

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

**WRITTEN & EDITED BY:**

**Emily Bagshaw, MA Social Justice & Equity Studies;**

**Tatiana Giannidis, BA Community Health;**

**Ben Johnson, BA Psychology**

**Talia Ritondo, M.A., Human Rights & Equity Gender & Sexual Violence Education Coordinator;**

**AND**

**Leela MadhavaRau, Director of Human Rights and Equity**

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**Committee Members:**

- Hayley Adame
- Sharifa Sadika Ahmed
- Alex Azzopardi
- Kailene Jackson
- Julia Jarvis
- Safa Khan
- Jacqueline Mcgee
- Eunice Monwe
- Jasreet Mundi
- Bhonita Singh
- Caraline Stanley
- Aayushi Unmesh Vasava

## 2021 Gender & Sexual Violence Task Force

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## Terms of Reference

### Mission Statement

The Gender & Sexual Violence Support and Education Office (GSVSE) and 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 GSVSE Office in reviewing and reporting of activities and outcomes of the GSVSE 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 HRE GSVSE 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 HRE 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.

## 2020/2021 Academic Year COVID-19 Statement

The BUSU Steering Committee and HRE GSVSE would like to preface the following report with a special statement outlining the unique conditions of the 2020/2021 academic year. Due to the COVID-19 restrictions placed on Brock University's campuses, all HRE GSVSE programming took place online. As a result, in-person outreach campaigns such as tabling, posters, business cards, and Brock TV advertisements, and presence at large Brock events were replaced with social media campaigns, social media cross-posts to other Brock pages, and presence in various departmental newsletters. Online engagement is thus reflected in our final attendance figures.

## Gender & Sexual Violence Programming and Events

**(Student) Peer to Peer Advocates (P2P):** The nine (9), formally trained, P2P advocates operate an online Drop-In Centre open 23 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.

**Brock Advocates for Change:** A specialized volunteer program of Brock Student Leaders who use their social media influence to help promote GSVSE events and educate the Brock community.

**Recruitment and training of volunteers:** We have over 50 volunteers trained to deliver events & workshops.

**GSVSE/ BUSU Student Advisory Committee:** The GSVSE/ BUSU Student Advisory Committee continued to operate online for the 2020/2021 year. 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 GSVSE.

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

**GSV Support Certificate:** Designed and led by students. 894 students, staff and faculty have attended the following workshops, listed below, in the 2020-2021 academic year.

- Indigenous Perspectives
- Consent and Disclosure
- BIPOC Perspectives
- Anti-Ableist Perspective
- Restorative Justice
- 2SLGBTQ+ Perspectives
- Equity, Intersections, & Trauma
- Self-Care & Self-Regulation
- International Perspectives
- Masculinity

### Male and male identifying programming

- **J.R. Larose- My Brother's Keeper:** A private speech & discussion group for male-identified athletes with former CFL player, Indigenous Rights Speaker, and Healthy Masculinities Speaker J.R. Larose.
- **Fraternity Training:** Three (3) specialized Gender & Sexual Violence training sessions with Brock Fraternities.
- **Fortnight Tournament:** A video game tournament designed by male-identified students for their peers to raise awareness and raise funds for survivors of gender & sexual violence. A collaboration project with Brock eSports.
- **Masculinity Awards Show & Concert:** A wrap-up concert for the Fortnight tournament and a week of masculinity-specific social media contests.
- **BROTALKS:** 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.

### 2SLGBTQIA+ Specific Programming

- Queer Peer Drop-in
- The Garden Left Behind Screening and Panel
- RuPaul's Drag Race Trivia
- Specifically designed workshops

### BIPOC-Specific Programming

- Film screening and discussion of BlackKlansman in collaboration with Brock International and the Black Female Empowerment Society.
- Black TV Talks: Four (4) weekly screenings of popular BIPOC TV Shows followed by discussions about their content as it relates to Black culture.
- Specialized workshop development and delivery.

### Ongoing Residence Life Workshops and Support

- **J.R. Larose Badgers for Change presentation:** Presentation by J.R. Larose and open discussion with Residence Life students and student athletes
- Specialized orientation training
- Sex Talks in collaboration with The Hub
- Ongoing consultations

### Orientation Programming:

- HRE GSVSE Presence at all welcome and vendor fairs.
- Presentation and introduction to P2P staff at BUSU's Dirty Bingo.
- Sex Talks- within residence in collaboration with the BUH to open the conversation of consent and respect within intimate relationships.
- Consent training for most fraternities and sororities, being at the request of the organizations themselves.

### Athletics Programming:

- J.R. Larose- My Brother's Keeper
- J.R. Larose Badgers for Change
- Mandatory online Gender & Sexual Violence training
- Specialized Gender & Sexual Violence trainings with athletic teams

#### **Brock Clubs Programming:**

- Specialized Gender & Sexual Violence trainings requested by student clubs for their members
- Mandatory two-hour presentation at BUSU Clubs Summit
- Collaborations on events with various Brock clubs

#### **Graduate Student Programming**

- Jeopardy and trivia events in collaboration with The HUB
- Graduate student-specific healthy relationship with students and professors workshop

#### **Special Events, Training, and Campaigns**

- Collaborative training sessions P2P staff and the HUB staff
- **16 Days 16 Ways Campaign:** 16-day long social media campaign and events bringing awareness to gender and sexual violence prevention, education, and activism.
- **Farzana Doctor Presentation:** A presentation given by Farzana Doctor on International Gender-Based Violence.
- **Art Speaks:** A yearly series of events that showcases the intersection between art and activism surrounding gender and sexual violence.
- **Diwali Campaign:** An educational social media campaign about Diwali, and faith-based resources during COVID-19.
- **Unblur the Lines:** 1 Week social media campaign with community partner and support showcase, and events. A collaboration with the HUB.
- **Healthy Relationships Series:** A series of workshops educating people about healthy relationships.
- **Faith-based workshops:** A workshop series with various spiritual groups on campus about Gender & Sexual Violence.
- **Badgers BeWell:** A two-week collaboration with the HUB featuring several events ,workshops, and discussions about mental health.
- **Cooking with GSVSE drop-in events:** Drop-in programming featuring cooking and quizzes about self-care, consent, and healthy relationships.
- **Film Series:** (1 per semester) A showcase of 5 films or TV shows per semester discussing the many aspects of intersectionality and human rights.
- **Consent Week:** (1 per semester) A week-long educational social media campaign with events surrounding consent.
- **#IBELIEVYOU Campaign:** A week-long campaign supporting survivors of gender and sexual violence.
- **The Impact of a Pandemic on Gender-Based Violence- GSV Theater:** An online interactive theatre presentation about gender-based violence and being an active bystander.

- **GSV Retreat:** A two-day workshop-based retreat given to various student-leaders on campus about Leadership and Gender & Sexual Violence.
- **Gender & Sexual Violence Online:** A 6 week-long social campaign about eliminating Gender & Sexual Violence in online spaces.

**Brock Counsellor of Choice (BCC):** External trauma-based counselling available to individuals impacted by gender & sexual violence.

#### **Respondent Care:**

- Individual counselling for those involved in an investigation process.
- Respondents work with the HRE Director and a BCC counselor 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:** A Sexual Violence survivor support group facilitated by licensed therapists and qualified support workers, both Brock employees. One eight-week program is held each semester. Eighteen 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 arts-based projects to enhance learning.

**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.

#### **Attendance Numbers**

**In total, over 8,490 Brock University community members were engaged through events, workshops and training throughout the 2020/2021. Furthermore, over 6,848 people engaged in our social media educational and promotional campaigns, while we gained over 1,000 followers. This brings us to a total of 15,338 community members engaging with our Gender & Sexual Violence programming.**

As a committee, we are thrilled with the Brock community's continued engagement and enthusiasm in workshops, trainings, and events regarding gender and sexual violence throughout a completely virtual academic year. Brock has come a long way, and we are impressed with the standard of programming, training, and events provided that has been maintained. 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.

## **Specialized Education 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 GSV 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 events and commends Brock on their efforts to ensure the needs of all Brock communities are met.

## Indigenous Programming

Brock University has an ongoing commitment to having an inclusive campus in respect with Indigenous communities. GSVSEC 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, Orange Shirt Day campaigns, and the REDress Project that brings awareness to the missing and murdered indigenous women of Canada. GSVSE office is looks forward to future collaborations with Aboriginal Student Services as we move into the 20201/2022 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

When in-person education resumes, 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 2021/2022 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.

When in-person education resumes, Brock University Student Union's bar staff and security undergo gender & 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 in the Niagara Region.

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 gender & sexual violence within the Brock community.

## Athletics

Mandatory online asynchronous HRE and GSV training was implemented in the 2020-2021 school year for all varsity and club sports teams. We would like to continue to implement this training for the 2021-2022 school year. HRE is continuing to develop synchronous, sport-specific training opportunities with athletic teams and specific coach training.

## 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.

## Program Evaluation

The continued 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. Pre-surveys have also been implemented for participants to measure the knowledge gained during the workshop.

## Gender & Sexual Violence Reporting

One of the options for reporting an incident of sexual violence on campus is to connect confidentially with the GSV coordinator in the office of Human Rights and Equity. Current reporting uses a trauma and violence informed-care (TVIC) approach. Including the term “violence” provides an intersectional lens to understanding the relationship between historical, racial, and intergenerational trauma and current violence that may happen to survivors. 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 continues to increase; 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

Due to the unique conditions of the COVID-19 pandemic, visibility on campus has taken a very different form this school year. Public outreach has mainly occurred through social media campaigns and marketing on Instagram, Facebook and Twitter. These platforms have been a catalyst not only market our events and workshops, but raise awareness surrounding important issues that impact students and remind them of available supports through our office.

We have also continued circulation of our monthly newsletter, while utilizing ExperienceBU to increase visibility while offering students Campus-Wide-Cocurricular credit for attending our programming. 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

### Campus Climate Survey Recommendations

**Background:** From Fall 2019 to Spring 2020, Rankin & Associates Consulting worked with Brock to conduct a Campus Climate Survey to assess the living, learning, and working environment at Brock. The idea originated from interested students, faculty and staff who believed data from such a survey might be useful in planning for the future and improving the campus climate at Brock University. More information is available at the website: [brocku.ca/campus-climate-survey](https://brocku.ca/campus-climate-survey). Final Report for the Campus Climate Survey is visible here: <https://brocku.ca/campus-climate-survey/wp-content/uploads/sites/210/Brock-University-Final-Report.pdf>

**Results:** A meaningful percentage of respondents experienced unwanted sexual conduct. The numbers were comparative to other samples, such as the “Student Voices on Sexual Violence Survey” (2018) by the Ontario Ministry of Colleges and Universities. The data were also comparative to those by Statistics Canada (2020), which showed that one in ten women students was sexually assaulted in a postsecondary setting. In one section of our climate survey, it requested information on respondents’ experiences with unwanted sexual contact/conduct:

- 11% (n = 335) of respondents indicated that they had experienced unwanted sexual contact/conduct while at Brock University (p. 112).
  - 2% (n = 46) experienced relationship violence (e.g., ridiculed, controlling, hitting, p. 113).
  - 4% (n = 111) experienced stalking (e.g., following me, on social media, texting, phone calls, p. 116).
  - 7% (n = 196) experienced sexual interaction (e.g., catcalling, repeated sexual advances, sexual harassment, p. 123).
  - 3% (n = 95) experienced unwanted sexual contact (e.g., fondling, rape, sexual assault, penetration without consent, p. 130).
- Respondents identified Brock University students, current or former dating/intimate partners, acquaintances/friends, and strangers as sources of unwanted sexual contact/conduct (pp. 114-133).

Most respondents did not report this unwanted sexual contact/conduct (pp. 115-136). Survey respondents were offered the opportunity to elaborate on why they did not report the various forms of unwanted sexual contact/conduct. The primary reason cited for not reporting these incidents was that the

incidents did not feel serious enough to report, the respondents did not trust the institution, and they feared social stigma.

In the committee's discussion, we came up with several points that connected the assessment results to holes in current systems or flaws in campus culture. This includes but is not limited to:

- A lot of people may not report because they feel like it's their fault and they don't want to make a big deal out of it. We need more ways to help students in this matter.
- The comfortability of the whole situation and many people are not comfortable communicating.
- Residence did not push for attendance in this area.
- The student-Don relationship seems casual/social; therefore, a single experience where a Don failed to resolve any kind of issue could significantly damage the student's comfort level to report to their Don in a sexual violence issue.

In the committee's discussion, we generated several plans for change based on these holes & flaws. This includes but is not limited to:

- Support placed directly inside residences;
- Conduct a survey for residence to see what training they need;
- Due to the fact that SV is often not an enjoyable thing to talk about, there are interactive programs that Brock can mimic because they're educational but "fun" (e.g., a gender-neutral program called Riley and Jesse, with interactive polls asking what to do in certain situations, whether it was abusive, or healthy, etc.)
- TA training to assist with folks that have direct contact;
- Departments such as Co-op, Career, and Experiential Education included short online workshops (e.g., mental health training). In a similar format, there could be standardized training but for sexual violence;
- Increase options for virtual events;
- Collaboration on events (e.g., student union);
- Combining events and workshops;
- Improving the ways to make it anonymous, especially for people who are uncomfortable with feeling exposed (e.g., an anonymous texting line)

#### Key Outcomes:

- Residence training;
- Staff and faculty training;
- Institutional training & trust building;
- Using gender-neutral pronouns on syllabi;
- Marketing/promotion for the GSV unit;
- Pivoting communications;

### Policy Recommendations

Currently, the sexual violence policy at Brock University is reviewed every 3 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. Legal consultation will review and provide recommendations during the review of the policy.

Our policy recommendations are as follows:

1. Include Graphic 1 (see Appendix A) as an appendix in the Policy.
  - Provide a written description of that graphic underneath it, especially explaining what the small black dots mean.
  - Properly reference this graphic to outside sources that the website references.
2. In response to the January 2021 Ontario government call for trauma-informed sexual violence and harassment university policies, we have multiple recommendations:
  - Include a definition of “procedural fairness” in Appendix 2: Definitions.
    - “The investigation will proceed in a trauma-informed and impartial way and is intended to ensure fairness for all parties involved. Where applicable, the investigation will be conducted. consistent with the terms of any relevant collective agreement”.
  - Include a definition of “informal report” in Appendix 2: Definitions.
  - Include a requirement that investigators must be trauma and violence-informed.
  - Add to section 11.1 of Appendix 1: Procedures that Survivors may submit a request to review the investigation on the grounds that the investigator is biased.
    - If this is not possible, bias on the part of the investigator could be included as a breach of “procedural fairness”.
    - The definition of “procedural error” could then be included in the appendix as a breach of “procedural fairness”, making the bias of an investigator fall under “procedural error” in section 11.1 of Appendix 1: Procedures.
  - Amend section 8.11 of Appendix 1: Procedures to allow the Survivor the option to submit a victim impact statement to the IRC prior to the determination of whether the Policy has been breached. This victim impact statement would then be part of the package that the Decision Maker receives.
    - a. If this cannot be done, the next option would be to amend section 9.2 of Appendix 1: Procedures to also allow the Survivor an opportunity to respond to the findings of the IRC.
  - Amend the definition of “Restorative Justice Process” in Appendix 2: Definitions to state that RJs can include Indigenous specific supports and protocols as well.
3. Improve communication between investigators, Survivors and SVEC coordinator during a formal investigation.
  - Include requirement that in Appendix 1: Procedures that, upon request from the Survivor, there must be bi-weekly updates from the investigator.
  - Give Survivors the option of receiving updates on the progress of the investigation.
  - If Survivors would like updates, give them the option of receiving the updates from the investigator directly or allowing the investigator to give updates to the SVEC coordinator who then relays them to the Survivor.
  - Also give Survivors the option of allowing any updates to also be released to the SVEC coordinator in order to better support Survivors.

4. Amend section 18.1 of Appendix 1: Procedures to include more and different Brock groups while establishing a process for the provision and consideration of input regarding the Policy.
  - Groups to be consulted include but are not limited to Brock Pride, the American Sign Language Club, the Black Female Empowerment Society, the Muslim Students Associate, Brock Physicians for Human Rights, and more.
5. Cyber-Violence
  - Include cyber-violence in the definition of “Sexual Assault” in section 1.1: Purpose and Appendix 2: Definitions.
  - Include a definition of cyber-violence and harassment in Appendix 2: Definitions.
6. Bystander Reporting
  - Include Brock’s anonymous bystander reporting website in Appendix 3: Resources: <https://brocku.ca/human-rights/make-a-disclosure/>
7. Remove “A Safer Brock” from Appendix 3: Resources and Appendix 4: Disclosure Process Flow Chart because they no longer exist.

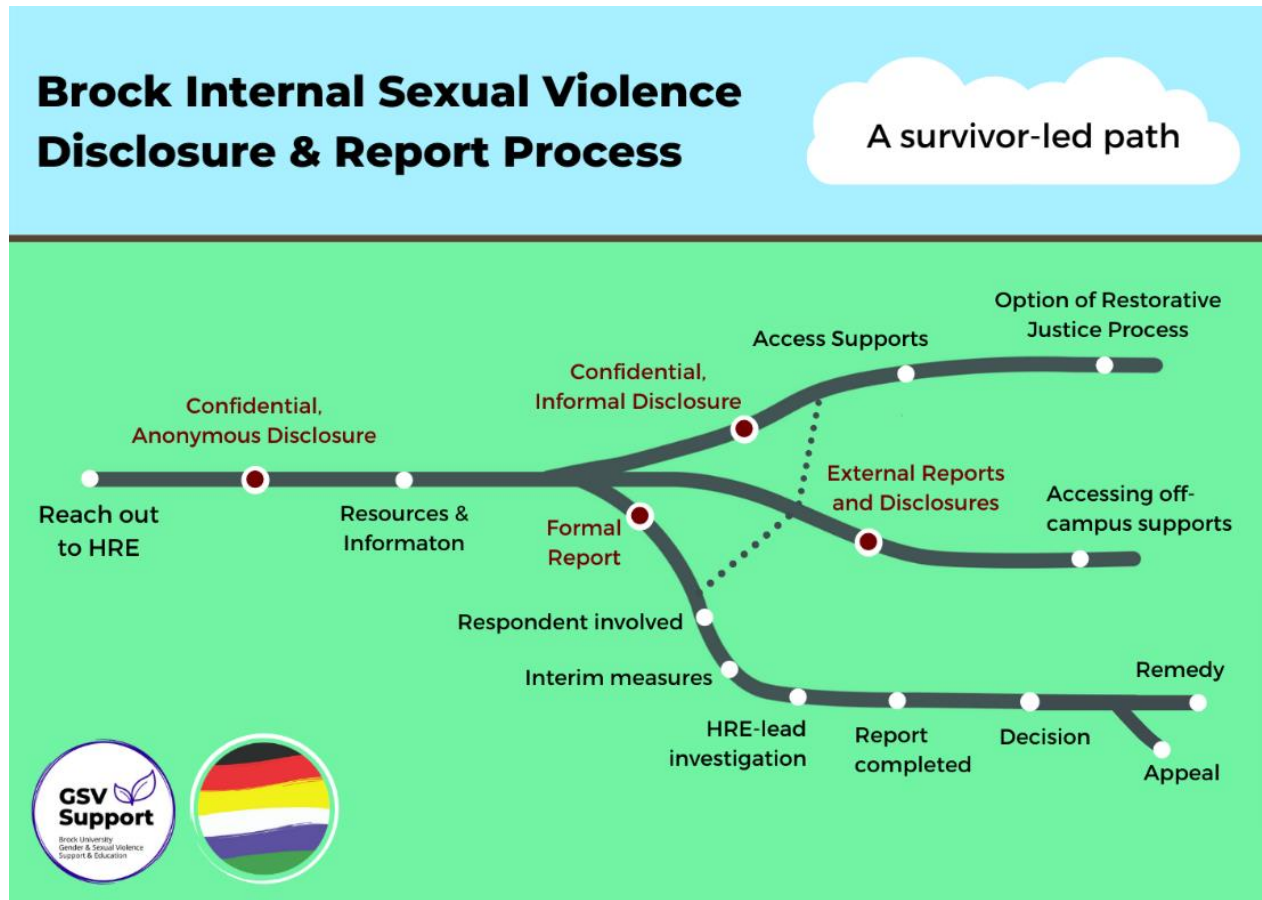
## Programming Recommendations

1. Evaluation methods
  - Strive to ensure SV content is intersectional.
  - Continuing refinement of survey questions further.
  - Implement greater number of focus groups to reach additional members of Brock and for feedback purposes.
  - Include option for sliding scale to evaluate program & relative satisfaction.
2. Online Presence and Development
  - Continuing online media presence to increase outreach and awareness.
  - Include an option for quick browser escape and provide clear visible instructions to clear history on GSV Brock websites.
  - Provide continuous education and communication across the Brock community and its members including Brock Pride.
3. Improvements to Training
  - Continuing training for residence life staff and student-staff within peer mentorship
  - Continuing to expand training for marginalized communities including Indigenous folks and Women of Colour.
  - Work in collaboration with groups/clubs at Brock to include more marginalized individuals.
  - Provide continuous education and communication across the Brock community and its members including Brock Pride.
  - Collaborate with student athletes including Women in Sport and athletes’ committee.
  - Continuing training for members of Brock’s sports teams and committees.
4. Survivor Group
  - Continuing ongoing counselling, education and support for survivor’s all-year round.
  - Implementing drop in space once a week during the spring and summer terms for additional support.

## 5. Visibility

- Including an SV statement within syllabi.
- Integrating a GSVE page within Sakai for additional resources.
- Implementing additional resources for awareness within highly trafficked spaces including academic adviser and registrar offices, library, Guernsey Market, Hungry Badger and more.
- Addition of kiosks in discrete areas around Brock University for resources and use of QR codes.

Appendix A



Graphic 1- Brock Internal Sexual Violence Disclosure & reporting Process A Survivor-Led Path