



The Union for Teaching Assistants and Contract Instructors
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Consultation for the Sexual Violence Policy

To Equity Services & the Office of the Vice-President (Students and Enrolment)

Collectively, CUPE 4600 is reviewing the drafted consultation process for the Sexual Violence Policy set forth by Equity services and the Office of the Vice-President of Student and Enrollment (OVPSE). In our capacity as workers, we would like to provide our feedback on aspects of this plan. The Women's Caucus has initiated this process and is working in conjunction with the executive board, the general membership, and the Graduate Student Association to undertake this review. Our union played a role in the creation of the 2016 Sexual Violence Policy (SVP), and it is noted that the SVP refers to but does not supersede the processes set out by our Collective Agreements. We, CUPE 4600, therefore wish to be considered a key stakeholder throughout the consultation, listening, tactical, drafting and fine tuning processes. Specifically, workers should be included as a group within the closed session consultations.

We urge the OVPSE to:

- Maintain transparency throughout this process, and clarify the timeline of the process' phases. Specifically, how initial feedback obtained in the process consultation phase will be integrated into proceeding phases.
- Provide an agenda and discussion items in a reasonable timeframe before each feedback soliciting event.
- Provide an additional two weeks to the process consultation phase, allowing for more complete feedback and sufficient time to solicit community response.
- Provide more precision about the nature of the "action" (feedback vs consultation vs design-thinking workshop).
- Clarify the decision making process through which the designation of an 'actionable tactic' will be determined, and the weight that key stakeholders hold in the process of drafting the Policy on Sexual Violence and Strategy on Sexual Violence Prevention plans.

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