

**THE BROCK UNIVERSITY STUDENT UNION SEXUAL VIOLENCE ADVISORY  
REPORT**

**WRITTEN & EDITED BY:**

**Jasmine Mehta, MA Social Justice & Equity Studies;  
Larisa Fry, Human Rights & Equity Sexual Violence Support & Education Coordinator;  
AND  
Leela MadhavaRau, Director of Human Rights and Equity**

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St. Catharines, Ontario, Canada**

**Committee Members:**

**Niveditha Sethumadhavan, BUSU VP External Affairs**

**Jasmine Mehek Mehta, BA (Hons.) Sociology, MA Social Justice and Equity Studies**

**Uzoamaka Eunice Monwe, BA Business Communications**

**Ben Johnson, BA Psychology and BSc Neuroscience**

**Aayushi Vasava, BA (Hons.) Psychology**

**Safa Khan, BMSc (Hons.)**

**Emily Bagshaw, BA (Hons) Sociology**

**Kailene Jackson, BA (Hons.) Political Science & Sociology, MA (Cand.) Political Science  
(International Relations)**

## 2020 Sexual Violence Task Force

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## Terms of Reference

### Mission Statement

The Sexual Violence Support and Education (SVSE) Office and Brock University Student Union (BUSU) Advisory panel will work as a review and advisory group to BUSU and Brock University Administration. Our mission is to use intersectional approaches to review current service deliveries and assess, identify and recommend strategies and programming that could be used to improve SV related programming on and off campus.

### Mandate

This Student lead group will assist the SVSE Office in reviewing and reporting of activities and outcomes of the SVSE team. They will provide feedback on current and future SV related programming. Additionally, this group will review the applications for the Women's Safety Grant and provide feedback and suggestions on outcomes.

### Membership and Term

Committee members will participate in four (4) closed-session meetings per academic year. The committee will be comprised of 2 co-chairs- One representing BUSU, the other appointment decided on by the committee to represent the open study body. There will be a representative from the Human Rights and Equity Sexual Violence Support and Education Office, and other key stakeholders as identified by the group (i.e. residence life, ABSS, International student ambassador).

Applications for the committee will take place each September. Call for application will be found on the Human Rights and Equity website and various other media outlets as required. Members may serve up to two consecutive terms. If special circumstances warrant members may be allowed to add an additional third term to their service. General committee members must be a current Brock student in order to partake in the committee membership.

## Sexual Violence Policy Recommendations

Currently, the sexual violence policy at Brock University is reviewed every 2 years in order to better the policy for the safety of the Brock community. To ensure the policy changes were conducted with informed decisions, a public review was done. Participants of this review were able to give suggestions on how the policy could improve. In addition to this public review, starting in September of 2020, town hall meetings will take place to discuss the sexual violence policy and how it can be improved. Legal consultation will review and provide recommendations during the bi-annual review of the policy.

Current suggestions for changes to the policy include the process of appealing cases, and transparency of case outcomes. Currently, any sanctions and remedies regarding a specific case are only shared with the survivors if they have direct relevance to the survivor. The committee would like this section of the policy reviewed in this upcoming year to provide additional transparency for both parties. Lastly, updating and including policy regarding stalking and bystander protocols on campus.

The committee recognizes that while a policy review is conducted quite frequently, there is still change needed to better the policy.

## Sexual Violence Programming and Events

**(Student) Peer to Peer Advocates (P2P):** The ten (10), formally trained, P2P advocates now operate a Drop-In Centre open 35 hours a week, serving as a central point for information, support, and referral for our students. During the Spring/Summer sessions 2 P2P advocates will be available for students. Steps are being taken to make these advocates more accessible while COVID-19 restrictions are in place.

**SVSE/ BUSU Student Advisory Committee:** A newly formed SVSE/ BUSU Student Advisory Committee is now in place on campus. This committee is a mix of undergraduate and graduate students as well as a BUSU Executive and HRE staff.

**BUSU Fee Levy:** Brock undergraduate students passed a referendum in March 2019 authorizing \$2.83 per credit to go toward SVSE.

**Ongoing recruitment and training of volunteers:** There are now over 100 volunteers trained.

**Experiential learning opportunities with SVSE (interns):** Women's and Gender Studies and M.Ed ISP (multiple)

**SV Certificate:** Designed and led by students. 508 students, staff and faculty have attended the following workshops, listed below, in the 2019-2020 academic year. Five (5) workshops were cancelled due to COVID-19 restrictions, with an estimated 125 additional attendees.

- Indigenous Perspectives
- Consent and Disclosure
- BIPOC Perspectives
- Anti-Ableist Perspective
- Restorative Justice
- 2SLGBTQ+ Perspectives
- Trauma
- Self-Care

### **Male and male identifying programming**

- **Mancakes:** A collaboration with community partners to conduct an exploration of masculinity, and how to be an ally for change on campus.
- **4-on-4 Hockey Fundraiser:** Designed by male-identified students for their peers to raise awareness and raise funds for survivors of sexual violence. (Postponed due to Covid-19 Restrictions)
- **BROZ2TALK:** small group talks investigating personal views around gender, violence, masculinity, and sex. Individuals learn skills on how to build ally-ship and shift culture here on campus. As of January 2020, over 50 participants completed sessions with more sessions booked in February.

### **LGBTQ2S-Specific Programming:**

- Safe Space Boxing
- Safe Space Yoga
- Drop-In Activities
- Specifically, designed workshops
- Talk space- small group talks and safety place drop-in activities

### **BIPOC-Specific Programming:**

- RACS (Roots African-Caribbean Society) small group discussions training and delivery,
- Specialized workshop development and delivery,

### **Ongoing Residence Life Workshops and Support**

- Small group discussions
- In-service meetings
- Orientation presentation by *Read Between the Lines*: presentation on consent
- Residence life sexual violence training
- Sex talks in collaboration with the HUB

**Brock Counsellor of Choice:** External trauma-based counselling available to individuals impacted by sexual violence

**Respondent Care:**

- Individual counselling for those involved in an investigation process.
- Respondents work with the HRE Director on educational processes, focusing on defining consent and healthy sexuality, alongside conversations about masculinity and relationships. All respondents who have participated in this process to date have been male.

**Survivor Group:** Our third survivor support group was facilitated by two licensed therapists, both Brock employees. Ten student survivors, both graduate and undergraduate participated in the eight-week program. Each week focused on a different aspect of self-care and internal regulation, using creative projects to enhance the learning.

**Tabling:** a table in the university hallway continues in alignment to SVSEC events and activities. This direct connection to the larger student body has proven to assist in informing connecting with populations that do not always access services.

**Women's Campus Safety Grant:** Grant provided through the Ministry of Training, Colleges & Universities to kick start initiatives relating to safety and security needs on campus. Proposals for initiatives can be submitted on the Human Rights and Equity website.

**Orientation:**

- Fall 2019 consent presentation offered twice alongside workshops and tabling;
- Mix not mangled, Frost week activities (Fall and Winter)
- Sex Talks- within residence in collaboration with the HUB to open the conversation of consent and respect within intimate relationships.
- Training for most fraternities and sororities, now being requested by the organizations themselves

**Special events and campaign engagement:**

- **Human Trafficking Training:** in collaboration with the Niagara YWCA
- **Unblur the Lines:** (1 per term) In collaboration with community partners and the HUB
- **Healthy relationships** week-long programming in collaboration with campus entities
- **Consent Week** (1 per term)
- **Movie Series:** 5 films per semester, designed to be intersectional

**In total over 4193 Brock University Community members were engaged through events, workshops and training on campus throughout the 2019/2020 year.**

As a committee, we are truly proud of how far Brock has come to provide programming, training and events on campus regarding sexual violence. The awareness of resources has grown on campus, as reflected in our attendance numbers. We encourage avenues to make these programs more visible on campus through various marketing strategies in order to increase awareness. We also recognize the challenges of making programs and training more accessible through COVID-19 and are looking into avenues to make this possible.

## Specialized Educational Opportunities

We know that a one-size-fits-all approach does not meet the needs of our Brock community. In light of this, the committee recognizes the office of SV has opted to provide specialized and individual educational programming for all groups on campus. Examples of this include black, Indigenous, and people of colour (BIPOC) workshops, LGBTQ2S+ community workshops, and male identifying programming. Further examples can be found in the programs' list above.

The committee recognizes and encourages the importance of providing community specific training and commends Brock on their efforts to ensure the needs of all Brock communities are met.

## Indigenous programming

Brock University is committed to having an inclusive campus in respect with Indigenous communities. SVSEC dedicates specialized training and programming for Indigenous individuals due to their history of trauma and genocide. These initiatives include formal sexual violence training in respect with Indigenous history, access to Indigenous healers, and the REDress Project that brings awareness to the missing and murdered indigenous women of Canada. SVSE office is looking forward to future collaborations with Aboriginal Student Services as we move into the 2020/20201 school year.

Indigenous inclusion and representation is integral to the Brock community. We look forward to collaborating with Indigenous communities to incorporate more appropriate programming in respect to Indigenous history and traditions.



## Faculty and Staff training

An information package is provided to all staff and faculty on an annual basis to offer guidance on support and connectivity to services. Including in this package is the Give/Get Supports card, support contact magnet and a letter of introduction.

Mandatory training initiatives for Brock Staff and Faculty are in the process of being developed. This training delivered by the Human Rights and Equity Office will provide an overview of policies administered by HRE, as well provide a lens to understanding Human Rights challenges and ways individuals can strengthen the Brock Community. Roll out of the training is expected sometime in the 2020/2021 school year.

Residence Life staff are required to undergo sexual violence training prior to orientation each year. Added to this are in-service opportunities small group talks as required.

Educational opportunities for front-line staff were delivered to academic advising, custodial staff and trainers and coaches.

Brock University Student Union's bar staff and security undergo sexual violence training. The "stop light shot" that informs security or bar staff that an individual is in need of assistance. This program is being developed to bring to bars and restaurants that are hot spots for student attendance.

While we see Brock going in a positive direction regarding faculty and staff training, the committee recognizes that there are still many barriers to cross towards tackling sexual violence on campus.

## Athletics

New to the 2020/2021 school year, SVSE will offer training to all tier one (1) varsity sports teams to inform them of the Sexual Assault and Harassment Policy. Currently, SVSE is in the process of developing a SV training team for all club and varsity sports teams and specific coach training. Resolutions for team conflict are also offered as alternative means for dispute resolution.

As a committee, we hope that eventually all members of athletics undergo the appropriate training to make the campus safer.

## Campus Security

Training is provided for campus security in sexual violence and harassment response. Ongoing weekly meetings are conducted between security and HRE for any ongoing cases and vital information that both parties need to know of. Lastly, campus security is an important collaboration to provide a seamless delivery of supports for impacted students.

## Evaluation of programs

The large increase in attendees shows that these programs are wanted and needed. A survey is sent out to all attendees to review the program or training session they have attended and provide an opportunity for constructive feedback.

## Sexual Violence Reporting

One of the options for reporting an incident of sexual violence on campus is to connect confidentially with the SV coordinator in the office of Human Rights and Equity. Current reporting uses a trauma informed approach. This approach provides the survivor full control on how they wish to proceed. Survivors can choose to simply disclose their experience and seek additional assistance for self-care or they may continue in the reporting process and complete an informal or formal complaint.

Additional supports for clients include survivor group meetings, finding a registered psychologist/ therapist on or off-campus to best suit their needs. Additionally, there is daily support services through the P2P drop-in center and safe place activities.

Through the informal resolution process, complainants can choose to utilize the restorative justice/ transformative justice framework. Here clients take the lead in choosing the outcome of their case with the respondent. This gives an opportunity for respondents to take accountability and learn instead of direct punitive measures.

The number of disclosures, consultations and open cases has increased; however, this is not because the number of incidents has increased. The outreach in sexual violence resources has been positive and therefore informing the Brock community of their options should an incident take place.

In the future we hope that the reporting process continues to be trauma informed and client controlled. We recognize that steps need to be taken to make resources more available and accessible for students on campus. We look forward to the positive changes being made within this realm.

## Visibility on Campus

Currently the P2P drop-in service is being relocated to become more accessible to students on campus will be located in a place that will not expose students accessing resources or breach their confidentiality to the best of its ability.

Public outreach such as displaying the HRE office on TV screens campus as well as having pamphlets throughout campus be available for all Brock Community Members. Social

media outreach on Twitter, Instagram and Facebook to reach members of the community and inform them of any events, programs, and resources available to use.

The committee is looking forward to the making HRE and the SVSE resources more available to all members of the Brock community. We encourage using other pathways in order to increase visibility on campus and foster an environment of safety and trust.

## Future Recommendations

The committee is dedicated to finding solutions and better avenues to make a safer campus for all members of the Brock community. While we do recognize the campus is making positive strides to achieve this, we also recognize that there is still much more that is needed to be done in order to make a safer campus. Based on the Brock University's current stance, the committee has organized several recommendations that can be used to build awareness of SV resources on campus that will foster a safer environment.

Online training seminars could make training more accessible, especially during COVID-19 restrictions. The training be done through live seminar as opposed to in person training. Or online tutorial videos could be administered to all those wanting to complete SV training. However, limitations would include the effectiveness of the training.

Communications of HRE and SVSE departments to be increased around campus including the following options:

- Mass email to all Brock members regarding SV resources and supports
- Including a resources tab on student courses page (Sakai) on HRE and SVSE resources to reach maximum number of students
- Include outline of Sexual Assault and Harassment policy on all syllabi
- Increase social media presence on Twitter, Instagram and Facebook to inform the community of training, events and programming

Training to be improved across campus

- continue ongoing training for Residence Life Staff to ensure optimal safety for all students.
- Expand training for marginalized communities include Indigenous folks and Women of Colour.
- Include training for all BUSU ratified clubs
- Include training for all varsity and club sports
- Provide training for bar and restaurant staff that are hot spots for students in the St. Catharines/Thorold area

Improve the evaluation methods for programs and events

- Event and Workshop Surveys

- Continue collecting data from survivor groups
- Student client review survey (results to be released in the Fall)

Continue information cards to all staff to keep on their desk in case an incident was to take place with themselves or a Brock community member. This card would provide them with the information needed to assist others or themselves.