

Carleton University 2019 Report on Sexual Violence

Presented to the Board of Governors

Prepared by the Department of Equity and Inclusive Communities and the Office of the Vice President (Students and Enrolment): March 12, 2020



Executive Summary

The Board of Governors approved the revised Carleton Sexual Violence Policy for a three-year period on April 25, 2019 after an extensive consultation and review with the Carleton community. The Policy and related legislation requires that an annual report be presented to the Board for information. More than 5,200 members of the community received training in 2019 to increase awareness of the signs and prevention techniques to limit and deal with reports of sexual violence and violence in general. This is in addition to the multiple initiatives that have been developed and delivered across campus with various stakeholders on areas of prevention, advocacy and support. Since January 2019, the third year of the implementation of the Sexual Violence Policy, there have been 130 disclosures seeking support services. Of the 130 disclosures, 6 cases proceeded to a formal investigation process as requested by the respective complainants. Of the 130 total disclosures, 75 are based on incidents that occurred within a year of the disclosure and 55 are considered to be based on historical incidents. Finally, Carleton University has also engaged the Carleton community in creating a campus sexual violence prevention and education strategy entitled, *"Honouring Each Other,"* which provides a three-year blueprint that focuses on prevention and education initiatives. This strategy will be presented to the Board of Governors for information at its March 12, 2020 meeting.

Prevention, Education and Awareness Initiatives

In 2019, Carleton University formed multiple partnerships on campus to provide education and awareness information and initiatives around sexual violence on campus. These partners include:

- Equity and Inclusive Communities (EIC)
- Office of the Vice President (Students and Enrolment) (OVPSE)
- Health and Counselling Services
- Department of Housing and Residence Life
- Educational Development Centre
- Office of Student Affairs
- Student Experience Office (SEO)
- Department of Recreation and Athletics
- Campus Safety Services
- Carleton University Students' Association (CUSA)
- Graduate Students' Association (GSA)

A number of partnerships were also established in the broader Ottawa community that seek to end gender-based violence in our city, including:

- City of Ottawa Women and Gender Equity Strategy Working Group
- City for All Women Initiative
- Ottawa Coalition To End Violence Against Women
- Courage to Act: Can Justice Heal? Community of Practice
- Ontario University Sexual Violence Network
- Ottawa Post-Secondary Sexual Violence Network
- Ottawa Police Community Advisory Committee on Gender Based Violence
- Various media partnerships

Training Statistics

Throughout 2019, the Department of Equity and Inclusive Communities (EIC) provided 97.5 hours of training to 5,236 members of the campus community. This includes every student living in residence, varsity athletes, student safety patrol staff, and new contract faculty members. EIC also provided training to teams external to campus including a sorority, emergency medical students at the University of Ottawa, and Glebe High School.

Training Highlights

Champions for Change

Through the Department of Equity and Inclusive Communities (EIC), a new pilot program, unlike any other at a Canadian university entitled, “Champions for Change,” was introduced in partnership with JR LaRose, CFL Champion and motivational speaker. It was a twelve hour intensive program that took place over three days in the summer and had eleven varsity athletes participate. What makes #Champs4Change different from other sexual violence prevention initiatives is that it flips the script and asks athletes, “What do you need to know about sexual violence and how will you share that information?” The program pulls from design-based thinking methods, expertise from lived experience of the facilitators, and inspires athletes to truly be the co-creators of consent culture in their roles as leaders on campus. Following the pilot program, EIC received the following feedback from our participants:

- 100% reported the program exceeded their expectations
- 100% reported they would refer the program to other athletes
- Seven athlete participants created a public service announcement for a major football game: <https://vimeo.com/362885108/abae5a61fd>
- Six athlete participants signed up to review and co-facilitate sexual violence prevention workshops with their other athlete peers.

Champions for Change was covered in the media by seven local and national news programs.¹

Community Responses to Sexual Violence

The Department of Equity and Inclusive Communities (EIC) developed a new training workshop for 2020 called “Community Responses to Sexual Violence”. This training builds on the training that has been offered regularly to members of the Carleton community beginning in 2017, “Responding to Disclosures of Sexual Violence”, and invites participants to think more deeply about sexual violence, consent culture, and community care. Both workshops are offered as part of the Student Support Certificate in the Office of the Vice-President (Students and Enrolment).

¹ Media List:

CBC Online and Radio One local: <https://www.cbc.ca/news/canada/ottawa/carleton-ravens-athletes-sexual-consent-1.5238274>

1310 News: <https://www.1310news.com/2019/08/07/ottawa-today-august-7-1200-100> (@21:00 min mark)

CTV Morning Live: <https://ottawa.ctvnews.ca/video?clipId=1748865>

CBC Fresh Air: <http://www.cbc.ca/listen/shows/fresh-air/segment/15732062>

Global News: <https://globalnews.ca/news/5865419/sexual-assault-on-campus>

Carleton Newsroom: <https://newsroom.carleton.ca/story/sexual-violence-champions-change>

The Charlatan: <https://charlatan.ca/2019/09/varsity-athletes-tackle-sexual-assault>

Restorative Justice Training

The Department of Equity and Inclusive Communities (EIC) partnered with Turtle Moons to provide members of the Office of Student Affairs and Ottawa University's sexual violence and human rights teams training in restorative practices in a response to sexual violence. This work is part of a broader provincial and federal movement to look at addressing sexual violence through an alternative dispute resolution framework and other informal approaches. EIC looks forward to continuing this work in 2020, as they are part of a federal initiative entitled Courage to Act which will review these promising practices through a Community of Practice model.

Communications

A number of communication initiatives happened in 2019. The Department of Equity and Inclusive Communities (EIC) rebranded their office and created a new website in collaboration with the Department of University Communications. EIC also partnered with Algonquin College's Project Lighthouse to develop a handout entitled, "The Con**Sensual** Sex Guide." With this resource, EIC sought to answer questions and concerns about asking for consent in a positive, inclusive and innovative way. In order to educate Carleton's community about the Sexual Violence Policy and its processes, the Office of the Vice-President (Students and Enrolment) Strategic Initiatives unit in collaboration with the Office of Student Affairs and EIC co-developed a visual aid for understanding the formal reporting process under the Sexual Violence Policy, which fulfills a promise made during the review of the Policy in 2019. This document, along with the Responding to Disclosures Guide, is available upon request.

Information on Carleton's Sexual Violence Policy – including how to disclose an experience of sexual violence (in both an emergency and a non-emergency situation) and how to file a formal complaint – continues to be posted on the Current Student website and in the MyCarleton Portal as a supplement to other ongoing promotions.

#CUrious Campaign 2019

This was the second year of a six-week long September initiative to address the highest risk time for sexual violence on campus. Studies show that the first six to eight weeks of classes are when most post-secondary institutions see a spike in sexual assaults and other forms of gender violence, sometimes referred to as "The Red Zone." #CUrious addresses this by offering an event each week for the first six weeks of classes, beginning at the completion of Fall Orientation. This year, the Department of Equity and Inclusive Communities (EIC) offered eight events, including a workshop entitled "Canna-Consent," about the effects of cannabis on consent. EIC also hosted an Info Fair, a chalk walk, and onsite support during the Panda Game. EIC also partnered with the Ottawa Post-Secondary Sexual Violence Network (Ottawa University, Algonquin College, and La Cite) to host an #IBelieveYou Day on September 18, 2019 which spread provincially and had many universities and colleges participate.

Sexual Assault Awareness Week 2020

Sexual Assault Awareness Week (SAAW) was held from January 27-31, 2020. The week was co-developed in collaboration with over ten different campus stakeholders to create the agenda for SAAW in 2020. There were eight different events hosted throughout the week, including launching a self-care playlist on Spotify, hosting a Vision Board Party for the community, and a keynote event, *Reclaiming Your Voice*, an art-inspired workshop for survivors to heal from trauma.

What Has Been Learned

Over the past year, we learned that survivors of sexual violence are best served with the spaces and programming that focus on care and support. Programs like the safe study spaces, peer support, quiet room, and co-working space all saw increased user access this year. Throughout 2018, Carleton worked hard to create a trauma-informed, supportive, and thoughtful space for our survivors of sexual violence, and in 2019 we saw that work thrive in an important way.

Annual Statistics

Carleton University continues to collect and report on statistics related to sexual violence through six broad categories. These categories are sexual assault, sexual harassment, stalking, indecent exposure, voyeurism, and sexual exploitation.

Based on these categories, and from January-December 2019, there have been 130 disclosures seeking support services. Of the 130 disclosures, 6 cases went to a formal investigation process as requested by the respective complainants. Of the 130 total disclosures, 75 are based on incidents that occurred within a year of the disclosure and 55 were considered to be based on historical incidents. Further, of the 130 disclosures, 56 disclosures involve a respondent who is a member of the Carleton community and 45 incidents took place on campus.

The breakdown of disclosure statistics that based on the six broad categories of sexual violence (not including formal complaints) are as follows:

- 91 cases of sexual assault
- 17 cases of sexual harassment
- 7 cases of stalking
- 1 case of indecent exposure
- 1 case of voyeurism
- 7 cases of sexual exploitation

An additional category was created this year for tracking alternative resolution work. Consent education has been an informal resolution option in the past, and this year we began tracking how many consent educations were offered as part of that process. In 2019, the Department of Equity and Inclusive Communities (EIC) provided 12 sessions for consent education and will continue to track this going forward.

When comparing these statistics to 2018, the numbers are fairly consistent overall. It should be noted that several of these cases are returning clients who continue to receive support for their experience from a previous year and therefore should not be necessarily considered as new cases. A deeper analysis of the numbers is a priority for Carleton University in 2020, as we now have regular and consistent data to base comparisons.

We consider these statistics to demonstrate the continuing efficacy of our outreach efforts on campus. From the number of formal complaints to the number of on-campus disclosures, increases show that the Policy, systems and prevention work we have in place have contributed to growing trust within the community. Specifically, last year, 38 incidents on campus were reported, while this year 45 were reported. Additionally, 68 of disclosed cases were considered recent in 2018 whereas in 2019 we saw 75. Not only do these numbers indicate greater trust in the capacity for institutional response, it also means more members of the community are able to gain timely support.

A comparison table has been provided for reference to show the year over year comparison.

Table 1: Total Disclosures

Measure	2018	2019
Informal disclosures	163	124
Formal reports	5	6
Total:	168	130

Table 2: Disclosure Breakdown

Measure	2018	2019
Recent cases	68	75
Carleton University Respondent	50	56
On campus incidents	38	45
Consent education	N/A	12

We can infer that the work that has been put forward by our various on-campus partners in raising the prevention, education and awareness of sexual violence on campus has had an impact in showing that Carleton is committed to a safe campus where every member of the community is treated with dignity and is supported.

Policy Review Process

After an extensive consultation and review of the Sexual Violence Policy, the revised Policy was approved by the Board of Governors at its meeting on April 25, 2019. The revised Policy incorporated a number of changes based on feedback from the Carleton community in the themes of policy administration, response, and education and continuous improvement.

Honouring Each Other: A blueprint for building consent cultures on campus, together

Many of the feedback items identified in the consultation on the Sexual Violence Policy have been used to develop a campus sexual violence prevention strategy. After consultation with the Carleton community, the Department of Equity and Inclusive Communities (EIC) is proud to announce the creation and launch of this strategy called *Honouring Each Other*. This strategy outlines three years of prevention initiatives that came directly from members of the Carleton community. It is considered a living document that exists online for students, staff, and faculty to interact with and provide suggestions, feedback, and updates for the next three years. EIC has also launched a work plan to put the strategy into place, and looks forward to reporting back on what was achieved during the first year of implementation.