

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

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2022 Gender & Sexual Violence Task Force

Table of Contents

Terms of Reference.....	1
Mission Statement	
Mandate	
Membership and Terms	
2021/2022 Academic Year COVID-19 Statement.....	2
Gender & Sexual Violence Programming and Events.....	2
Specialized Education Opportunities.....	8
Indigenous Programming.....	8
Faculty and Staff Training.....	8
Athletics.....	9
Campus Security.....	9
Program Evaluation.....	9
Gender & Sexual Violence Reporting.....	10
Visibility on Campus.....	10
Future Recommendations.....	11

Terms of Reference

Mission Statement

The Gender & Sexual Violence Support and Education (GSVSE) Office and Brock University Students' 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 Gender and Sexual Violence (GSV) 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 GSV-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. However, this year we conducted three (3) meetings. The committee will comprise of three (3) co-chairs – one representing BUSU, and the other(s) appointed by the committee to represent the open student body. There will be a representative from the HRE 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. The 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. Under exceptional circumstances, 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.

2021/2022 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 2021/2022 academic year. Due to the COVID-19 restrictions placed on Brock University's campuses, few of HRE GSVSE programming took place in person, on-campus. Most of the programming took place online. As a result, some in-person outreach campaigns such as tabling, posters, and events like the movie series, consent and disclosure (catholic perspectives), healthy relationships programming and Brock TV advertisements have been put on hiatus. Additionally, presence at large Brock events was 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 twelve (12) P2P Advocates now operate a Drop-In Centre open 23 hours a week, serving as a central point for information, support, and referral for our students. BIPOC P2P staff also conducts BIPOC-specific drop-in hours and Queer-identifying staff also held Queer Peer drop-ins.

GSV/ BUSU Student Advisory Committee: A GSV/ 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 Director and HRE staff.

BUSU Fee Levy: Brock undergraduate students passed a referendum in March 2019 authorizing \$2.25 per credit to go toward GSV.

Ongoing recruitment and training of volunteers: There are now over 100 volunteers with HRE. In the Fall of 2021, we trained 17 new volunteers and continue to train volunteers throughout the winter semester.

GSV Support Certificate: Designed and led by students. Over 255 students, staff and faculty have attended our workshops since September 2021. The workshops we offer are:

- Consent and Disclosure
- BIPOC Perspectives
- Anti-Ableist Perspectives
- Restorative Justice
- 2SLGBTQ+ Perspectives
- Trauma

- Self-Care
- Masculinity
- Grooming
- International Perspectives

Students, staff, and faculty that complete 5 workshops receive a Standard Gender and Sexual Violence Training Certificate, and folks that complete 10 workshops receive the Advanced Certificate. Additionally, some Brock departments, offices and courses are making it mandatory to attend these workshops.

Formal training opportunities: Over 500 students, staff, and faculty reached

- Residence Life Dons and full-time staff
- Athletics: athletes, coaches, and staff
- Brock Security
- Department meetings
- International Ambassadors
- BUSU Club trainings
- Fraternity and Sorority trainings
- Classroom discussions and training
- More formal training requests have been made to the department. However, due to staffing and resource limitations, we have not been able to fulfil all training requests.

Special events and campaign engagement: In Fall 2021, we've reached over 1,300 Brock Student, Staff and Faculty participants through these events, and the following specialized programming sections:

- **Orientation week activities:**
 - Virtual Fair
 - Mixed Not Mangled
 - Dirty BINGO (on hiatus since Fall 2021)
 - Orientation week activities aimed to educate about our office, safe sex, and consent
 - Residence students
 - Large consent presentation for residence students given by a guest
 - Smaller consent trivia nights for residence throughout the year
- **Random educational and fun events collaborating with Brock International:**
 - Bowling Meet ups
 - Movie Meet ups
 - Safe Spaces to discuss the intersections of being an International Student, a student of colour, and/or queer.
 - Information and resources from our office are distributed at these events.
- **Anti-Human Trafficking:**
 - Anti-Human Trafficking Training: in collaboration with Collaborative Community Solutions

- Anti-Human Trafficking Training: Train the Trainer project. Training students and staff members at Brock to deliver the Anti-Human Trafficking training. In collaboration with Collaborative Community Solutions.
- **Healthy Relationships Programming:**
 - Workshop: Discussion-based workshop about cultivating health relationships while maintaining boundaries.
 - Healthy Relationships week (hiatus): A week focusing on educational opportunities and discussions about healthy relationships and sex. In collaboration with the Hub.
- **Consent Week (1 per term):**
 - Various Game, Trivia, Craft and Wellness events
 - Discussion spaces for students on campus to talk about consent in various contexts.
- **Movie Series:**
 - 5 films per semester, designed to generate intersectional conversations surrounding gender & Sexual violence and human rights (hiatus).
- **Self-care and wellness events:**
 - Various mindful eating, yoga, wellness, and self-care events.
- **GSV and Faith Series:**
 - Consent and Disclosure (Muslim Perspectives), Faith Talking Circle, Islamophobia.
 - Consent and Disclosure: Catholic Perspectives (hiatus)
- **Halloween Week:**
 - Safe Sex Campaign partnering with the Hub
 - Be Spooky, Not Hurtful: Costume Workshop
 - Spooky Tye-Dye and Consent workshop
 - Trick or Treating with the Hub
- **Art Speaks:**
 - Human rights themed art exhibit where students can present and share their art covering these topics
- **16 Days of Activism Against Gender-Based Violence Campaign:**
 - Panel: Rape Culture in an Anti-Ableist world
 - Interactive website for learning and support surrounding the 16 days campaign, and the 3 international days associated with the campaign.
 - Online contest to engage students in activism- which lead to \$250 (\$500 total) being donated from Brock HRE and BUSU to Students for Consent Culture Canada.
- **Asynchronous Workshops:**
 - A new initiative this year to get students, staff and faculty to engage with ongoing learning and material at their own pace.
 - Workshops include watching informative YouTube videos or open-access documentaries, then answering questions about them in Experience BU to receive CWC credit.
 - Intersex Awareness Day
 - Martin Luther King JR. Day

- Invasion Day
- Lunar New Year
- International Women's Day
- **Pride Week Programming:**
 - Annual Pride Concert featuring 3-4 2SLGBTQIA+ artists with large attendance and participation prizes from local 2SLGBTQIA+ and BIPOC-owned businesses.

Anti-Ableism-Specific Programming:

- Panel: Rape Culture in an Anti-Ableist world
- Art Speaks: Adding an anti-ableist lens to Art Speaks exhibition
- Focus groups for students who identify as disabled to learn more about their educational needs and interests surrounding GSV.

International Student-Specific Programming:

- Focus groups for international students
- Drop-in hours over the summer for international students
- Multiple events paired with Brock International to raise awareness about our office and create safe spaces for discussion.

Male and male identifying programming:

- Men and masculine people focus Group
- ManCakes Week: pancake making competition paired with an awards ceremony
- B.R.O. Talk: 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:

- Specifically, designed workshops to centre queer voices and perspectives (certificate workshops, BRO Talk)
- Queer Peer drop-in small group talks and safety place drop-in activities
- Collaboration with Brock Pride on creating Pride Week events.

BIPOC-Specific Programming:

- Specifically, designed workshops to centre BIPOC voices and perspectives (certificate workshops, BRO Talk, Black History Month event support, BIPOC-centred consent conversations)
- BIPOC Specific Drop-in hours

Ongoing Residence Life Workshops and Support:

- Small group discussions
- In-service meetings
- Residence life sexual violence training
- Sex talks in collaboration with the HUB

Brock Counsellor of Choice:

- External trauma-based counselling is available to individuals impacted by sexual violence, current or historical.

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 Support Group:

- Hosted every Fall and Winter Semester, our survivors support group was facilitated by a licensed therapist and the Gender & Sexual Violence Support Intake Coordinator.
- Over 50 student survivors, both graduate and undergraduate, have participated in the eight-week program.
- Each week focuses on a different aspect of self-care and internal regulation, using creative projects to enhance learning.

Tabling:

- Will re-start in Fall 2022 in alignment to GSV 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.
- Has been on hiatus since March 2020 due to COVID-19 guidelines
- Alternatively, we have been focusing on growing our social media presence and awareness campaigns through there.

Social Media:

- Brock HRE is constantly growing our social media presence (primarily Instagram and Facebook).
- We regularly post in-school and in-community resources, hold educational lives, and play games over Instagram and Facebook. Over 2000 people are reached in the form of likes/reposts/etc every semester. Examples of campaigns are:
 - Student, staff, and faculty support & resource sharing

- #I Believe You Day & Denim Day competitions
- Consent week
- Halloween Costume Awareness
- Be Spooky, Not Racist Halloween Costume Workshop
- Red Dress Week
- ManCakes Competition
- 16 Days of Activism Campaign
- Black History Month awareness and education
- And many more....
- **Summer Education Series:**
 - Themed weeks throughout the summer designed to engage students over social media, start dialogues, and continue education.
 - Consists of educational posts and Instagram Lives with an expert on each topic.
 - Productive Internet Dialogues Week
 - Mental Health Inequities Week
 - Domestic Violence and Safety Planning Week
 - Sex Workers Rights Week
 - Houselessness & Menstruation Week
 - Health Inequities Week

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 and Engagement Numbers

Below is an attendance and engagement tally of the workshops, formal trainings, events, social media events, and educational and promotional campaigns the GSV Education Coordinator and Peer 2 Peer Support team ran from May 2021-April 2022. According to our totals, the GSV Team engaged with a total of **18,017 Brock Community Members**.

SUMMER 2021

	Without SM	With SM
Grand Semester Totals	1014	6686
Workshops	89	
Formal Training	132	
Event Attendance	793	
Social Media (SM)	5672	

FALL 2021

	Without SM	With SM
Grand Semester Totals	1856	6998
Workshops	270	
Formal Training	629	
Event Attendance	957	
Social Media (SM)	5142	

WINTER 2022

	Without SM	With SM
Grand Semester Totals	1311	4333
Workshops	603	
Formal Training	155	
Event Attendance	553	
Social Media (SM)	3022	

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 hybrid 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 include

8

black, Indigenous, and people of colour (BIPOC) workshops, LGBTQ2S+ community workshops, and male-identifying programming. Further examples can be found in the programs listed above.

The committee recognizes and encourages the importance of providing community-specific training and events and commends Brock for its efforts to ensure the needs of all Brock communities are met.

Indigenous Programming

Brock University has an ongoing commitment to having an inclusive campus with respect to Indigenous communities. This academic year, GSVSEC collaborated with Aboriginal Student Services (ABSS) to develop specialized training, programming, and social media campaigns that included Indigenous perspectives surrounding GSV to acknowledge the historical and ongoing trauma and genocide that disproportionately affects Indigenous communities. These initiatives include formal sexual violence training regarding 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. All programming is created in collaboration with or reviewed by ABSS. However, most Indigenous programming was put on hiatus to be reviewed by ABSS when their office has the capacity and resources to do so. We acknowledge that the continuous discovery of mass graves of Indigenous children in Canada, along with under-funding and personnel changes occurring this year, has delayed their processes, but we believe collaboration with ABSS is central to all Indigenous educational content we offer. As such, the GSVSE office looks forward to future collaborations with ABSS as we move into the 2022/2023 school year or when they have the capacity to work together again.

Faculty and Staff Training

With in-person events resuming, the HRE office provided an information package to all staff and faculty on how to offer guidance on support and connectivity to services. Including in this package are the Give/Get Supports card, support contact magnet and a letter of introduction.

Training initiatives for Brock Staff and Faculty are in the process of being developed. The Human Rights and Equity Office delivers this training. It will provide an overview of policies administered by HRE and offer a lens to understanding Human Rights challenges and ways individuals can strengthen the Brock Community.

9

Residence Life staff, full-time staff, and athletes (students and staff) are required to undergo sexual violence training prior to orientation each year. Added to this are in-service opportunities and small group talks as needed.

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

Brock University Student Union's bar staff and security will undergo gender & sexual violence training as the 2022-2023 school year resumes. The "stop light shot" informs security or

bar staff that an individual requires 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 for all varsity and club sports teams in the 2020-2021 school year. While it was put on hiatus for the 2021-2022 school year, workshops on GSV, Masculinity, and Sport, presented by JR Larose, were made mandatory for all Brock Men's athletic teams in January 2022. Meanwhile, GSV and Sport workshops were available for all Brock Women's athletic teams.

A mandatory 4-year GSV and Anti-Racism training curriculum for athletes and coaches is being developed in collaboration with Brock Athletics. We hope to complete and administer this training by the 2022-2023 school year. HRE is also developing synchronous, sport-specific training opportunities with athletic teams and specific coach training.

Campus Security

Mandatory 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. Lastly, campus security is an essential 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

10

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-informed approach. This approach gives the survivors complete control

over how they wish to proceed. Survivors can choose to 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 and finding a registered psychologist/therapist on or off-campus to best suit their needs. Additionally, there are 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/transformational justice framework. Here, clients select the outcome of their case with the respondent. This gives an opportunity for respondents to take accountability and learn instead of taking 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. It, therefore, informs the community of their options should an incident take place.

We hope that the reporting process continues to be trauma-informed and client-controlled in the future. 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 area.

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 to market our events and workshops, raise awareness surrounding important issues impacting students, and remind them of available supports through our office. Currently, there is a P2P drop-in service on-campus. However, it is being relocated to become more accessible to students on-campus.

We have also continued the circulation of our monthly newsletter while utilizing Experience BU to increase visibility while offering students Campus-Wide-Cocurricular credit for attending our programming. The committee is looking forward to making HRE and the SVSE

11

resources more available to all members of the Brock community. We encourage using other pathways to increase visibility on campus and foster an environment of safety and trust.

Future Recommendations

Policy Recommendations

Our policy recommendations are as follows:

1. Definitions

- Include a definition of minor breach included in section 15.1
 - This section currently implies potential disciplinary action against the survivor which can potentially decrease ability and willingness to seek formal, university-provided assistance despite survivor distress
- Include a definition of reasonable
 - Forming the definition with the survivor-led approach in mind

2. Bias

- Amend section 9.1 to account for bias and power imbalances
 - Internal, hierarchal investigations can lead to implicit and personal bias which can negatively affect the reporting process and disclosure outcome
 - While the Investigation Review Committee (IRC) consists of diverse, unbiased individuals, the final decision maker is in a position of power over the staff member with existing knowledge of the respondent
 - Amendment of this section to account for bias ensures procedural fairness
- Review bias mentioned in section 11.1(ii)
 - This section notes that survivors have the opportunity for investigation review if bias is suspected by HRE, but the policy does not include how HRE bias is minimized
- Include procedures concerning workshops and the development of educational material for GSV issues
 - Include a policy that states workshops and educational material on MMIWG must be conducted/made in conjunction with ABSS
 - Include a policy that ensures workshops and education is developed and conducted by those with lived experience; for example, BIPOC, LGBTQ2IA+, international perspectives, Indigenous perspectives, et cetera

3. Mandatory Training

- With support from the Brock University land acknowledgement that states the friendship of Indigenous peoples which allows for our success
 - Friendship is formed with understanding and reconciliation but understanding and reconciliation stems from education and awareness

12

- Implementation focus
 - Initiate mandatory training for incoming, first-year students
 - Expand current training for Campus Security to include additional topics
 - Support continued efforts for mandatory staff and faculty training
- A large portion of these recommendations are based on the OUSA policy paper on Gender-based and Sexual Violence Prevention and Response published in the spring of 2020
 - Mandatory training for incoming, first-year students

- OUSA recognizes adverse childhood experiences of gender-based and sexual violence
- OUSA calls on the creators of the Climate Survey to account for these experiences and collect relevant information through survey responses
- Improve training for campus security
 - OUSA identifies that universities may interact with human trafficking victims
- Mandatory training for staff and faculty
 - OUSA calls on the Ministry of Colleges and Universities and the provincial government to implement mandatory training
 - Recommendation is based on concerns surrounding the lack of education within this group and potential selection bias due to optional training
- OUSA identifies healthcare as a gap in recovery
 - Due to the traumatic nature of gender-based and sexual violence, OUSA recognizes that specialty training is necessary to aid the survivor with recovery

4. Recommendations by BUSU/GSV Steering Committee

- Removing the assumption of an average childhood experience, we seek mandatory GSV training for incoming, first-year students
 - Recognized by OUSA in their 2020 policy paper, we seek mandatory training to educate incoming students for GSV prevention and allow for the recognition of adverse childhood experiences
 - Victims of abuse, especially at a young age, have barriers when seeking support and it is possible that GSV has been normalized throughout their childhood
 - OUSA outlines these risk factors which include, but are not limited to, association with sexually aggressive peers, history of physical abuse in childhood, and parental violence
- Identifying the fact that members of the Brock community may be victims of human trafficking, we seek the inclusion of human tracking training as a part of the mandatory training for Campus Security
- Supporting the OUSA recommendation, we seek mandatory GSV training for faculty and staff in a similar fashion to mandatory workplace training implemented into policy
 - Increases survivor support and assists with prevention
- Considering the OUSA concern regarding healthcare, we seek mandatory GSV training for staff working in Student Health Services
 - This training should not only focus on issues surrounding sexual violence, but also include training perspectives and issues regarding MMIWG, LBTGQ2IA+, BIPOC, among others to improve care outcomes, increase survivor support, and increase provider-patient understanding

As a committee, we reviewed all current and existing programmes and initiatives targeted towards Gender and Sexual Violence Education currently offered by the Brock Human Rights and Equity office and these are our recommendations.

1. **GSV/ BUSU Student Advisory Committee:** A GSV/ 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 Director and HRE staff.
 - The committee this year consisted of only undergraduate students although it is expected to consist of both graduate and undergraduate students. We strongly recommend that more effort should be invested in recruiting graduate students to join the committee to widen the perspectives brought to the table.
2. **(Student) Peer to Peer Advocates (P2P):** The twelve (12) P2P Advocates now operate a Drop-In Centre open 23 hours a week, serving as a central point for information, support, and referral for our students. BIPOC P2P staff also conducts BIPOC-specific drop-in hours and Queer-identifying staff also held Queer Peer drop-ins.
 - We believe that to ensure the P2P student staff are fully supported considering that they are student staff who encounter/deal with emotionally taxing information, there should be a mental health support staff (a therapist/counsellor) within the HRE/GSV team. The need for someone within the office ensures that information confidentiality is maintained, and the staff can speak as freely as possible to an understandably confidential extent that they would unlikely have the chance to do with a mental health support resource beyond the department.
 - To ensure an efficient and effective use of this staff as a mental health resource, besides from being a professionally certified mental health resource; they should be trained in dealing with cases relating to GSV and relating subjects approached within the HRE/GSV Team. This ensures that even as other members within the HRE/GSV department are trained with some of these skills, they are still able to reach out for support and focus on other tasks within their role. This professional can also be used as a 1st point of contact for HRE Volunteers or students, staff and faculty who have made reports of GSV and choose to seek mental health support.
3. **GSV Support Certificate:** Designed and led by students. Over 255 students, staff and faculty have attended our workshops since September 2021.

14

- We recommend that to ensure the content provided in the workshops that present people with the GSV support certificate be reviewed every 2 years to allow for the most up-to-date information as well as more relevant examples to be included within the topics. This review can also be used to assess the workshops to determine if any of them should be merged or more workshops should be introduced.
4. **Formal training opportunities:**
 - The committee recognizes that these formal training opportunities exist and applauds the work done so far in this regard. We recommend that there should be

formal and mandatory training provided to all incoming first year students and staff of Brock University which goes beyond special programming delivered during events such as Orientation Week. We believe this will ensure a reduced number of incidents that are common amongst incoming students as well as the phenomenon of the 'Red Zone'.

- We recommend that the training can be made analogous and delivered on Brock's digital learning platform, for example, Sakai, such as the Library Training or Lab Training delivered to orient incoming students. We strongly suggest that this training contains information about HRE's policies as well as Brock Sexual Assault & Harassment Policy.

5. **Special events and campaign engagement:**

- **Random educational and fun events collaborating with Brock International:** We propose that the events delivered for international students should include an orientation training/information session focused on HRE, the support & resources they provide as well as important tips they need to settle into a new culture with new policies they are unfamiliar with and different expectations on topics such as boundaries.
- **Anti-Human Trafficking:** We recommend that more Anti-Human Trafficking workshops/sessions/training are offered for students, staff, and the community as this is an important conversation which we believe is not made to be prioritized as needed.
- **Movie Series:** We suggest having at least one movie per term for the film series, or 5 over the school year. This number might be more effective to allow for better attendance and they could be themed as well (for example, a movie surrounding consent for consent week)
- **GSV and Faith Series:** We recognize that HRE made more effort in programming offered for this topic this year which is appreciated. We, however, believe that they need to work more closely with Faith and Life at Brock to get more perspectives on different faiths (and its Intersection).

6. **Demographic-Specific Programming:** Our committee acknowledges the present and existing programs and resources currently available for demographics within the Brock Community such as the BIPOC/Queer/International students. Nevertheless, we believe that HRE can continue to work towards including more intersectional consent workshops

15

and discussion spaces for BIPOC/Queer/International students which are important to be led by people who share this demographic to ensure more efficient conversations as well as present a safe space.

7. **Brock Counsellor of Choice:** External trauma-based counselling available to individuals impacted by sexual violence, current or historical.

- This knowledge of this resource seemed to be unfamiliar to even students within the committee which goes to show that this resource can be more intentionally and widely advertised to the Brock community. We strongly recommend using the HRE and BUSU social media, referring to it within programs delivered by

HRE and highlighting it on the resource/support cards that are usually distributed within the campus.

In conclusion, we commend the efforts of the HRE/GSV office in creating and delivering these programs as we also acknowledge the difficulties in transitioning from the virtual COVID-19 world to a physical space with restrictions to ensure everyone's safety. We strongly suggest that all the recommendations are put in place to ensure a more efficient delivery of the resources and support made available to the Brock community.