemented
- **Complete:** Tasks that have been completed.
- **Continuous:** Tasks are complete, but implementation is an ongoing process with no definitive end date.
- **Upcoming:** Tasks that are planned in the near-to-mid term.

The table below can be summarized as follows:

- 2 tasks are in the planning phase,
- 1 task is underway,
- 5 tasks have been completed,
- 4 tasks are considered in a continuous phase, and
- 2 tasks are upcoming

Task	Actions	Status
Foster spaces for ongoing learning at EIC	Create staff training opportunities Invite new partner organizations and host confidential debriefing after training Adapted Responding to Disclosures of Sexual Violence Training for an online environment	Continuous
Create a communications strategy that effectively communicates Honouring Each Other to the Carleton community.	Provide an outline of community outreach for the next year Promote and raise awareness of the initiatives under the strategy	Underway
No longer accept less than 30-minute time slots in training	Drafted email response for these requests Communicated this change in programming to the community	Complete
Engaging more young men and others on how to engage with people in a consent positive way	Consult with the campus community and broader Ottawa community about what is needed for this project (consultations began in March 2021) Prepare project brief to outline goals and activities Plans underway to launch in October 2022	Planning

<p>“Abundant Approaches: Exploring Inclusive Healing for Sexual Violence” speaker series</p>	<p>Working groups for each session identified panellists</p> <p>Promote and communicate upcoming sessions to frontline service providers</p> <p>Record and track attendance to report back</p>	<p>Complete</p>
<p>Build partnerships beyond campus</p>	<p>Continue to work with community partners to increase cross-sectoral collaboration, raise awareness of community resources, and position Carleton as a leader in ending SV on campus</p>	<p>Continuous</p>
<p>Development and evaluation of inclusive prevention programming</p>	<p>Creation of seven online modules on sexual violence prevention via Brightspace</p>	<p>Planning</p>
<p>Creation of support groups for survivors</p>	<p>Launch monthly support groups (We Heal Together) for Black students in collaboration with Toronto Metropolitan University (formerly Ryerson University)</p>	<p>Complete</p>
<p>CUSASC CHAT - text and web chat program</p>	<p>Train peer support volunteers to work on the webchat program</p> <p>Measure and track text service usage</p>	<p>Continuous</p>
<p>Create learning outcomes and assessment/evaluation of C3 program to launch in Fall 2022</p>	<p>Connected with faculty from the School of Public Policy and Program Evaluation to discuss potential partnership in this project</p> <p>Create a framework to measure knowledge gain and outcomes from community education opportunities</p> <p>Launch measurement framework October 2022</p>	<p>Upcoming</p>
<p>Integration into Fall Orientation</p>	<p>Work closely with SEO to continue work already done in creating consent cultures throughout Fall Orientation Week</p> <p>Build on existing activities for collaboration</p> <p>Continue work through the #CUriousAbout Campaign</p>	<p>Complete</p>

Focus on proactive prevention and consent culture	<p>#HealingNotHarm Speakers Series in partnership with Ryerson University and Wilfrid Laurier University</p> <p>A speaker series focused on the ongoing widespread criminalization and punishment of survivors of gender-based violence.</p>	Complete
Continuing public awareness campaigns like Sexual Assault Awareness Week and the #CUriousAbout Campaign	Lead existing public awareness campaigns to further messaging about consent culture on campus	Continuous

Appendix 2: Sexual Violence Prevention and Education Committee (Task Force) Membership

- Ikram Jama (Chair), Interim Assistant Vice President and University Advisor, Equity and Inclusive Communities (EIC)
- Lisa Ralph, Associate Vice President, Student Affairs
- Laura Storey, Director, Housing and Residence Life
- Kyla Reid, Manager, Research Services and Initiatives, Faculty of Public Affairs
- Dillon Brady, Manager, Student Conduct and Harm Reduction
- Jonathan Malloy, Associate Dean, Research and International
- Amal Elmi, Senior Advisor, Gender and Sexual Violence Prevention and Survivor Support
- Kristina Epifano, Equity Education and Services Coordinator
- Hary Shanmuganathan, Coordinator, Residence Community Development & Student Engagement
- Beau Welter, Counsellor, Sexual Assault and Trauma
- Ridah Khan, Undergraduate Student Representative