

## *Honouring Each Other: April-June 2023 Workplan*

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### **Important update on Honouring Each Other**

*Honouring Each Other: Building consent cultures on campus, together*, has been updated to reflect 2023-2026. After careful consideration about the CUSASC's various programs' effectiveness and efficiency, we have made a number of updates to the overall structure of the work and programs offered.

In assessing and analyzing the current support programming, we must ensure that CUSASC continues to use its limited resources in the most effective and efficient manner in order 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.

In this regard, the following programming changes, in consultation with the SVPEC, will be implemented in this next cycle in order to best meet the community's needs:

- End the Enhanced Assess, Acknowledge, Act (EAAA) program
- Have the SVPEC meet quarterly rather than monthly
- End the CU SASC Chat program/peer support program as there are a number of peer support programs within student centres and we don't want to duplicate them
- End the SV Prevention subcommittees/working groups as this structure no longer as functional in the post-pandemic campus
- Replace the peer support and subcommittees with peer educators (program to be developed)

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### Proposed RACI Matrix<sup>1</sup> for Year One of Honouring Each Other

The following chart outlines the “Year One: Develop and Pilot Goals” for *Honouring Each Other Strategy*. It outlines which working group is responsible for a project or task and timelines for completion. It should be noted that this work was disrupted by COVID-19 and after a workplan review from January-March we re-launched the workplan in April 2021 .

| Task   | Timeline                             | Due  | Responsible                          | 90 Day Actions   |
|--|--------------------------------------|--|--------------------------------------|--|
| Foster hybrid spaces for ongoing learning at Department of Equity and Inclusive Communities (EIC)      | Ongoing                              | N/A (work is ongoing)  | CUSASC/EIC in partnership with OVPSE | <ul style="list-style-type: none"> <li>Continue to offer two SV Response and Prevention trainings through the Student Support Certificate program</li> </ul> |
| Create a peer-education program for continually responsive and innovative public education programming | April 2023-March 2024 for pilot year | Develop program: June 2023<br><br>Recruit for program: October 2023<br><br>Training for peer educators: October 2023<br><br>Launch initiatives: November 2023-March 2024 | CUSASC                               | <ul style="list-style-type: none"> <li>Develop and outline program</li> </ul>  |

<sup>1</sup> <https://www.cio.com/article/2395825/project-management-how-to-design-a-successful-raci-project-plan.html>

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|   |   |   |                 |   |
|---|---|---|-----------------|---|
| Create new prevention programming to engage with newly entering community members and discontinue out of date programming | End EAAA: March 31, 2023<br>April 2023-March 2024 | Develop program:<br>April-June 2023   | CUSASC with CSS | <ul style="list-style-type: none"> <li>• End EAAA Programming</li> <li>• Work with campus partners to develop a new prevention program, intended to be inclusive of all gender expressions and identities</li> </ul>  |
| Continue community partnerships beyond campus   | Ongoing   | Ongoing   | CUSASC          | <ul style="list-style-type: none"> <li>• Work with other PSIs on collaborations like “We Deserve Healing Not Harm,” keynote speakers, and other online events</li> </ul>  |
| Integrate the calls to action from Kinàmàgawin Report and the EDI Action Plan into prevention programming                 | Ongoing   | Review EDI Action Plan for alignment with CTAG Calls to Action: May 2023<br><br>Review Kinàmàgawin: June 2023<br><br>Updates to 90 Day Workplan for alignment: June/July 2023 | EIC/CUSASC      | <ul style="list-style-type: none"> <li>• Ensure the CUSASC programming is reflective of the university’s overall goals towards inclusion, equity, and decolonization</li> <li>• Review calls to action for key actions the CUSASC can take to meet the goals (i.e. Calls to Action 7 and 8 in Kinàmàgawin: ensuring that Indigenous survivors can access culturally safe and relevant supports on campus, as well as justice outcomes that are culturally relevant.)</li> </ul> |
| Promote that support services are inclusive of diverse genders and sexualities  | Ongoing   | Ongoing, with dates listed above as guides  | CUSASC/CTAG     | <ul style="list-style-type: none"> <li>• Listening to representative stakeholder groups to build services they need (i.e. CTAG Calls to Action)</li> </ul>  |



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|  |                   |                                      |                   |   |
|--|-------------------|--------------------------------------|-------------------|---|
|  |                   |                                      |                   | <ul style="list-style-type: none"> <li>• Seek outside expertise when necessary to help create services</li> </ul>   |
| CUSASC CHAT - text and web chat program  | Ending April 2023 | April 2023                           | CUSASC            | <ul style="list-style-type: none"> <li>• Discontinue contract with Resource Connect and provide referrals to peer support through CUSA Service Centres, GSA, and community-based support</li> </ul> |
| Create learning outcomes and assessment in collaboration with evaluation professionals     | Ongoing           | Initial research design in June 2023 | CUSASC with SVPEC | <ul style="list-style-type: none"> <li>• Initial research design exploration</li> </ul>   |
| Continuing public awareness campaigns: #CUrious2023 and Sexual Assault Awareness Week 2024 | Ongoing           | June 2023                            | CUSASC            | <ul style="list-style-type: none"> <li>• Begin planning for #CUrious 2023</li> </ul>  |



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### Honouring Each Other 30/60/90: October-December 2022

The following chart provides an outline of the next 90 days of implementation of *Honouring Each Other*.

| Phase   | Timeline          | Action  |
|---|-------------------|---|
| <b>Development and Visioning</b><br> | Days 1-30 (April) | Development and Visioning <ul style="list-style-type: none"> <li>• End EAAA and CUSASC Chat Lines</li> <li>• Develop initial frameworks for new prevention program and new peer educator program</li> </ul>   |
|   |                   | Review of financial resources <ul style="list-style-type: none"> <li>• Review budgets and timelines from Campus Safety grants for new fiscal year</li> <li>• Outline budget for each project</li> <li>• Allocate resources for the work over the academic year</li> </ul> |
| <b>Review and Updating</b><br>      | Days 30-60 (May)  | Continuation of strategic actions <ul style="list-style-type: none"> <li>• Continue community collaborations with others PSIs and community organizations</li> <li>• Continue trainings under the Student Support Certificate</li> </ul>                                  |
|   |                   | Begin analytic review <ul style="list-style-type: none"> <li>• Review EDI Action Plan for strategic alignment actions</li> </ul>  |

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|---|----------------------|--|
| <b>Iteration</b><br>   | Days 60-90 (June)    | <b>Community Update</b> <ul style="list-style-type: none"> <li>Prepare next 90 Day Workplan</li> </ul>   |
|   |                      | <b>Collective Actions</b> <ul style="list-style-type: none"> <li>Begin final outline for new prevention and education programming</li> <li>Begin outline for research design for programming evaluation</li> <li>Begin planning for #CUrious 2023</li> </ul> |
|   |                      | <b>Complete analytic review</b> <ul style="list-style-type: none"> <li>Review Kinàmàgawin for strategic alignment actions</li> </ul>   |
| <b>Reflecting</b><br> | Days 90+ (Fall 2023) | <b>Review</b> <ul style="list-style-type: none"> <li>Review project achievements and update community</li> <li>Update task list</li> <li>Update 30/60/90 for next phase of work</li> </ul>   |
|   |                      | <b>Financial review</b> <ul style="list-style-type: none"> <li>Check in on budget items for 2023-24 fiscal year</li> </ul>   |