

Honouring Each Other: Building Consent Cultures on Campus, Together

2023-24 Annual Report

May 1, 2023 – April 30, 2024

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

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Executive Summary

In response to evolving needs and new initiatives for the upcoming academic years, the Department of Equity and Inclusive Communities (EIC) has updated the *Honouring Each Other: Building Consent Cultures on Campus, Together* strategy for the 2023-2026 period.

This update ensures that our sexual violence prevention programming and education remain intersectional, innovative, and inclusive, while optimizing the use of our limited resources. Key revisions, developed in collaboration with the Sexual Violence Prevention and Education Committee (SVPEC), include the:

- Discontinuation of the Enhanced Assess, Acknowledge, Act (EAAA) Sexual Assault Resistance program;
- Reduction of SVPEC meeting frequency from monthly to quarterly;
- Ending the Carleton University Sexual Assault Support Centre (CUSASC) Chat peer support program, replaced with a new peer-led consent education program; and the
- Discontinuation of Sexual Violence Prevention subcommittees/working group.

These adjustments have enabled us to better leverage the time and efforts of volunteers, committee members, and partners. In the first year of implementing the updated strategy, EIC's CUSASC introduced several strategic priorities, including the Consent Peer Educator Program, expanded city-wide partnerships, and the implementation of successful university-wide campaigns.

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

As part of the review of the Sexual Violence Policy in 2019, *Honouring Each Other: Building Consent Cultures on Campus, Together* 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, 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.

2023-24 Update

We observed a shift from hybrid programming in 2023-2024 toward in-person programming. We were able to adjust and implement the strategic objectives we had initially outlined in *Honouring Each Other: Building Consent Cultures on Campus, Together* as the community was eager to be back in person. In order to create new preventative activities that would be innovative, relevant, efficient, and inclusive, we evaluated the existing prevention programs this year and collaborated alongside students and campus partners.

2023-24 Strategic Goals

Our 2023-2024 strategic goals included:

- Create a peer-education program for continually responsive and innovative public education programming;
- Create learning outcomes and assessments in collaboration with evaluation professionals; and
- Create new prevention programming to engage with newly entering community members and discontinue out of date programming.

We also continued much of the work that began in the first iteration of *Honouring Each Other: Building Consent Cultures on Campus, Together* such as cross-city and cross-provincial collaborations, including #IBelieveYou Day and the *We Deserve Healing Not Harm* speaker series events, as well as partnerships with the local Sexual Assault Support Centre of Ottawa.

Year One Progress: Adapt and Refocus

Sexual Violence Prevention and Education Steering Committee (SVPEC)

Throughout the academic year, one of the SPVEC's priorities was to continue expanding the committee by representing the perspectives and expertise of the wider campus community. The committee had worked diligently the previous year to recruit additional faculty and student union leaders, and it is now looking to extend its membership to include more staff and student representatives. The SVPEC is also responsible for updating the most recent iteration of the prevention strategy and approving the 90-day work plans before releasing them to the community.

Support Initiatives

De-Stress and Journal, A Creative Writing Workshop

In Spring of 2023, EIC's CUSASC hosted a journaling workshop series led by illustrator and writer, Hana Shafi. Hana led students through various creative writing exercises and journaling prompts which was therapeutic and educational. Carleton students became more comfortable with journaling and learned to use it as a tool to cope and relieve stress.

Your Good Body, You're Good Body: An Embodiment Workshop Series

EIC's CUSASC organized an embodiment workshop as part of an annual series called *Your Good Body, You're Good Body*. The session was 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 session involved students learning to connect with their bodies through gentle movement, reflection and discussion.

We Deserve Healing Not Harm Speakers Series

CUSASC co-hosted a speakers series called *We Deserve Healing Not Harm* in partnership with Wilfrid Laurier University's Consent is Golden and Toronto Metropolitan University's Consent Comes First Office. The series focuses on building collective action in response to sexual violence and has been an ongoing success over the years, with hundreds of participants attending. The past years' webinars have focused on community accountability, toxic masculinity, and developing greater skills to respond to the needs of survivors.

Support Groups for Survivors of Sexual Violence

After four years of virtual support groups, EIC's CUSASC organized in-person peer support groups for survivors of sexual violence facilitated by the Sexual Assault Support Centre of Ottawa. We ran closed groups during both the fall and winter semester for eight weeks and reached capacity at 20 students who signed up each term. This group was a safe space for survivors to listen, learn and share with one another regardless of where each member is at in their healing journey.

Public Education Initiatives

#CUriousAbout Campaign 2023

The 2023 #CUriousAbout campaign was very successful, with 12 featured events throughout the first six weeks of the Fall semester. The initiatives included training programs, public awareness and education events, and programming for new and returning students. Many of these events also featured community or provincial partnerships, such as #WeBelieveYou Day, in which universities and colleges across Ontario took part. Some of the highlighted events included an Instagram Live Q&A around Reproductive Rights, Consent Trivia, and a craft and board game night in our new space to ensure students know where to find our office.

Sexual Assault Awareness Week 2024

Along with campus and community partners, EIC hosted seven events, activities and workshops for Sexual Assault Awareness Week. The lineup of events included a collaboration with the Student Experience Office and Campus Safety Services entitled, "Expressions of Survivors and Allies Art Exhibit," a week-long art exhibition capturing the themes of strength, resilience and community of art created by survivors. A Queer Survivors Panel was also hosted, which focused on student voices navigating sexual violence while identifying as a member of the 2SLGBTQIA+ community. Other activities included an art affirmation workshop and a self-care day with the CUSA's Gender and Sexuality Resource Centre.

Consent Educator Program

EIC's CUSASC employed four students to develop innovative programming and education for the campus community. Throughout the academic year, the students successfully organized a number of educational events and campaigns, with an emphasis on consent education, bystander intervention, and survivor support. Consent educators used social media to raise awareness about sexual violence prevention and foster a consent culture. They launched online campaigns for Halloween to promote safe night life and harm reduction. During the exam period, they created resources that promoted self-care, boundary-setting, and supporting each other.

While supporting our annual campaigns, they also led new initiatives, such as a CUSASC book club, a self-love zine-making workshop, supportive study sessions, and an International Women's Day movie night.

Looking Forward

EIC has updated the *Honouring Each Other: Building Consent Cultures on Campus, Together* document to reflect new initiatives for the years 2023 to 2026.

Looking ahead to the 2024-2025 academic year, EIC's CUSASC intends to expand on the foundation provided by the most recent updates to *Honouring Each Other: Building Consent Cultures on Campus, Together*. With a focus on momentum and capacity-building for the second year of the updated strategy, several strategic priorities will be implemented, including a rebrand of our Curious Campaign, continuing to expand our services to match the intersectional needs of survivors, strengthening our provincial and citywide collaborations, and launching critical university-wide programs that foster a culture of consent.

These strategic goals will be supported by an expanded Sexual Violence Prevention and Education Committee, now meeting quarterly to more effectively coordinate and execute our initiatives. Through these efforts, we aim to advance our commitment to creating a safe and inclusive campus environment for all.

Appendix A: 2023-24 Workplan Implementation Update

Task	Actions	Status
Formalized training with new CU community members	Developed an online learning module in partnership with EIC for Brightspace	In Progress
Create a peer-education program for continually responsive and innovative public education program	Hired four consent peer educators to create relative and innovative programming and sexual violence prevention education	Complete
Create new prevention programming to engage with newly entering community members and discontinue out of date programming	Ended the EAAA program and worked with campus partners and new peer educators to develop a new prevention program, intended to be inclusive of all gender expressions and identities	Complete
Create learning outcomes and assessment in collaboration with evaluation professionals	Worked with an external evaluator to create two education evaluation tools for EIC's CUSASC: a pre-learning assessment and a post-training evaluation	Complete
Continue community partnerships beyond campus	Continue to work with community partners to increase cross-sectoral collaboration, raise awareness of community resources, and collaborate with other post-secondary institutions to host online programming such as the We Deserve Healing Not Harm keynote series	Ongoing

Appendix B: Three-Year Workplan Implementation Outcomes

Strategic Goal	Actions	Status
Creating a space for ongoing, responsive education on campus	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)	Complete
	Create a Brightspace module on consent and the Sexual Violence Policy for new students (in progress)	In Progress
	Create a peer-education program for continually responsive and innovative public education programming and discontinue out of date programming	Complete
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
	Collaborated with the Women’s Events Network for the Clothesline Project as part of Sexual Assault Awareness Month, Take Back the Night, and the Dec. 6 Vigil to build connections with the broader Ottawa community	Ongoing
	Collaborated provincially for #WeBelieveYou Day with post-secondary institutions across Ontario	Ongoing
	Partnership with Toronto Metropolitan University and Wilfrid Laurier University on the “We Deserve Healing Not Harm” series to address systems that criminalize and harm survivors (2023-2024)	Complete
Building individualized, intersectional support systems	Collaborated with Sexual Assault Support Centre of Ottawa for an eight-week peer support group for survivors during both fall and winter semesters	Complete
Systematic measurement and review of what works	Worked with an external evaluator to create two education evaluation tools for EIC’s CUSASC: a pre-learning assessment and a post-training evaluation	Complete
Fostering a Consent Culture for Carleton	Continued and increased the impact of Sexual Assault Awareness Week and CUrious Campaigns through campus and community collaborations	Ongoing
	Rebrand the Curious Campaign to Consent Awareness Week 2024 to strategically align with post-secondary institutions across Canada	In Progress
	Work closely with the Student Experience Office to continue training for orientation leaders and volunteers and support with consent messaging throughout fall orientation week	In Progress

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

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

- Noël Badiou (Chair), Associate Vice-President, Equity and Inclusive Communities
- Dillon Brady, Manager, Student Conduct and Harm Reduction
- Jeremy Brzozowski, Associate Vice-President, Student Affairs and Student Life
- Amal Elmi, Equity Advisor, Education and Services, Equity and Inclusive Communities
- Kristina Epifano, Equity Education and Services Coordinator, Equity and Inclusive Communities
- Donna Mailloux, Contract Instructor, Psychology
- Evgenia Mamina, Coordinator, Residence Community Development and Student Engagement
- Bailey Reid, Senior Advisor, Gender and Sexual Violence Prevention and Survivor Support, Equity and Inclusive Communities
- Kyla Reid, Assistant Director, Research Development, Carleton Office for Research Initiatives and Services
- Beau Welter, Sexual Assault / Trauma Counsellor, Health and Counselling Services
- Member from the Carleton Academic Student Government
- Member from the Carleton University Students' Association
- Member from the Graduate Students' Association