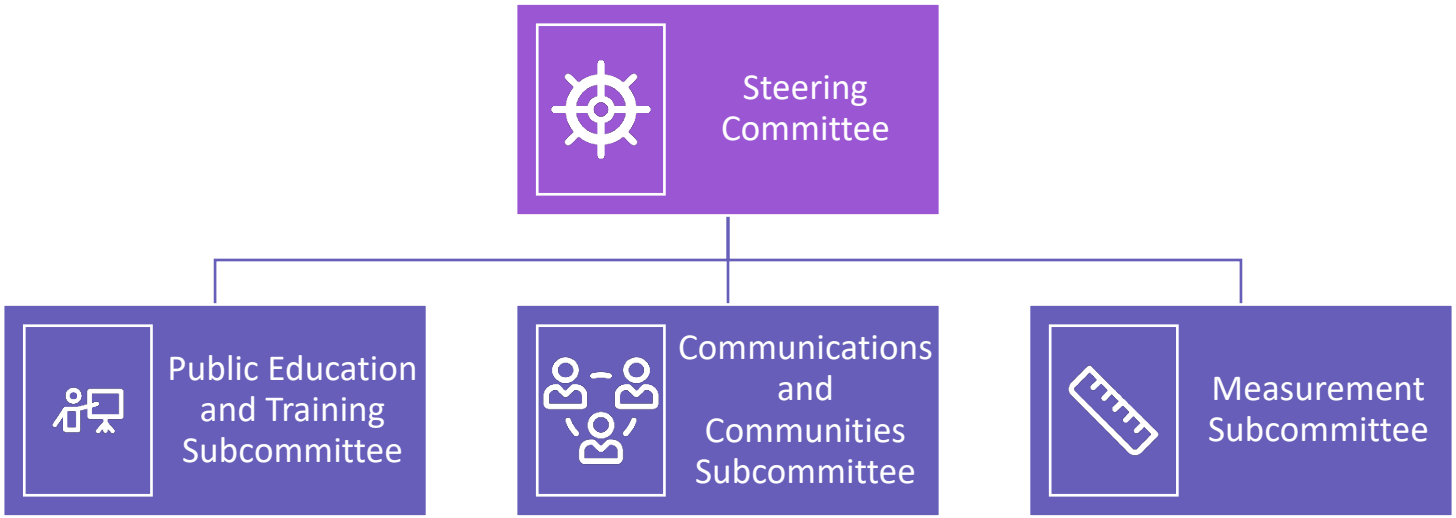
Honouring Each Other: May-July 2020 Workplan

Proposed Sexual Violence Prevention and Education Committee Structure

The following chart outlines a new structure for what was formerly the SVPEC. We have recruited for membership of each committee and they will meet in May 2020 virtually.



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Proposed RACI Matrix for Year One of *Honouring Each Other*

The following chart outlines the "Year One: Develop and Pilot Goals" for *Honouring Each Other*. This outlines which subcommittee is responsible for the project or task and when the action is expected to be completed. It should be noted that this work was disrupted by COVID-19 and we have reviewed the January-March workplan over the month of April, and have re-started the work to proceed beginning in May 2020.

Task	Timeline	Due	Responsible	Actions

Foster spaces for ongoing learning at EIC	Ongoing	January 2020 (and work is ongoing)	EIC/SVPEC Steering Committee	• EIC to announce new trainings for Carleton community that reflect the strategy's key values:
				  ○ Creativity in training
				  ○ Accessibility & Intersectionality
				  ○ Resource management regarding training
				  ○ Consent culture
				  ○ Community Connections
				  ○ Measurement
				• Promote and advertising educational opportunities through the department

Create a communications strategy that effectively communicates *Honouring Each Other* to the Carleton community.	May 2020	August 2020	Communications and Community	• Provide an outline of community outreach for the next year • Promote and raise awareness of the initiatives under the strategy

No longer accept less than 30 minute time slots in training	Ongoing	January 2020	Communications and Community	• Draft email response for these requests • Communicate this change in programming to the community
Engaging more young men and others on how to engage people in a consent positive way	Project TBD- beginning August 2020	August 2021	Public Education and Training	• Consult with campus community about what is needed for this project • Prepare project brief to outline goals and activities • Launch project in August 2020
Training campus bar staff	Project: Good Night Out model August/September 2020	December 2020 (tentative based on social distancing protocols)	Public Education and Training in partnership with Student Affairs department	• Collaborate with local project "Project Soundcheck" for training • Recruit and train volunteers in September 2020 • Be ready for action by Winter 2021 semester

Build partnership beyond campus	Ongoing	January 2020	SVPEC Steering/EIC	• 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 including:
				  ○ Ottawa Post Secondary Sexual Violence Network
				  ○ Ottawa Coalition to End Violence Against Women

				○ City for All Women Initiative ○ Ottawa Rape Crisis Centre ○ Ottawa Police Service Community Advisory Committee on Gender-Based Violence ○ Courage to Act Alternative Resolutions Community of Practice
Create days and spaces for campus community to come together to collaborate on ending sexual violence	Project TBD- planning to begin in August 2020	January or May 2021	SVPEC Steering/EIC in partnership with Public Education and Training	• Creation of a collaboration day which provides professional development, training, or networking opportunities for campus staff • Potential professional development conference on "Inclusive Healing"
Support diversity in hiring and advocate for increased representation on sexual violence support staff	Ongoing	January 2020	SVPEC Steering/EIC	• Collaboration with EIC and HR to review promising practices for diverse hiring
Intersectional-based needs assessment: Getting survivors' feedback/input: what do they want/need? This includes, but is not limited to:	September 2020	January 2021	Measurement Committee	• Review promising practices for survivor feedback on campus services • Create an environmental scan/map of services available on campus

• BIPOC survivors • Gender-diverse survivors • Survivors with accessibility needs				• Develop criteria for program assessment • Solicit survivor feedback on formal and informal services against established criteria • Report back to steering committee for following year service provision
Peer support out of the Sexual Assault Support Centre and into the community	Ongoing	March 2020	SVPEC Steering/EIC	• Continue campus partnerships which allow us to provide "pop up" peer support spaces • Measure and track peer support usage • Review and revise programming at year end • Provide online/digital peer support and text support programming for survivors
Create learning outcomes and assessment	June/July 2020	October 2020	Measurement in partnership with PE + T and EDC department	• Connect with EDC to discuss potential partnership in this project • Create a framework to measure knowledge gain and outcomes from community education opportunities • Launch measurement framework October 2020

Integration into Fall Orientation*	Ongoing	March 2020	Communications and Community and SEO Department	• Work closely with SEO to continue work already done in creating consent cultures throughout Fall-O week • Build on existing activities for collaboration • Continue work through the #CUrious Campaign • *All work will be dependent on social distancing protocols
Focus on proactive prevention and consent culture	Project TBD-September 2020	September 2021	Communications and Community and PE + T	• Conduct environmental scan of promising practices for consent cultures in other post-secondary institutions • Create and propose special projects as tactics to further consent culture on campus • Utilize findings from survivor feedback to inform these projects
Continuing public awareness education campaigns like Sexual Assault Awareness Week and the #CUrious Campaign	Ongoing	September/October 2020, January 2021	Communications and Community	• Lead existing public awareness campaigns to further messaging about consent culture on campus

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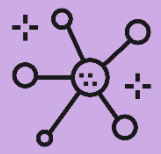
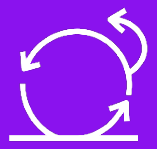
Honouring Each Other 30/60/90: May 2020

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

Phase	Timeline	Action
Connection 	Days 1-30	Creating Connections • Meetings of sub-committees and working groups for *Honouring Each Other* • Continued promotion and consultation on *Honouring Each Other*
Collective Visioning	Days 30-60	Outline of strategic actions • Committees review workplans for individual subcommittees • Hosting visioning meetings to create cohesive plans • Creation of a project calendar
		Review of financial resources • Review budgets and timelines from Campus Safety grants • Outline budget for each project • Allocate resources for the work
Iteration 	Days 60-90	Community Update • Update campus community on work undertaken thus far and what's next
		Collective Actions • Launch project activities • Launch environmental scans • Continue community connections and outreach

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Reflecting	Days 90+	Review • Review project achievements • Update task list • Update 30/60/90 for next phase of work
		Financial review • Review and update project budgets