Honouring Each Other: October-December 2021 Workplan

Important update on Honouring Each Other

Due to COVID-19 and social distancing guidelines, a number of the strategic objectives have been revised and/or deferred in the Campus Prevention Strategy for Sexual Violence. A number of objectives and strategies have been updated so they can be delivered in a virtual format, while some new strategies have been added to the document. In light of these changes, Honouring Each Other: Building consent cultures on campus, together, will be relaunched over a three-year timeline from 2021 to 2024.

In light of the updates made to the strategy, two out of the three working groups have been restructured to better reflect the updated work plan. The Public Education and Training Working Group and the Communications and Communities Working Group have merged to: Public Education and Communities Working Group. This working group will focus on trainings and awareness campaigns as well as programming. You can click the link here to read the description of the merged working group.

Proposed Sexual Violence Prevention and Education Committee Structure

The following chart outlines a new structure for the Sexual Violence Prevention and Education Committee (SVPEC). We have recruited for membership of each committee and they have begun meeting virtually.
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Proposed RACI Matrix\(^1\) 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.

<table>
<thead>
<tr>
<th>Task</th>
<th>Timeline</th>
<th>Due</th>
<th>Responsible</th>
<th>Actions</th>
</tr>
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\(^1\) [https://www.cio.com/article/2395825/project-management-how-to-design-a-successful-raci-project-plan.html](https://www.cio.com/article/2395825/project-management-how-to-design-a-successful-raci-project-plan.html)

30/60/90 workplan last reviewed: November 2021
| Foster spaces for ongoing learning at EIC Launch of C³ | Ongoing | January 2021 (and work is ongoing) | EIC/SVPEC Steering Committee CU SASC, Public Education and Communities Working Group | • 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 |
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<td></td>
<td></td>
<td>March 2022</td>
<td>Public Education and Communities Working Group: Communications Subcommittee</td>
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| Create a communications strategy that effectively communicates *Honouring Each Other* to the Carleton community. | Launch throughout the Sexual Violence Policy Consultations | December 1, 2021 | Public Education and Communities Working Group | • 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 | **Complete** | January 2021 | Public Education and Communities Working Group | • Drafted email response for these requests  
• Communicated this change in programming to the community |
| Engaging more young men and others on how to engage with people in a consent positive way | Introduce a pilot program in collaboration with community-based organizations to host online-facilitated sessions with men on campus. | February 2022 | Public Education and Communities Working Group | • Consult with campus community and broader Ottawa community about what is needed for this project (consultations began March 2021)  
• Prepare project brief to outline goals and activities  
• Plans underway to launch it February 2022 |

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| “Abundant Approaches: Exploring Inclusive Healing for Sexual Violence” speaker series | Complete | Launched March 2021, session dates were: March 2021, April 2021, May 2021, September 2021, October 2021, November 2021 | EIC with external partners: Algonquin College’s Project Lighthouse, and the Ottawa Coalition to End Violence Against Women (OCTEVAW) | • Working groups for each session identified panelists  
• Promote and communicate upcoming sessions to frontline service providers  
• Record and track attendance to report back |
|---|---|---|---|---|
| Build partnerships beyond campus | Ongoing | Began January 2021 | 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:  
  o Ottawa Post Secondary Sexual Violence Network  
  o Ottawa Coalition to End Violence Against Women  
  o Sexual Assault Support Centre of Ottawa  
  o Courage to Act Alternative Resolutions Community of Practice |
| Support diversity in hiring and advocate for increased representation on sexual violence support staff | Ongoing | February 2022 | SVPEC Steering/EIC | • Collaboration with EIC and HR to review promising practices for diverse hiring – **Ikram question – which hiring? EIC hires sexual violence support staff so whom are we connecting with?** |

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| Development and evaluation of inclusive prevention programming | Creation of a research project for Community Prevention Programming | Converted EAAA project into the Community Prevention Project in January 2021 | Measurement Committee with EIC | • Review promising practices sexual violence prevention programs  
• Develop criteria for program assessment  
• Measure and evaluate C³ |
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<td></td>
<td>Creation of seven online modules on sexual violence prevention.</td>
<td>April 2022</td>
<td>EIC</td>
<td></td>
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| Creation of support groups for survivors | Ongoing for academic semesters (Jan-April 2022, October-Nov 2021) | Second year of weekly support groups in partnership with SASC Ottawa will launch January 2022 | SVPEC Steering/EIC | • Currently operating virtually as per COVID-19 Guidelines  
• Measure and track group support programming  
• Review and revise programming at year end |
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<tr>
<td></td>
<td>Weekly workshop series for Black people in collaboration with Ryerson</td>
<td>Complete</td>
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<tr>
<td>We Heal Together (Fall Semester)</td>
<td>Launch monthly support groups for Black students in collaboration with Ryerson University</td>
<td>April 2022</td>
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| We Heal Together (Winter Semester) |  |  |  |  |

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| CUSASC CHAT - text and web chat program | Ongoing | Launched in March 2021 | EIC/SVPEC Steering Committee | • Train peer support volunteers to work on the web chat program  
• Measure and track text service usage |
|----------------------------------------|---------|------------------------|-------------------------------|-------------------------------------------------------------------|
| Create learning outcomes and assessment/evaluation of C³ program to launch in Winter 2022 | December 2021 | August 2023 | Led by CU SASC MSW student, Measurement Committee | • Connected with faculty from the School of Public Policy and Program Evaluation to discuss potential partnership in this project  
• Create a framework to measure knowledge gain and outcomes from community education opportunities  
• Launch measurement framework October 2022 |
| Integration into Fall Orientation* | #CUrious program completed for Fall 2021. | Completed Fall 2021 | Public Education and Communities Working Group and SEO Office | • 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 | September 2021-March 2022 | March 2022 | CU SASC, Public Education and Communities Working Group | • #HealingNotHarm Speakers Series in partnership with Ryerson University, and Sir Wilfred Laurier University  
• Partnership with Ryerson and Laurier University on We Deserve Healing Not Harm. A speaker series focused on the ongoing widespread criminalization and |

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<tr>
<th>Continuing public awareness campaigns like Sexual Assault Awareness Week and the #CUrious Campaign</th>
<th>Ongoing</th>
<th>September/October 2021, January 2022</th>
<th>Public Education and Communities Working Group</th>
<th>Lead existing public awareness campaigns to further messaging about consent culture on campus</th>
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punishment of survivors of gender-based violence.
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Honouring Each Other 30/60/90: June-August 2021

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

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<th>Phase</th>
<th>Timeline</th>
<th>Action</th>
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| Connection     | Days 1-30 (October) | Building Connections  
|                |                | • Promote the October session of Abundant Approaches speaker series (All sessions are now complete)  
|                |                | • Launch CU SASC CHAT text support line  
|                |                | • Promote final events for #CUriousAbout 2021  
|                |                | • Embark on creating online training modules for the community sexual violence prevention project  
|                |                | • Launch workshop series for Black students  
|                |                | • Begin outlining program evaluations with Measurement Working Group |
| Collective Visioning | Days 30-60 (November) | Continuation of strategic actions  
|                |                | • Begin planning for SAAW 2022  
|                |                | • Wrap up of community prevention model research phase  
|                |                | • Continue planning for #HealingNotHarm speakers series  
|                |                | • Finalize communications plan for updated Honouring Each Other strategy  
|                |                | • Finalize edits on sexual violence support services survey  
|                |                | 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 (December) | Community Update  
|                |                | • Update campus community on work undertaken thus far and what’s next |

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| Collective Actions                                      | Review                                                                    |
|---------------------------------------------------------|                                                                         |
| • Share and promote project activities                  | • Review project achievements and update community                       |
| • Prepare for public engagement campaigns for SAW 2022  | • Update task list                                                       |
| • Continue community connections and outreach           | • Update 30/60/90 for next phase of work                                 |

#### Reflecting

- **Days 90+ (Fall 2021)**
  - Review project achievements and update community
  - Update task list
  - Update 30/60/90 for next phase of work

#### Financial review
- Review and update project budgets

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