

# BUSU Gender & Sexual Violence Advisory Committee Annual Report 2024/2025

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## Terms of Reference

### Mission Statement

The Gender & Sexual Violence Support and Education Office and the BUSU Advisory Committee work as a review and advisory body. The committee's mission is to apply intersectional approaches to improve GSV-related programming on and off campus.

### Mandate

The committee reviews service delivery and provides feedback on programming and policy.

### Membership and Terms

- Three co-chairs (one from BUSU and 2 student representatives).
- HRE Support Person
- Applications open in September, with members serving up to two consecutive terms (three if exceptional circumstances apply).

## Gender & Sexual Violence Programming and Events

### Fall Term Programming

#### Drop-In:

Located in Thistle 128A, the Peer-to-Peer (P2P) Drop-In space is a peer support service where students can seek support, access educational resources, and receive referrals to both on and off-campus organizations. It provides a trauma-informed,

intersectional, and anti-oppressive environment, staffed by part-time graduate and undergraduate students who are trained to receive disclosures and are knowledgeable about community resources for those impacted by gender and sexual violence. The drop-in space also serves as a welcoming, multipurpose area where students can hang out, enjoy free coffee and tea, play board games, have snacks, study, read, and relax.

Last year, to enhance our resources, we established a GSV (Gender and Sexual Violence) library with books and materials covering topics such as sexual violence, rape culture, gender and sexual diversity, sex positivity, trauma, and healing. We also added a computer station, providing students with a private space to access information or complete personal work in a supportive environment.

In the 2024 Fall term, our P2P Drop-In space was open Monday to Friday from 11:00 am to 2:00 pm. This term, we held 53 drop-in sessions and welcomed 44 students. We received 5 disclosures in drop-ins throughout the year. The P2P Drop-In space continues to be a vital hub for students to connect, decompress, and find support, furthering our commitment to creating a safe, inclusive, and supportive community at Brock University.

## Certificate Series

The aim of the Gender and Sexual Violence Support Workshop series is to raise awareness about intersectional and diverse issues related to sexual violence. These workshops take an intersectional and trauma-informed approach to confronting sexual violence by highlighting different communities' perspectives. Each individual workshop was delivered 1 time this semester. Sessions were a mix of virtual and in-person. We have a total of 10 workshops that cover the following topics:

- Consent and Disclosure
- Grooming
- BIPOC perspectives
- International Perspectives
- Masculinity and Sexual Violence
- Equity, Intersections, and Trauma
- Restorative Justice
- 2SLGBTQIA+ Perspectives
- Anti-Ableism Perspectives
- Self-Care & Self-Regulation

Those who complete 5 workshops over the course of the year will be awarded the Standard Sexual Violence Education and Support Certificate, and, those who complete 10 workshops will be awarded the Advanced Sexual Violence Education and Support Certificate. This term, we had a total of 43 people attend the workshops, with 3 people receiving an advanced certification.

## Weekly Tabling:

GSV has started a weekly tabling initiative to engage the Brock community in meaningful conversations about consent culture. We have also been promoting our P2P drop in space and the times it is running this semester. Over the course of the term, we set up tables by the Thistle Chalkboard, providing information and activities to promote awareness. This term, we had 9 tabling sessions with a total of 109 participants engaging with our tables, where they were able to ask questions and gather resources.

## Tabling for New International Student Welcome Service Fair

On Sunday, September 1<sup>st</sup>, the GSV team tabled at the New International Student Welcome Service Fair. We received approximately 30 visitors to our table; Folks were able to ask questions and pick up resources.

## Residence Consent Training

In collaboration with Brock Housing Services, the HREO developed and facilitated a mandatory consent 101 training for students living in residence. All students were required to attend a 1-hour presentation about consent on Monday, September 2<sup>nd</sup>, 2024, before Welcome Week began. In total, 16 sessions were offered on this day. There were general sessions open to all, and affinity spaces for BIPOC students, students from 2S&LGBTQIA+ communities, disabled students and students who identify as women. Support spaces with trained therapists were also available to students who wanted them.

The 1-hour training covered topics regarding rape culture, comprehensive consent, bystander intervention and how to support survivors of violence. The learning objective was for students to understand how they can contribute to creating a culture of consent having been accustomed to rape culture and normalization of sexual violence.

Make-up sessions, for those who did not attend on September 2<sup>nd</sup>, were offered on September 4<sup>th</sup> and 6<sup>th</sup>. In total, we trained 1951 students.

## Lunch & Learn: Creating a Culture of Consent on Campus

Our Lunch & Learn workshop, "Creating a Culture of Consent on Campus," brought together members of the Brock community for an engaging and informative session. Participants enjoyed lunch while learning about the importance of fostering a consent-based culture, with discussions around gender and sexual violence, bystander intervention, and actionable ways to make a positive impact on campus. The event provided a valuable space for reflection and dialogue, helping to further our collective efforts toward creating a safer and more inclusive environment for everyone. We had a total of 19 participants.

## Consent Crafternoon: Fun & Games Edition

Our "Consent Crafternoon: Fun and Games Edition" was a huge success! Attendees had a blast painting tote bags and t-shirts, working on diamond art, and engaging in other fun crafts. The healthy relationship Jenga and consent memory games sparked meaningful conversations, while board games kept everyone entertained. In total, we had 18 participants join us for a fun and educational afternoon, complete with pizza and drinks. It was a great way to build community and promote consent culture on campus!

## Consent Week Tabling

Our Consent Week tabling initiative was a great success, engaging the Brock community in meaningful conversations about consent culture. Over the course of the week, we set up tables on Monday by the Thistle Chalkboard and on Thursday in the MCA Hallway, providing information and activities to promote awareness. We had a total of **113** participants engage with our tables, where they were able to ask questions, gather resources, and participate in a consent-themed game. Additionally, community members had the opportunity to enter the Consent Week Draw for one of three \$50 Amazon gift cards by attending any of the Consent Week events.

## Student Life & Success (SLS) Training

On Monday, September 23<sup>rd</sup> the GSV team completed a training session with 14 staff from Student Life and Success. Topics included GSV and the Red Zone, Consent, and how to receive a disclosure of GSV.

## Take Back the Night

On September 19, 2024, the GSV team participated in the annual *Take Back the Night* event organized by the Niagara Regional Sexual Assault Centre. The event began at 6:30 p.m. with four speakers, two of whom shared their personal stories of sexual assault, emphasizing the need for systemic change and support for survivors. Following the speeches, participants took part in a powerful march through the downtown area, chanting and advocating for an end to sexual violence. Our team set up a table at 6:00 p.m., providing a variety of SWAG items and resources about our services. Throughout the evening, we engaged with a total of 24 Brock students and community members, discussing topics such as consent, disclosure support, and available resources.

Tabled at the following events:

- "Shaken not Stirred" (SWAC event)
- "Colour your Calm" (BUSU event)
- "Sex Talks" in Residence (Housing Services event)
- "Sex Talks" (SWAC event)

## Healing Through Pride: Art Therapy Session

GSV staff hosted a *Healing Through Pride*, a trauma-informed art therapy session created specifically for 2SLGBTQIA+ individuals and allies to explore and express their experiences with gender-based violence and healing through the power of visual art. This session offered a safe and supportive environment to process emotions, foster resilience, and celebrate personal growth.

## Survivor Support Group

GSV partnered with HRE's Intake and Support Counsellor to start a weekly survivor support group. This group was designed to be a safe space for survivors to engage with each other and find support in the Brock community. There was a presentation made that helps with conversation and talking about trauma and healing strategies. Located in Thistle 128A (P2P Drop in Space) and ran on Wednesdays from 11 am–1 pm this semester.

## Art of Survival

GSV staff hosted Art of Survival, a trauma-informed art therapy session created specifically for survivors to explore and express their experiences with gender-based violence and healing through the power of visual art. This session offers a safe and supportive environment to process emotions, foster resilience, and celebrate personal growth.

## Know Your Rights Workshop

This session empowered students with essential knowledge about their rights under Ontario law and Brock University's policies regarding gender-based violence (GBV) and sexual violence. It covered key definitions, legal protections, and reporting options, while highlighting campus and community resources available to support survivors. Attendees learned about consent laws, disclosure versus reporting, confidentiality, and accommodations, as well as practical steps to access help or support others. This event aimed to equip participants with the tools to understand protections, seek resources, and take informed action toward safety and recovery.

## Pathways to Access

We held an event called "Pathways to Access", where we invited other organizations to table. While tabling, we were able to give access to resources at Brock and in the community to those who attended. We had good conversations with some of the attendees regarding the importance of community connections and accessibility of GSV resources

## December 6<sup>th</sup> Memorial

We held a memorial event at the Faith and Life Centre to remember the 14 women who were murdered due to their gender. We spoke about the 14 women and empowered those who attended to stand up and make a change, as gender-based

violence is still occurring on campus. Taylor Court spoke about the 14 women, Brock President Lesley Rigg also spoke, as well as Poet Nadine Williams. We received a lot of good feedback on how the event went.

## Winter Term Programming

In the Winter term of the 2024-2025 academic year, our P2P Drop-In space was open Monday to Friday from 11:00 am to 3:00 pm. This term, we held 53 drop-in sessions and welcomed 102 students. The P2P Drop-In space continues to be a vital hub for students to connect, decompress, and find support, furthering our commitment to creating a safe, inclusive, and supportive community at Brock University.

## Weekly Tabling

Each week, our team hosts tabling sessions in the Gender & Sexual Violence (GSV) office to increase outreach and engagement on campus. These sessions provide an opportunity for students to learn about our supports and services, ask questions, and connect with our team in an accessible, informal setting. By maintaining a regular presence, we strengthen awareness of gender and sexual violence resources, promote our educational initiatives, and create a welcoming space for students to engage with our work. This ongoing outreach helps ensure that more students know where to turn for support and information. This term, we held 12 tabling sessions and connected with 308 community members.

## GSV Certificate Series

The Gender & Sexual Violence (GSV) Certificate Series provides students with in-depth learning opportunities on gender-based and sexual violence through interactive workshops. Participants can earn a **Standard Certificate** by completing five workshops or an **Advanced Certificate** by completing ten. The series covers a range of topics, including consent and disclosure, anti-ableism, BIPOC and 2S & LGBTQIA+ perspectives, masculinity, restorative justice, and trauma-informed self-care. By engaging with these workshops, students develop a deeper understanding of gender and sexual violence and gain the skills to support survivors and foster a culture of consent on campus. This term, we held 11 workshops and had 85 participants. We had 5 people complete the Advanced GSV Certificate and 10 people complete the Standard GSV Certificate.

## Residence Consent Training

In collaboration with Brock Housing Services, the HREO developed and facilitated a mandatory consent 101 training for students living in residence. All students were required to attend a 1-hour presentation about consent. In total, 4 sessions were offered over two weeks in January 2025. Trained staff were also available to students who wanted support.

The 1-hour training covered topics regarding rape culture, comprehensive consent, bystander intervention and how to support survivors of violence. The learning objective was for students to understand how they can contribute to creating a culture of consent having been accustomed to rape culture and normalization of sexual violence. Total number of participants: 38.

### Tabling at Sexy Bingo

BUSU held an event called Sexy Bingo where they had a Drag Queen come in and be the host for Bingo. Students took condoms, cup condoms and stickers. Total number of participants: 31.

### Tabling at Pow Wow

BUSU held an event called Sexy Bingo where they had a Drag Queen come in and be the host for Bingo. Students took condoms, cup condoms and stickers. Total number of participants: 202.

### Lunch & Learn: Bystander Intervention

Our Lunch & Learn workshop, "Bystander Intervention," brought together members of the Brock community for an engaging and informative session. Participants enjoyed lunch while learning about the importance of fostering a consent-based culture, with discussions around gender and sexual violence, bystander intervention, and actionable ways to make a positive impact on campus. The event provided a valuable space for reflection and dialogue, helping to further our collective efforts toward creating a safer and more inclusive environment for everyone. Total number of participants: 13.

### Dinner & Discuss: Women Empowerment

During the Women Empowerment Dinner event, Brock Students were invited to discuss prompts on self care and women's empowerment. The goal was to create a community of women and allies to help support each other. Total number of participants: 12.

## Tabling at SWAC Wellness Fair

P2P support partnered with SWAC for their Wellness Fair. The Brock Community was encouraged to go around to all the tables to learn about resources and get free items. We had a table where we promoted our resources and gave out cup condoms, chapsticks, candy, and condoms. Total number of participants: 65.

## Queering Consent Workshop

Participants enjoyed Timbits while learning about the importance of fostering a consent-based culture, with discussions around gender and sexual violence, and the importance of training being intersectional with the 2SLGBTQ+ community. The event provided a valuable space for reflection and dialogue, helping to further our collective efforts toward creating a safer and more inclusive environment for everyone. Total number of participants: 1.

## Training for Brock Recreation Managers

On this day, the GSV team met with 11 Brock staff working as Brock Recreation Managers and facilitated training about consent and how to receive a disclosure through our B.E.S.T. practice. Total number of participants: 11.

## Training for Brock Pool Employees

On this day, the GSV team met with 65 student staff working as lifeguards/pool staff for the Brock Pool and facilitated training about consent, pool culture, and how to receive a disclosure through our B.E.S.T. practice. Total number of participants: 65.

## Training for Brock's Fraternity Members

On this day, the GSV team met with 14 members of Brock's Fraternity. GSV Team facilitated training about consent, culture, how to receive a disclosure through our B.E.S.T. practice, BIPOC perspectives, 2SLGBTQ+ perspective and trauma. Total number of participants: 14.

## Training for Brock's People and Culture

On this day, the GSV and SJC teams met with 35 members of Brock's People and Culture team. The team facilitated training about gender diversity, sexual diversity and the trans inclusion guide. Total number of participants: 35.

## Sugar, Spice and Relationship Advice

GSV staff hosted a health, relationships and boundaries workshop and cookie decorating activity. The presentation consisted of educating participants on consent and boundaries prior to Valentine's Day. It focused on red flags/green flags and how to set boundaries in relationships. Total number of participants: 5.

## Law Plus Presentation

On this day, the GSV team met with 29 students enrolled in the Law Plus program at Brock. GSV Team facilitated training about Trauma, Intersectionality and Restorative Justice Practices. Total number of participants: 29.

## Presentation for WGST 1F90

On this day the GSV team met with 55 students enrolled in Dr Lovepreet Kaur's Women's Studies class at Brock. We facilitated a workshop about 2SLGBTQ+ perspective on GSV and Intersectional Feminism. Total number of participants: 55.

## BIPOC Wellness Fair

The GSV Team put on a BIPOC Wellness Fair in collaboration with multiple clubs/ departments around campus. The Brock Community was encouraged to visit each table to learn about resources and get free items. We had stamp cards, where if students interacted with so many tables, they received a Jamaican Paddy. In addition, there was a table where we promoted our resources and gave out cup condoms, chapsticks, candy, and condoms. Total number of participants: 108.

## Black Love Letters and Queer Love Letters

The GSV team put on two events on Valentine's Day, which allowed students to come together and write Love letters to themselves, loved ones, the community or to survivors. Total number of participants: 8.

## Empower Hour

The GSV Team decided to do a Survivor drop-in event to see whether survivors are interested in participating in a weekly survivor support group. This event was designed to be a safe space for survivors to engage with each other and find support in the Brock community. There was food and wellness activities to make it more of a casual setting. Total number of participants: 6.

## Chai & Chat

The GSV team held a South-Asian inspired self-care and wellness event that included a free drop-in to grab some cultural snacks, participate in wellness activities, and create community. Total number of participants: 38.

## Tabling at Red Dress Day

P2P supported Hadiya'dagénhahs for their Red Dress Day Event. The Brock Community listened to the Panel of Indigenous Survivors and community advocates. We supported individuals who may have felt triggered by the conversation. We had a table where we promoted our resources and gave out cup condoms, chapsticks, candy, and condoms. Total number of participants: 30.

## Tabling at Ability and Empowerment Day

P2P were present for Ability and Empowerment Day hosted by HRE and the Anti-Ableism and Mental Health Committee. High school students living with disabilities were invited to see Brock University and the resources that would be available to them. We had a table where we promoted our resources and gave out cup condoms, chapsticks, candy, and condoms. Total number of participants: 8.

## Tabling at Yes Yes Yes

The GSV team were present for Yes Yes Yes play hosted by the First Ontario Performing Arts Centre. Brock Students, high school students, and members from the Niagara community were invited to see a play that displayed Sexual Violence and Consent. We helped promote the play through social media and held a raffle to win tickets. We were there to support individuals who may have felt triggered by the play. We had a table where we promoted our resources and gave out cup condoms, chapsticks, candy, and condoms. Total number of participants: 25.

## Med Plus Presentation: Part 1

On this day, the GSV team met with students enrolled in the MedPlus program at Brock. They facilitated training about Trauma, Intersectionality and Equity. Total number of participants: 29.

## Med Plus Presentation: Part 2

On this day, the GSV team met with 29 students enrolled in the MedPlus program at Brock. GSV Team facilitated training about Grooming, Human Trafficking and Trauma. Total number of participants: 29.

### Tabling at BUSU Trivia

The GSV team collaborated with BUSU on creating trivia questions related to Masculinity for their existing trivia night. We had a table where we promoted our resources and gave out cup condoms, chapsticks, candy, and condoms. Total number of participants: 10.

### What Ales Us

The GSV team collaborated with The President's Advisory Committee on Human Rights, Equity and Decolonization (PACHRED), the Sexual Violence Prevention Committee (SVPC), the Centre for Women's and Gender Studies and the Student Justice Centre (SJC) to present a Film Screening of What Ales Us. The film and the following Panel looked at the sexism and racism present in Canada's brewing industry. Total number of participants: 35.

### International Women's Day Screening

The GSV team collaborated with other members of Human Rights and Equity to present a Film Screening of two episodes of "For the Culture." The screening and following panel looked at the racism against Black women and children in the education and maternal health fields. Total number of participants: 25.

### International Women's Day Brunch

The GSV team collaborated with other members of Human Rights and Equity to present a brunch to appreciate the strong women present at Brock University. Total number of participants: 50.

### St. Patty's Day Fair

P2P partnered with SWAC for their St. Patrick's Day Wellness Fair. The Brock Community was encouraged to go around to all tables to learn about resources and get free items. We had a table where we promoted our resources and gave out cup condoms, chapsticks, candy, and condoms. Total number of participants: 70.

### Women's Empowerment Trivia

Celebrating Women's Empowerment Day, the GSV team put on a Trivia Event and Dinner. Brock Students were invited out to come out to participate in women's empowerment trivia. The goal was to create a community of women and allies to help support each other. Total number of participants: 8.

### Roundtable Discussion on Toxic Masculinity

The GSV Team decided to do a drop-in event designed to be a safe space for individuals to engage with each other and discuss masculinity. There were wellness activities and resources as well to make it more of a casual setting. Total number of participants: 1.

### Art Speaks: Colouring outside the Lines

*Art Speaks*, is an annual art exhibit hosted by The Gender and Sexual Violence Team that promotes artwork as a vehicle for discussing human rights-related issues. The 2025 topic was Colouring Inside the Lines. This theme celebrates individuality, creativity, and the freedom to break away from societal norms or expectations. It highlights the idea that self-care and wellness are deeply personal and don't adhere to a one-size-fits-all approach. We encourage artists to explore and express their unique journeys. This theme symbolizes liberation from rigid rules—whether societal, personal, or cultural—and embracing the beauty of imperfection and experimentation. Total number of participants: 59

### Tabling at BUSU's Drag Show and Pasta Bar

BUSU held an event called Drag Show and Pasta Bar, where they had multiple drag queens come and perform. We had a table where we promoted our resources and gave out cup condoms, chapsticks, candy, and condoms. Total number of participants: 15.

### Boundaries 101

GSV staff hosted a healthy relationships and boundaries workshop. The presentation consisted of educating participants on boundaries. It focused on red flags/green flags and how to set up boundaries in relationships. Total number of participants: 5.

### Asexual and Aromantic Workshop: Navigating Different Types of Healthy Relationships

GSV staff hosted a workshop specific for individuals who identify on the asexuality and aromantic spectrum. The presentation consisted of educating participants on how to set up boundaries in relationships. Total number of participants: 11.

### Queering Consent workshop

Participants learned about the importance of fostering a consent-based culture, with discussions around gender and sexual violence, and the importance of intersectionality with the 2SLGBTQ+ community. The event provided a valuable space for reflection and dialogue, helping to further our collective efforts toward creating a safer and more inclusive environment for everyone. Total number of participants: 5.

## Attendance and Engagement Numbers

Summary of attendance and engagement numbers across programs, broken down by semester.

# Specialized Education Opportunities

Throughout the Fall 2024 term, the Gender and Sexual Violence Support and Education team offered a range of specialized educational opportunities that centered the diverse experiences of BIPOC, 2SLGBTQIA+, male-identifying, disabled, and international students. As part of the team's Certificate Series, a number of workshops were designed to address the intersectional nature of gender-based and sexual violence. These included workshops focused on BIPOC perspectives, which examined the unique barriers faced by racialized communities, as well as sessions centering 2SLGBTQIA+ experiences that explored the impact of gendered and sexual violence on queer and trans communities. Additional workshops focused on international perspectives offered culturally relevant insights into how global understandings of violence, language, and immigration status intersect with campus experiences. A dedicated masculinity and sexual violence workshop invited male-identifying students into critical conversations about healthy masculinity and accountability. An anti-ableism workshop addressed how ableism shapes survivor experiences and reinforced the importance of accessible, inclusive support.

New initiatives launched this term further deepened the team's trauma-informed, community-specific approach. These included a weekly Survivor Support Group, facilitated by HRE's Intake and Support Counsellor in the P2P Drop-In Space, providing peer connection and guided conversation in a healing-focused environment. Two new art-based initiatives, "Healing Through Pride" and "Art of Survival", used creative expression to support survivor healing. "Healing Through

Pride” was designed specifically for 2SLGBTQIA+ students and allies, offering affirming, identity-conscious programming, while “Art of Survival” welcomed all survivors into an expressive, resilience-building space.

In addition to workshop offerings, the team actively engaged in community outreach that prioritized marginalized student groups. Tabling at the New International Student Welcome Service Fair helped connect international students with campus supports early in their academic journey. Residence Consent Training incorporated affinity-based sessions for BIPOC, 2SLGBTQIA+, and disabled students, as well as for women-identifying students, allowing participants to engage with sensitive content in safer, identity-affirming spaces supported by trained therapists. The team also participated in several community and campus-wide events, including “Sex Talks”, “Colour Your Calm”, and “Take Back the Night”, to offer presence, resources, and tailored support to a wide range of student audiences.

Together, these efforts reflect a deep commitment to inclusive, survivor-centered education and support. By embedding community-specific programming across the term, the team has strengthened its intersectional approach and contributed meaningfully to building a campus culture of equity, care, and consent.

## **Policy & Program Evaluation and Reporting**

### **Policy Feedback**

- Limited inclusion of culturally specific resources, especially for Indigenous and racialized survivors. Enhancing this would improve inclusivity.
- Intimate Partner Violence (IPV) is not mentioned in the current definition of sexual violence and should be explicitly included.
- The immunity clause is a positive aspect; it encourages more survivors to come forward.
- The summary of available services and the process map are useful tools for understanding the policy.
- The Visitors section lacks sufficient detail—consider elaborating on who qualifies and what supports apply to them.
- Safety measures need clearer explanation, especially regarding how interim or preventative measures will actually protect survivors.
- Investigation timelines could be shortened to minimize ongoing stress for survivors during the process.

### **Fall Term GSV Programming Feedback**

- Many students are unaware of Drop-in sessions:

- Suggest using anonymous testimonials to build trust.
- Promote through Instagram stories, reels, and interactive Q&As.
- Consider an Instagram takeover to engage directly with students and highlight the value of the sessions.
- Increase classroom visits to raise awareness and provide face-to-face connections.
- Invite the BUSU President more frequently to events to increase visibility and credibility.

### **Winter Term GSV Programming Feedback**

- Introduce separate consent training sessions for more focused education.
- Include the weekly tabling schedule in official reports for better transparency and planning.
- Continue and expand Empower Hour, which has been effective for raising awareness.
- Events like Trivia Nights and Art-based programming draw higher engagement—focus on these formats more regularly.

## **Campus Engagement and Visibility**

In the 2024–2025 academic year, the Gender and Sexual Violence (GSV) Support and Education team undertook a series of intentional strategies to enhance the visibility and accessibility of its programming within the Brock University campus community. These strategies were rooted in a trauma-informed, student-centred approach, emphasizing proactive outreach, collaborative partnerships, and inclusive educational practices.

### **Tabling and On-Campus Outreach**

Regular tabling served as a key mechanism for direct student engagement, resource dissemination, and community presence. The GSV team maintained a consistent outreach schedule at high-traffic campus locations and key student events, including the *St. Patrick's Day Wellness Fair* (in partnership with SWAC), *BUSU's Drag Show & Pasta Bar*, and other wellness-focused initiatives. These engagements were designed not only to distribute materials, such as harm reduction supplies, informational brochures, and promotional items, but also to provide low-barrier entry points for students to learn about available support services, including GSV Drop-in sessions and educational workshops.

### **Digital Engagement and Social Media Strategy**

Recognizing the centrality of digital platforms in student communication, the GSV team implemented a targeted social media strategy to enhance online visibility. Instagram was employed as the primary medium for outreach, featuring informational campaigns, event promotion, and community engagement tools such

as Q&A sessions, interactive stories, and reels. The use of anonymized student testimonials was explored to humanize support experiences and reduce stigma. Further, student-led takeovers and collaborations with key student leaders, including the BUSU executive, were recommended as strategic approaches to amplify reach and credibility among diverse student audiences.

### **Cross-Departmental and Community Collaboration**

Interdisciplinary and cross-unit collaboration constituted a foundational component of the GSV visibility strategy. Partnerships were cultivated with campus stakeholders, including Human Rights and Equity (HRE), Student Wellness and Accessibility Centre (SWAC), the Brock University Students' Union (BUSU), and the Student Justice Centre (SJC). These collaborations facilitated the successful implementation of campus-wide programming such as:

- *International Women's Day Brunch and Film Screening*
- *Women's Empowerment Trivia Night*
- *Roundtable on Toxic Masculinity and Gender Norms*
- *Art Speaks: Colouring Outside the Lines* (art exhibit and discussion)

These events offered platforms for nuanced dialogue, peer-led education, and creative expression, ultimately contributing to a more inclusive and engaged campus culture around gender justice and sexual violence prevention.

Looking ahead, the GSV team will continue to prioritize relational engagement, arts-informed pedagogy, and culturally responsive programming as part of its broader commitment to fostering safer, more equitable learning environments at Brock University.

## **Recommendations for Future Programming**

### **Policy Recommendations**

#### **Comprehensive Policy Review**

Establish a BUSU-HREO working group each May to conduct a thorough review of Brock's Sexual Assault & Sexual Harassment Policy, ensuring alignment with

provincial best practices. Updates should be finalized and published prior to September orientation to ensure timely implementation.

#### Survivor-centred Disclosure Pathway

Create a clear, one-page flowchart detailing the survivor disclosure process, outlining response timelines and responsible parties. This resource should be accessible online and included in all printed materials to offer transparency and clarity to survivors.

#### Annual Employee Refresher Training

Incorporate a mandatory 30-minute e-learning module on disclosure response and accommodations into the People & Culture compliance training. This will ensure all staff are consistently prepared to handle disclosures and support survivors effectively.

#### Biennial Campus Climate Survey

Implement a standardized, anonymous campus-wide survey every two years to assess attitudes toward gender and sexual violence, service awareness, and the prevalence of related incidents. An executive summary and action plan should be published within six months of data collection to inform ongoing programming.

#### Restorative & Transformative Justice

Revise policy to explicitly allow for survivor-led restorative and transformative justice processes, where appropriate. This will provide survivors with additional avenues for healing while fostering a more inclusive and restorative approach to addressing gender-based violence.

### *Workshops & Training*

#### Hybrid Certificate Series

Record and upload all ten workshops in the Certificate Series to Sakai, complemented by brief quizzes. This will allow students to complete the series at their own pace, while still encouraging in-person interaction and discussions during the workshops.

#### Train-the-Trainer Program

Establish a “Train-the-Trainer” stream, inviting advanced certificate holders to co-facilitate workshops. By targeting 20 peer facilitators by April 2026, we will expand the reach of our educational initiatives and empower students to become active contributors to the community's learning.

#### Athletics & Greek Life Training Series

Develop a three-part training series for Athletics teams and Greek Life organizations, focusing on consent, bystander intervention, and collective responsibility. The goal is

to engage 80% of team rosters by the 2025-26 academic year, promoting widespread understanding and action.

### *Demographic-Specific Initiatives*

#### Men & Masculinities

Launch a monthly discussion group, co-facilitated by Brock Recreation and the Student Justice Centre, that focuses on healthy relationships, allyship, and accountability. This initiative will engage male-identifying students in exploring and embracing their roles in cultivating a consent-based culture.

#### Neurodiverse-Friendly Content

In Fall 2025, pilot an “Anti-Ableism & Consent” workshop, utilizing plain-language slides, captioned videos, and sensory-friendly environments. This will ensure that neurodiverse students are provided with accessible, inclusive content that meets their specific needs.

#### International Student Orientation

During International Welcome Week, deliver a two-hour “Consent Across Cultures” session, offered in English and the top three international languages spoken on campus. This initiative will ensure international students receive culturally relevant education on consent and gender-based violence.

#### Indigenous-Led Healing

Partner with Hadiya'dagénhahs to facilitate an annual land-based art therapy retreat in Spring 2026, designed specifically for Indigenous survivors of gender-based violence. This initiative will combine traditional healing methods with trauma-informed support to promote holistic healing.

### *Implementation Timeline*

- Summer 2025 – Complete policy audit and record hybrid workshops.
- Fall 2025 – Launch Men & Masculinities group and international student orientation session.
- Winter 2026 – Certify the first 20 peer facilitators and implement the Athletics & Greek Life series.
- Spring 2026 – Host the inaugural Indigenous land-based retreat and release the campus climate survey report.

These strategic recommendations are designed to strengthen the reach and impact of our programming, ensuring that all members of the Brock community have access

to resources that are inclusive, accessible, and supportive. Through these efforts, we will continue to foster a culture of consent, safety, and respect across campus.

## Conclusion

Throughout the 2024–2025 academic year, the BUSU GSV Advisory Committee met quarterly to fulfill its mandate of reviewing Brock University's Sexual Violence Policy and advising on the programming and services offered by the Gender & Sexual Violence Support and Education team. This report reflects the Committee's ongoing efforts to apply an intersectional, student-informed lens to policy review and program evaluation.

Over the course of four meetings, the Committee engaged in thoughtful discussions about campus needs, service gaps, and opportunities for growth. Members brought forward lived experiences, critical perspectives, and valuable feedback that informed our collective analysis. This report captures those reflections and offers recommendations intended to strengthen Brock's response to gender-based and sexual violence and to ensure survivors are met with trauma-informed, culturally responsive care.

As we move forward, the BUSU GSV Advisory Committee remains committed to advocating for meaningful change, amplifying student voices, and supporting a campus environment where consent, accountability, and safety are prioritized.