

Human Rights and Equity

2022-2023 ANNUAL REPORT

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LAND ACKNOWLEDGEMENT

We acknowledge the land on which Brock University was built is the traditional territory of the Haudenosaunee and Anishinaabe peoples, many of whom continue to live and work here today. This territory is covered by the Upper Canada Treaties and is within the land protected by the Dish with One Spoon Wampum agreement. Today this gathering place is home to many First Nations, Metis, and Inuit peoples and acknowledging reminds us that our great standard of living is directly related to the resources and friendship of Indigenous peoples.



Two-Row Wampum Belt

AFRICAN ANCESTRAL ACKNOWLEDGEMENT

We acknowledge the many people of African descent who are not settlers, but whose ancestors were forcibly displaced as part of the Trans-Atlantic slave trade, dispersed across the New World against their will, and made to work on these lands. This involuntary migration contributed heavily to the movement of African people and their descendants across the diaspora to places such as Canada. While all non-Indigenous peoples have been beneficiaries of colonization, it is important to recognize the differences between community connections to this land. Effectively, we must challenge ourselves to think deeper and examine the processes that led to the dispossession of Indigenous peoples on this land and the lasting impacts of settler colonialism. Stolen people on stolen land. It is imperative that we continually act in support of Black children, families, and communities, seeking freedom and reparative justice, considering the history and ongoing legacies of slavery and violence that continue to impact Black communities across Canada and beyond.

ACCESSIBILITY STATEMENT

The HREO is committed to creating accessible content. We are continually improving our resources and services to ensure accessibility and inclusion for all. This report has been designed, as much as possible, with accessibility in mind and is in alignment with the requirements of the [Government of Ontario's AODA standards](#) for accessible digital content.

If you would like a copy of this report with specific accessibility adjustments, please email accessibility@brocku.ca.

GLOSSARY OF TERMS

Affinity Groups and Identity Specific Programs - Affinity groups and identity specific programs are designated as spaces where everyone in that group shares a particular social identity. They are designed to cultivate a culturally safe and brave environment through offering support, healing, and connection. For people who are often underrepresented, underserved, and excluded by the systems in which they operate, an affinity space can offer community and reduce feelings of isolation through the benefit of shared experiences. The Human Rights and Equity Office provides programming in affinity group options and intercultural groups that are open to everyone to meet diverse community needs (Ontario Principals' Council, n.d.).

Anti-Oppressive Practice - Individual and institutional strategies, theories, actions, and practices that seek to dismantle the effects of institutionalized power and privilege – particularly of white European experiences and structures – and ultimately to equalize power imbalances (Simmons University Library, 2021). Anti-oppressive practice includes being anti-racist, sexist, ableist, ageist, classist, colonial, as well as actively working against homophobia, transphobia, and religious discrimination (Naushan, A., Flood, J., Khan, F., Eerkes, D., De Costa, B., Jafry, Z., & Mendoza, J., 2021).

Anti-Racism - Anti-Racism is the active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably (Government of Canada, 2023)

Cultural Humility - Cultural humility is a process of self-reflection to understand personal and systemic biases and to develop and maintain respectful processes and relationships based on mutual trust. Cultural humility involves humbly acknowledging oneself as a learner when it comes to understanding another's experience (The First Nations Health Authority, n.d.).

Cultural Safety - Cultural safety is an outcome based on respectful engagement that recognizes and strives to address power imbalances inherent in institutions and systems (originally recognized through health care). It results in an environment free of racism and discrimination, where people feel safe when receiving care and accessing institutional services (The First Nations Health Authority, n.d.).

Culturally Safe Approaches- Approaches that recognize and challenge unequal power relations between service providers and survivors by building equitable, two-way relationships characterized by respect, shared responsibility, and cultural exchange. Survivors must have their culture, values, and preferences taken into account in the provision of services (Government of Canada, 2021).

Duty to Accommodate - Refers to laws related to equity and accessibility with which the University is obligated to comply. For example, legislation provides rights and responsibilities through the Accessibility for Ontarians with Disabilities Act (AODA, 2005), the Ontario Human Rights Code (1990) and the Occupational Health and Safety Act (1990) for community members to request specific accommodations to ensure they are equitably able to participate fully in the work and learning

environment. The Human Rights and Equity Office is committed to educating the institution on duty to accommodate through training, resource development, system navigation and advocacy for community members in need of accessing accommodations.

Equity - The principle of considering people's unique lived experiences and differing situations, and ensuring they have access to the resources and opportunities that are necessary for them to attain just outcomes. Equity aims to eliminate disparities and disproportions that are rooted in historical and contemporary injustices and oppression (Government of Canada, 2021).

Implicit Bias - An unconscious predisposition, prejudice, or generalization about a group of persons based on personal characteristics or stereotypes (Government of Canada, 2023).

Inclusion - The practice of using proactive measures to create an environment where people feel welcomed, respected, and valued, and to foster a sense of belonging and engagement. This practice involves changing the environment by removing barriers so that each person has equal access to opportunities and resources and can achieve their full potential (Government of Canada, 2021).

Institutional Racism - Consists of patterns of behaviour, policies or practices that are part of the social or administrative structures of an organization, and which create or perpetuate a position of relative disadvantage for racialized persons. These appear neutral on the surface but, nevertheless, have an exclusionary impact on racialized persons (Government of Canada, 2023).

Intersectionality - Intersectionality describes how a person's race, class, gender, and other individual characteristics “intersect” with one another and overlap to create unique and cumulative experiences of privilege and/or oppression. Kimberlé Crenshaw employs the term "intersectionality" to describe the phenomenon of Black women experiencing multiple oppressions simultaneously and the way they are marginalized at the intersection of race and gender by the tendency to treat each identity category as mutually exclusive.

Marginalized, Equity-Deserving, or Equity-Denied Groups - A group of people who, because of systemic discrimination, face barriers that prevent them from having the same access to the resources and opportunities that are available to other members of society, and that are necessary for them to attain just outcomes. In Canada, groups generally considered to be equity-deserving or marginalized groups include women, Indigenous peoples, people with disabilities, people who are part of 2SLGBTQIA+ communities, religious minority groups and racialized people. The types of equity-deserving groups may vary based on factors such as geography, sociocultural context, or the presence of specific subpopulations (Government of Canada, 2021).

Microaggression - A comment or action that is regarded as subtly expressing prejudice against a person or group of people. Microaggressions are generally indirect and can be unintentional. Members of marginalized or minority groups are often the subjects of microaggressions (Government of Canada, 2021).

Social Identity - A person's sense of who they are based on the social groups into which they were born, or to which they feel a sense of belonging. These groups are classifications based on shared physical, cultural, or social characteristics. People can identify with or be perceived by others as belonging to a specific social group; both shapes how individuals experience the world (Government of Canada, 2021).

Systems Navigator - A person that explains intra-post-secondary policies, as well as internal and external, processes and procedures to involved parties, and offers guidance, referrals, and coordination of support throughout the complaints process (Naushan et al., 2021).

Trauma-Informed Practice - Trauma-informed means acknowledging the harm endured by complainants and survivors along with having awareness of the impacts that trauma has on an individual's emotional, cognitive, physical, and sexual wellbeing. Such acknowledgement and understanding should guide the creation of processes, procedures, and support. Adopting such a lens should serve to not re-traumatize individuals further; it should maintain their dignity throughout the process, procedure or support they receive. In addition to processes, procedures or support that are infused with trauma-informed principles, trauma-informed also implies that those individuals charged with creating processes, procedures or documents need specific training in trauma-informed practices as well (Naushan et al., 2021).

HRE VISION AND MANDATE

VISION

We are committed to cultivating a welcoming, inclusive, equitable, and diverse Brock community that respects, affirms, values, and supports all individuals in recognition of their unique lived experiences and identities.

MANDATE

The Human Rights and Equity Office acts as a resource for all Brock community members to provide information, education, systems navigation, guidance, advocacy, and support on issues related to equity, diversity, inclusion, human rights, harassment, discrimination, bullying and sexual violence.

We recognize the importance of centring, amplifying, uplifting, and supporting members of underserved, equity-deserving, and equity-denied groups utilizing an intersectional, anti-oppressive, anti-racist, feminist, trauma-informed, strengths-based, and person-centred approach.

Our goal is to support transformational change and capacity building with individuals, departments, and the broader Brock community. We recognize that each person is on a unique equity, diversity and inclusion learning journey and are committed to strengthening the institution through cultural humility.

To make this vision a reality we commit to:

- Notice, name and provide recommendations to dismantle systemic barriers for marginalized and equity-deserving groups through outreach, education, and advocacy.
- Further ongoing opportunities to actively listen, receive feedback, engage in critical dialogues, and uplift the voices of equity-deserving members within the Brock community.
- Deliver anti-oppressive, anti-racist, feminist, trauma-informed, accessible, culturally responsive supports, resources, workshops, events, programs, and educational training for all community members.
- Promote a community of accountability through self-reflection, restorative, and transformative processes.
- Further equity, diversity, and inclusion at Brock by fostering collaboration and partnerships throughout and beyond the institution in support of transformational change.
- Provide guidance and support to develop policies, procedures, and common and consistent language around what it means to be an accessible, inclusive, equitable institution.

CORE FUNCTIONS

The Human Rights and Equity Office employs 6 core functions that allow us to build towards our goal of cultivating a welcoming, inclusive, equitable, and diverse Brock community through supporting transformational change and capacity building with individuals, departments and throughout the institution. Our Core Functions are outlined below:

- 1. Education:** The HREO provides informative, preventative, and responsive training to students, staff, and faculty. We provide both introductory foundational Equity, Diversity and Inclusion training and customized workshops to meet the needs of the Brock community. Training and workshop topics include but are not limited to 2SLGBTQIA+, Accessibility, Activism and Advocacy, Anti-Bias, Anti-Black Racism, Anti-Oppression, Anti-Racism, Bullying and Harassment in the Workplace, Consent, Cultural Safety and Humility, Discrimination, Duty to Accommodate, Gender Based Violence, Gender Identity and Expression, Inclusion, Intercultural Communication, Intersectionality, Microaggressions, Religious and Spiritual Accommodations, Sexual Diversity, Sexual Violence and Understanding the Human Rights Code.
- 2. Gender-Based and Sexual Violence (GSV) Supports:** The HREO is committed to supporting and creating a safe campus for all students, staff, and faculty by helping to change the social fabric and to prevent and respond to Gender and Sexual Violence on Campus. This includes preventative and responsive training and workshops on topics connected to GSV as well as survivor-centred and trauma-informed supports, safety-based services, academic and workplace accommodations, resources, and referrals for community members who disclose individual experiences of gender and sexual violence that are impacting their environment.
- 3. Material:** The HREO provides culturally responsive and affirming material supports to community members including free chest binders and breast forms for those in need, access to funding for legal name changes for trans, non-binary, two-spirited, and gender diverse community members and emergency supports connected to safety needs for community members who have individual experiences of gender and sexual violence that are impacting their environment.
- 4. Programming and Events:** The HREO contributes to building a welcoming, inclusive, affirming, and equitable campus community by offering both identity-specific affinity options and intercultural, open to all drop-in programs, workshops, and events. This programming incorporates anti-oppressive, intersectional, and trauma-informed approaches while celebrating and promoting the flourishing and thriving of equity-deserving groups on campus. They provide safe and culturally responsive spaces run by Brock professional staff, student peer-to-peer staff, and internal and external community partners and resources.
- 5. Resolution Services:** The HREO provides a supportive and confidential space for community members who have experienced bullying, harassment, and/or discrimination to receive support,

advocacy, systems navigation, and assistance through the dispute resolution process. The HREO receives disclosures and reports of breaches under the RWLEP and SAHP. These disclosures or reports are responded to through a complainant-centred and survivor-centred approach. The complainant and/or survivor will be provided with an understanding of all processes available to them to address their concern. These options include Personal Resolution, which is defined as confidential contact with HREO for advice on resolving a concern oneself, or by an individual choosing to take no action at this time; Informal Resolution, which may be facilitated through mediation, accommodation, and/or through a restorative justice process; or a Formal Complaint process, which, as of 2022-2023, is centrally managed through the University's Investigations Manager, in the Office of Legal, Compliance and Privacy.

6. **Resources and Referrals** – The HREO recognizes that community members who are experiencing issues related to human rights, harassment, discrimination, and bullying may need holistic support throughout their time at Brock. We are committed to understanding intersectional identities and providing culturally responsive supports which include a curated list of counsellors and investigators from diverse backgrounds and social locations that community members can select in accordance with their needs. We are committed to local and global collaboration and partner with internal and external departments and organizations to develop and administer interim and longer-term support and safety plans for community members.

EXECUTIVE SUMMARY

This year, Brock's Human Rights and Equity Office focused their efforts on evolving programs, services and supports in alignment with the mandate of promoting Equity, Diversity, and Inclusion through education, outreach, and advocacy. Below is an executive summary of the Human Rights and Equity Office Annual Report. Each section is hyperlinked to the corresponding section in the full report which will provide detailed descriptions of the outcomes and accomplishments of the 2022-2023 fiscal year.

HREO REVIEW

In March 2022 Interim President Lynn Wells tasked Vice-President, Administration Ken Chan with leading an internal review of the mandate, operational effectiveness, organizational structure, and resourcing of Brock's Human Rights & Equity Office (HREO) and provide recommendations in the spirit of continuous improvement. Members of the Brock community were invited to share their recommendations for the office through writing and interviews. A summary of the report outcome is provided below. For further detail, please see the [HREO Review](#) section in the full report.

Recommendation 1: The HREO will centre advocacy, education, and outreach as its mandate. This has been implemented through increased multi-modality programming, training, workshops, events, and consultations detailed throughout the report.

Recommendation 2: Elevate the role of the administrative head of HRE with the creation of an Associate Vice-President, Equity, Diversity, and Inclusion, reporting to the President. The successful candidate is projected to start in late summer.

Recommendation 3: Develop a human resource strategy to retain and recruit talent for HRE by undertaking a compensation review of all positions and making positions permanent, with support for training and professional development. All positions in the HREO are now permanent and ongoing. A variety of professional development opportunities have been provided to HRE staff and interdepartmental representatives.

Recommendation 4: Review the Respectful Work and Learning Environment Policy (RWLEP) and the Sexual Assault and Harassment Policy (SAHP) to reflect any revised structure and mandate of HRE. This continues to be implemented through policy review, and the hiring of staff across the institution to effectively address Discrimination, Harassment, and Sexual Violence.

Recommendation 5: Ensure that HRE's new mandate takes into account restructuring that is currently underway to align key functions across the institution. Collaboration and partnerships across campus have been established to further embed EDI throughout the institution.

The Human Rights and Equity Office will continue to evolve in response to the report throughout the next fiscal year.

HUMAN RIGHTS AND EQUITY PROGRAMMING

Throughout the last year, the HREO delivered Equity, Diversity, and Inclusion programming to enhance institutional capacity through 129 formal trainings with 2,564 participants, 103 workshops with a total of 1,893 participants and 317 events with a total of 6,334 participants. Programming topics included but were not limited to 2SLGBTQIA+, Accessibility, Activism and Advocacy, Anti-Bias, Anti-Black Racism, Anti-Oppression, Anti-Racism, Bullying and Harassment in the Workplace, Consent, Cultural Safety and Humility, Discrimination, Duty to Accommodate, Gender Based Violence, Gender Identity and Expression, Inclusion, Intercultural Communication, Intersectionality, Microaggressions, Religious and Spiritual Accommodations, Sexual Diversity, Sexual Violence and Understanding the Human Rights Code. The SJC and GSV teams offered campus-wide certificate programs focused on Anti-Oppression and GSV Education. This programming was offered in synchronous, asynchronous, virtual, hybrid and in-person formats. Detailed descriptions of the [HREO programming](#) can be found in the full HREO report.

HUMAN RIGHTS AND EQUITY STRATEGIC INSTITUTIONAL INITIATIVES

Throughout the last year, the HREO supported the review, revision and creation of policies and procedures including the Accessibility Policy, Service Animal Procedure, Sexual Assault and Harassment Policy (SAHP), and Respectful Workplace and Learning Environment Policy (RWLEP). In recognition of Ramadan this year, the HREO designed a Memorandum for the Observance of Ramadan to provide information across campus about our duty to accommodate and systems navigation for requesting accommodations. Our goal is to continue and strengthen this work next year and advance policy, procedure and guideline work connected to religious and spiritual observances and duty to accommodate.

One of the major strategic initiatives this year was to enhance collaboration and partnership while strengthening the campus community's commitment and connection to EDI work. This was accomplished by creating a Community of Practice for EDI practitioners across campus, delivering interdepartmental professional learning certifications, creating a central Black History Month Committee, and continuing to support and participate in internal and external committees to enhance EDI at Brock.

ACCESSIBILITY

The Accessibility and Inclusion Program continued their ongoing efforts to raise awareness of institutional compliance throughout the institution including education and celebration workshops, trainings and events including updating the AODA and Human Rights Training. They supported the development of a Service Animal Procedure and supported the review of the Accessibility Policy. The Accessibility and Inclusion Advisor acted as a key member in addressing accessibility campus-wide by offering individual and departmental consultations and training focused on enhancing accessibility in a

variety of domains. The Accessibility and Inclusion Advisor continues to provide advice and resources for other policies and processes throughout the year and continues to provide advice on legislative and anti-ableist processes and language, including through various roles on numerous university committees.

In alignment with the new HREO mandate, the program increased education, outreach, and advocacy by providing advice and best practice recommendations to individuals, departments, committees and working groups to further accessibility and inclusion at Brock on topics including exploring disability as a human right, ways to identify ableism in their work, disability representation, customer service, language, and barrier-awareness. They also partnered with sector-wide accessibility staff to build a consistent infrastructure to address post-secondary institution-wide areas of non-compliance in digital accessibility. In addition to institutional capacity building, they have continued to support in resolving escalated accessibility concerns raised by campus stakeholders and leveraged individual experiences into systemic recommendations to support accessibility throughout Brock.

ANTI-RACISM & INCLUSION

A primary focus of the Office's Anti-Racism & Inclusion efforts this past year was to enhance institutional capacity in anti-racist practices by the launch of a campus-wide, collaborative Brock community approach to this work. This began with the establishment of an interdepartmental Black History Month (BHM) / African Heritage Month (AHM) working group. The central goals of the group were to understand how the university had previously recognized BHM / AHM including specific activities and events that were executed, and to create programming sub-committees that featured a combination of faculty, staff, and students to identify programming suggestions across key areas of engagement. Through this collaborative approach, informative, meaningful, and progressive strategic relationships that did not previously exist were formed between the Human Rights and Equity Office and several racialized students and student-athletes, the Black Students Association (BLSA), the Varsity Athletic Department, the Faculty of Applied Health Sciences' Sports Management Department, and the Residence Life Department. This highly effective collaborative approach ultimately led to the university's most comprehensive and successful Black History Month/African Heritage Month efforts to date, comprising 21 events across the month with over 1200 people in combined attendance and resulting in over 92,000 total social media impressions.

The Anti-Racism programming continued to enhance awareness and capacity building at the university across individual, departmental, and institutional levels. This was achieved through a variety of activities including anti-racism training for students, student-athletes, Brock departments and embedded in courses. In addition, there was ongoing impactful programming and events throughout the year including lectures, panels, roundtable discussions, socials and varsity basketball and hockey games.

GENDER AND SEXUAL VIOLENCE SUPPORT

The Gender and Sexual Violence (GSV) Support Program continued to act as a survivor-centred, trauma-informed and anti-oppressive service for community members impacted by GSV. This year we received a total of 74 disclosures from community members seeking support. GSV staff offered a variety of support services to community members including academic and workplace accommodations. The most frequently accessed supports this year were academic accommodations, with 39 assignment extensions, 9 exam accommodations, 9 requests for support with backdated withdrawals, 3 in-class changes, and 3 accommodations for virtual courses.

As we introduced our Peer Safe Walk and Safe Text programs this year, 10 survivors also accessed these safety supports. As in previous years, the GSV support team continued to provide referrals to on-campus and community resources based on survivors' needs.

GENDER AND SEXUAL VIOLENCE EDUCATION

A central goal for GSV Education this year was institutional capacity building through the piloting of specifically tailored training programs for varsity athletes and students in residence. To this end, the GSV team developed a four-year curriculum for Varsity Athletes which provides them with a solid foundation of knowledge on GSV and consent; Year 1 was impactful, as we reached approximately 442 student-athletes. In collaboration with Brock Residence, the team also created and implemented a pilot program for mandatory consent training for students in residence. Topics included comprehensive consent, bystander intervention and survivor support. The initiative reached a total of 826 students in residence. This work will continue in 2023-2024 as we expand the reach of mandatory residence training. Finally, our GSV team continues to develop awareness and strengthen knowledge about intersectional and diverse issues related to GSV and the capacity of trauma-informed responses to GSV in folks from diverse stakeholder groups across the Brock community through our 11-part GSV Support Certificate series. This year, we had a total of 155 people attend workshops with 45 people receiving certification.

GENDER AND SEXUAL VIOLENCE STRATEGIC INSTITUTIONAL INITIATIVES

A key focus for GSV support this fiscal year was improving our trauma-informed and survivor-centred framework by creating more practical resources for Brock community members who have been impacted by GSV and making supports more accessible. To support this goal, HRE implemented the Safe Text Program, the Peer Safe Walk Service, the Emergency Survivor Fund (ESF) and expanded our Brock Counsellor of Choice (BCC) list to include a more diverse selection of therapists. The Safe Text Program is a confidential support service that offers a safe, accessible, and discreet way to check in and out of campus if one has safety concerns. The Peer Safe Walk Service is also available to folks who have safety

concerns, do not want security accompaniment, and would like to have someone accompany them to an on-campus location. The ESF was created in response to a call for more practical supports for survivors of GSV on campus. It provides prompt financial support for survivors of GSV who require emergency support for practical needs including safety, mental health, and basic needs. Finally, in an effort to expand the accessibility of trauma-informed counselling services for GSV survivors, the HREO performed an intentional, targeted recruitment to expand the BCC roster to include more counsellors with professional or lived experience working with racialized, transgender, non-binary, Jewish, and Muslim communities and accepted 6 new counsellors into the BCC program.

STUDENT JUSTICE CENTRE

The Student Justice Centre (SJC) is a vibrant, welcoming, safe, and inclusive campus community that serves as a hub for social and political engagement, education, and activism. Our goal is to empower students to become agents of positive change within their communities and beyond. We offer programs and services that support learning, leadership development, community engagement, activism, advocacy and so much more. During the 2022-2023 academic year, the Student Justice Centre focused on providing meaningful opportunities for student growth and development while fostering important connections within the community by collaborating with various departments, clubs, and organizations. SJC programming included our BIPOC Support Drop-In and Disability Support Drop-In along with workshops in our Anti-Oppression workshop series. The SJC ran many workshops, events, campaigns, and projects that offered a breadth of EDI-related education to the entire Brock community as outlined in depth in the SJC section of this report. Many of the workshops hosted this year, such as Anti-Racism 101, Feminism 101, Understanding Implicit Bias, and more will make a return in 2023-2024 through our new Anti-Oppression Certificate series.

The launch of the Disability Support Drop-In program was a significant achievement, as it was the first-ever of its kind at Brock University. This program was offered weekly and staffed by our Accessibility and Disability Justice Peer Assistants, who were trained in receiving disclosures and educated on the various resources on campus. This program provided a space for disabled students to make disclosures of ableism, discrimination, and harassment to trained peer mentors and receive support and referral services while also building friendships, connections, and community for disabled students at Brock.

HUMAN RIGHTS RESOLUTIONS PROGRAM

The Human Rights and Equity Office is responsible for the administration of discrimination and harassment complaints under the Respectful Work and Learning Environment Policy (RWLEP) as well as complaints issued under the Sexual Assault and Harassment Policy (SAHP) concerning issues of gender and sexual violence.

During the 2022-2023 academic year, HREO received a total of **138** new concerns or complaints under the RWLEP from May 1, 2022, until April 30, 2023. This is a slight decrease (8%) from the previous year, which is in relation to the significant drop-in formal resolutions received in 2022-2023. Informal and personal resolutions, however, have increased over previous fiscal years, with personal resolutions increasing by 45%, and informal resolutions by 37%. In addition to direct resolution support, the Office of Human Rights and Equity engaged in **793 consultations** providing support and advice to community members for issues connected to the RWLEP, an **85% increase** over 2021-2022.

There are notable increases in complaints related to Creed, Disability, Gender Identity/Gender Expression and Race concerns as well as an overall increase in general or workplace harassment concerns. While some of this may be attributed to the return to campus, the majority of the concerns are, instead, related to systemic issues as well as accommodation processes, procedures and practices.

HREO received 74 disclosures under the SAHP from May 1, 2022, until April 30, 2023. Of these disclosures, 7 complainants or survivors accessed the formal resolution process and 60 accessed informal resolution processes in order to have their complaints addressed.

BROCK'S STRATEGIC PLAN 2018-2025

The Human Rights and Equity Office is an important contributor to meeting **Brock's Strategic Plan**. Below we will outline the actions that the HREO has engaged in throughout the last year to work toward Brock's Strategic Plan and Priorities.

Brock's Strategic Priority: To offer a transformational and accessible academic and university experience as outlined in the strategic plan.

Goal: Deliver high-quality programs that meet the interests and needs of students and support them to achieve their potential in life.

Department's Contributions:

- The Student Justice Centre (SJC) hosts a Black, Indigenous, People of Colour (BIPOC) Support Drop-In along with a Disabled Students Support Drop-In throughout the year as a high-impact practice. These Drop-In programs are organized by SJC support staff and are open to all students from racialized and disabled identities seeking resources, support, and a safe space to be themselves.
- The GSV Program offers a Peer-to-Peer (P2P) drop-in space and peer support service where students can seek support, educational resources, and referrals to on and off-campus organizations as a high-impact practice. It is a multipurpose and inclusive space in which students can hang out, play board games, have snacks, study, read and relax.
- The HREO provides experiential work and learning opportunities for student staff through opportunities in the SJC and the GSV team to act as peer support. In addition, HRE accepts volunteer, internship, and practicum students to support experiential skill development and professional experience in their areas of study, interest, and passion.
- The GSV team provides survivor-centred and complaint-driven support and accommodations to meet students' needs and promote their holistic success at Brock. Some of these high-impact supports and services include the Brock Counsellor of Choice program which allows students to connect with trauma-informed and identity-specific counselling support, the Safe Text and Peer Safe Walk programs provide survivors with an accessible and discreet way to check in and out of the campus for safety reasons and allows survivors to reach out for help in situations where making a phone call or accessing other support services may not be possible or safe.
- The HREO staff advocates on behalf of students to implement tailored academic accommodations that aim to remove barriers to students' class participation and success including but not limited to virtual programming and arrangements, asynchronous class accommodations, backdated withdrawals, course waivers, and letters of permission.

- Members of the HREO partner and participate on the Trauma-Informed Practices (TIP) committee to support embedding TIP throughout the institution in areas including research, service, people and culture and academic programs.
- The HREO facilitated the creation of a Content Note Working Group to design a resource that provides faculty members with strategies to reduce harm when covering sensitive and controversial content that may impact learners.

Goal: Expand Brock's lifelong learning opportunities for students and members of the community.

Department's Contributions

- This year, the HREO delivered Equity, Diversity, and Inclusion programming to enhance institutional capacity through 129 formal trainings with 2,564 participants, 103 workshops with a total of 1,893 participants, and 317 events with a total of 6,334 participants. Programming topics included but were not limited to 2SLGBTQIA+, Accessibility, Activism and Advocacy, Anti-Bias, Anti-Black Racism, Anti-Oppression, Anti-Racism, Bullying and Harassment in the Workplace, Consent, Cultural Safety and Humility, Discrimination, Duty to Accommodate, Gender Based Violence, Gender Identity and Expression, Inclusion, Intercultural Communication, Intersectionality, Microaggressions, Religious and Spiritual Accommodations, Sexual Diversity, Sexual Violence and Understanding the Human Rights Code. This programming was offered in synchronous, asynchronous, virtual, hybrid, and in-person formats.
- The **GSV Certificate** is open to all campus community members, to raise awareness about intersectional and diverse issues related to sexual violence. These workshops incorporate an intersectional and trauma-informed approach to confronting sexual violence by highlighting different communities' perspectives. Workshops are offered 3 times per week with 11 unique topics including Consent and Disclosure, Grooming, Indigenous Perspectives, BIPOC perspectives, International Perspectives, Masculinity and Sexual Violence, Equity, Intersections, and Trauma, Restorative Justice, 2SLGBTQIA+ Perspectives, Anti-Ableist Perspectives and Self-Care & Self-Regulation.
- The Student Justice Centre's new **Anti-Oppression Certificate** Workshop Series offers an inclusive and comprehensive exploration of various social justice topics, providing participants with a deeper understanding of key frameworks and theories. These workshops are crucial in fostering a deeper understanding of current and historical issues and providing tangible strategies for personal growth and allyship, making a significant impact in promoting equity and inclusivity. This series includes the following workshops: Anti-Racism 101, Anti-Oppression 101, Intersectional Feminism, Disability Justice 101 and Gender and Sexual Diversity 101, with more workshops to be added in the future.

- The Anti-Racism & Inclusion Varsity Athletics training provides an opportunity for student-athletes to develop greater awareness and understanding with respect to issues of systemic racism, anti-racism, inclusion and their roles within athletic spaces and sports culture in general. The comprehensive training explores and unpacks key concepts, language and terms connected to understanding the importance of incorporating anti-racism and inclusion approaches and practices in athletic competition and its connections. The training also aims to examine the impact of meaningful allyship, both on and off the playing surface.
-

Goal: Offer globally-oriented learning and experience opportunities.

Department's Contributions

- HRE collaborates with diverse internal and external departments and organizations to offer events with international scholars such as TikTok star and disability activist *@crutches_and_spice*, Imani Barbarin and those that promote global engagement such as The Spirit of Mali Exhibition.
 - The SJC encourages global learning and solidarity through events such as Freedom Rally for Iran, an event in solidarity with Iranian protestors fighting for their freedom and liberty in Iran. This rally included speeches from Iranian students about their experiences and support of this movement sparked by the murder of Mahsa (Jina) Amini.
-

Goal: Provide an engaging campus experience that meets students' needs and provides social, cultural, and recreational opportunities for all students.

Department's Contributions

- The Student Justice Centre partners with many clubs, campus groups and community organizations, including but not limited to: OPIRG Brock, Muslim Student Association (MSA), Black Student Association (BSA), BIPOC Caucus, Brock Pride, South Asian Women's Society (SAWS), Niagara Folk Arts, Black Owned 905, Brock International, Quest CHC, Niagara Falls CHC and many more, to meet the various needs of all students. For example, the SJC hosted multiple events and workshops this past Black History Month in collaboration with the Black Student Association (BSA) such as "Black Student Voices: What My Culture Means to Me" and "Wining, Women and Wotlesness".
- The SJC hosts a Black, Indigenous, People of Colour (BIPOC) Support Drop-In, along with a Disabled Students Support Drop-In throughout the year as a high-impact practice. These Drop-In programs are organized by SJC support staff and are open to all students from racialized and disabled identities seeking resources, support, and a safe space to be themselves.

- The GSV Program offers a Peer-to-Peer (P2P) drop-in space and peer support service where students can seek support, educational resources, and referrals to on and off-campus organizations as a high-impact practice. It is a multipurpose and inclusive space in which students can hang out, play board games, have snacks, study, read and relax.
- The GSV team offers an 8-week Survivor Support Group each term. This group provides a safe and confidential space for survivors of trauma to share their experiences, provide support to one another, and work toward healing and recovery. Facilitators provide psychoeducation and guidance on coping skills, boundary setting and self-care. Throughout the program, survivors have the opportunity to develop and enhance these skills while building connections with peers who have similar lived experiences.
- The HREO has designed and implemented opportunities for racialized students to come together and participate in focus groups centred around their experiences as students on Brock's campus, to learn about persisting gaps and areas where greater support is required to enhance the overall sense of belonging and community amongst the university's equity deserving student population.
- The HREO offers a variety of events and workshops throughout the year. Much of this programming is aligned with Equity, Diversity, and Inclusion initiatives delivered on diverse days of significance and heritage months. Some of these events this year included but were not limited to the International Day for the Remembrance of the Holocaust, International Women's Day, Black History & African Heritage Month, Ability Empowerment Day, Pride Month, and many others.

Brock's Strategic Priority: Build research capacity across the University

Goal: Nurture a culture of research and creative excellence.

Department's Contributions:

- The HREO partners and provides consultations on faculty and departmental research initiatives to embed EDI principles into research proposals, applications, special projects, and grants.
- We act as a resource to student scholars and faculty on areas of research that include EDI and human rights through consultations, interviews, and focus groups.
- We partner with research to design and deliver EDI training sessions to meet CRC requirements.

Goal: Invest in research infrastructure and support to ensure sustainable and accessible research services for Brock scholarly community.

Department's Contributions:

- The HREO partners with Faculty Researchers for the EnAbling Access Fund (Federal) as well as EnAbling Change Grants (Provincial).
-

Goal: Enhance transdisciplinary research and high-impact research practices.

Department's Contributions:

- The HREO partners and provides consultations on faculty and departmental research initiatives to embed EDI principles into research proposals, applications, special projects, and grants.
 - Members of the HREO partner and participate on the Trauma-Informed Practices committee to support embedding TIP throughout the institution in areas including research.
-

Goal: Build awareness of Brock University as a centre of research excellence.

Department's Contributions:

- Partner with Brock-Niagara Centre for Excellence in Adaptive Physical Activity in various webinars and International Conference (2022).
 - Collaborate with internal departments and faculty to further evaluate, understand, and unpack relevant reports, recommendations and guidelines that could affect or lead to various implications for the university's student, staff, and faculty populations (i.e., OUA Roundtable discussion in collaboration with key leaders and staff from the Faculty of Applied Health Sciences and the Varsity Athletic Department respectively, alongside graduate students from the Department of Sports Management).
-

Brock's Strategic Priority: Enhance the life and vitality of the local region and beyond.

Goal: Increase and enhance enriching opportunities for students, faculty, and staff to engage with the community.

Department's Contributions

- The Student Justice Centre offers hundreds of workshops and events related to Social Justice issues, Anti-Oppression, Intersectionality, Equity, Diversity and more to students, staff, faculty, and community members. Every year, the SJC organizes and hosts a week full of events for Brock Pride Week and a month of events for Pride Month at Brock, which are free and open to all Brock members and the Niagara community as well. Examples of this include: "Queering Sexual Health Education Workshop", "Exploring Queerness Outside the Western Gaze Workshop", "Pride Pottery Painting Event", "Pride House", "Virtual Pride Concert" and many more.

- Ability Empowerment Day offers opportunities for Faculty to learn and experience using UDL by providing learning opportunities to disabled high school students; Staff are provided with the opportunity to learn accessible presentation skills by participating in this event and students gain valuable work and learning skills through exposure to accessible practices and engaging with secondary school principals and guidance counselors.
 - Through collaboration with other university departments, the HREO has also created increased opportunities that foster capacity building, community, and connection amongst a diverse campus with engaging social experiences and gatherings aimed at bringing students, staff and faculty together for casual conversation, networking and mentorship (i.e. The BLSA x HREO Social).
-

Goal: Support regional economic, social, and cultural vitality.

Department's Contributions:

- Partner with external stakeholders including Niagara Transgender Action Coalition, OUT Niagara, and SAVIS.
 - Establish ongoing relationships with local, culturally reflective small businesses and ethnic food caterers in the surrounding St. Catharines area and community (i.e., Black Owned 905), who can contribute to amplifying and elevating programming experiences and events.
-

Goal: Enhance engagement with Indigenous communities in the spirit of reconciliation.

Department's Contributions:

- Act in solidarity for campus-wide initiatives and events as invited through a partnership with Hadiya'dagénhahs First Nations, Métis, and Inuit Student Centre
-

Goal: Cultivate outstanding relationships with our alumni starting with their earliest interactions with the University.

Department's Contributions:

- The HREO cultivates meaningful relationships with students reflective of equity-deserving identities and continues to provide support and resources following their program completion. Often, we connect with alumni to support and lead community events, facilitate workshops, and speak on panels throughout our annual programming.
-

Brock's Strategic Priority: Foster a culture of inclusivity, accessibility, reconciliation, and decolonization.

Goal: Strengthen relationships of trust with Indigenous communities and partners across all sectors and activities of the University.

Department's Contributions

- The HREO acts in solidarity for campus-wide initiatives and events as invited through a partnership with Hadiya'dagénhahs First Nations, Métis, and Inuit Student Centre

Goal: Promote effective human resource practices and philosophies that improve inclusivity, accessibility, reconciliation, and decolonization.

Department's Contributions:

- All HREO staff provide educational opportunities, programs, resources and offer advice and advocacy when needed to ensure inclusive and accessible practices throughout the institution.
- The HREO collaborates on and provides ongoing accessibility training campus-wide on the AODA, Digital Accessibility, Universal Design for Learning and responsive workshops based on community needs.
- The HREO utilizes and recommends accessible interviewing techniques such as providing a section of the interview in advance for early preparation, providing questions in writing during the interview for candidates to refer to, opportunities for candidates to ask questions throughout and closed captioning during virtual interviews.
- This year, the HREO developed an EDI Community of Practice which held monthly training and community building opportunities for staff throughout Brock who have EDI responsibilities within their respective positions.
- This year, through the Campus Safety Grant, the HREO funded two intensive training certificate courses for student-facing staff who work directly with survivors. We created interdepartmental representation from HREO, Security, Student Affairs, Residence, Athletics, CARE, International, Off Campus Housing and Research to engage in training on both Transformative Mediation and Facilitated Dialogues for Addressing Sexual Harm.

Goal: Further celebrate the success of our faculty, staff, students, and alumni.

Department's Contributions:

- The HREO features former and current faculty, staff, and students to celebrate and uplift their work in workshops and panels throughout the year.

- HREO collaborates to offer Annual Accessibility and Inclusion Recognition Awards to Students, Faculty and Staff.
- The HREO has created a new “EDI Champion of the Month” highlight on the HRE site to be implemented in Spring 2023.

HUMAN RIGHTS AND EQUITY OFFICE REVIEW

In March 2022 Interim President Lynn Wells tasked Vice-President, Administration Ken Chan with leading an internal review of the mandate, operational effectiveness, organizational structure, and resourcing of Brock's Human Rights & Equity Office (HREO) and provide recommendations in the spirit of continuous improvement.

Members of the Brock community were invited to contribute input by email or interviews. Some of the notable groups interviewed included PACHRED, BUSU, GSA, the Senior Administrators Council and union leaders. Below we outline the actions that the HREO has engaged in throughout the last year to work towards the implementation of the HREO review.

Recommendation 1: Clarify the mission and mandate of HRE with a core focus on advocacy, education, and outreach. HRE's revised mandate should include a responsibility to support all relevant units through training, subject-matter advice and sharing of best practices.

Implementation to date:

- HREO job descriptions have been reviewed and adjusted to reflect roles and responsibilities that include advocacy, education, and outreach.
- HREO is partnering and collaborating with departments and committees to design resources to promote best practices in areas including trauma-informed practices, content notes, religious and spiritual accommodations, and accessibility.
- HREO has expanded education and training opportunities throughout the year to include synchronous, asynchronous, in-person, hybrid, and remote modalities. This year, HREO piloted mandatory Anti-Racism and Consent training for all varsity athletes and mandatory Consent training for all students living in Residence. HREO has partnered with Brock Sports and Recreation to facilitate monthly EDI training for all varsity coaches. The GSV team continues to provide a certificate program focused on Understanding Gender-Based Violence and Sexual Violence for campus stakeholders that attend 5 or 10 workshops. Additionally, this year the Student Justice Committee designed an Anti-Oppression certificate series open to campus stakeholders. HREO will continue to develop training and workshops customized to the needs and requests of any stakeholder on campus.

Recommendation 2: Elevate the role of the administrative head of HRE with the creation of an Associate Vice-President, Equity, Diversity, and Inclusion, reporting to the President. The AVP will serve as an advisor, champion, and subject-matter expert on EDI for the University community.

Implementation to date:

- An Interim Associate Vice-President, Equity (Brad Clarke) was appointed in January 2023 and broad recruitment for an ongoing Associate Vice-President, Equity, Diversity & Inclusion was commenced. The projected start date for the successful candidate is September 2023.

Recommendation 3: To ensure appropriate capacity to support the AVP EDI, develop a human resource strategy to retain and recruit talent for HRE by undertaking a compensation review of all positions and making positions permanent where appropriate, with support for training and professional development.

Implementation to date:

- Through the review, most HREO positions are now permanent including the Executive Assistant, Student Justice Coordinator, Gender and Sexual Violence Education Coordinator, Gender and Sexual Violence Support Manager, Anti-Racism and Inclusion Advisor, Accessibility, and Inclusion Advisor.
- The HREO Director will continue to work with People and Culture to have positions reviewed for equitable compensation.
- Over the last year, all HREO staff engaged in inter-departmental training including anti-oppressive practice, transformative mediation, and facilitated dialogues for addressing sexual harm. Office-wide and inter-departmental opportunities for training and professional development will continue to be ongoing and responsive to community needs.

Recommendation 4: Ensure that reviews of the Respectful Work and Learning Environment Policy (RWLEP) and the Sexual Assault and Harassment Policy (SAHP) reflect any revised structure and mandate of HRE.

Implementation to date:

- Hiring an Investigations Manager in the legal department to streamline formal investigation processes connected to the RWLEP and the SAHP.
- Expansion of external investigation roster to explicitly include intersectional identities and trauma-informed practitioners.
- The SAHP and RWLEP are under review with ongoing conversations to identify best practices across the post-secondary sector. Both policies are projected to be presented to the board in January 2024. At that time, any changes in processes outlined in the policy connected to the revised structure and mandate of the office will be implemented.

Recommendation 5: Ensure that HRE's new mandate takes into account restructuring that is currently underway to align key functions across the institution.

Implementation to date:

- HREO staff roles and responsibilities have been adjusted to reflect the new mandate.
- HREO has created an EDI Community of Practice for staff across Brock that work directly in EDI roles.
- HREO will produce a training calendar for Brock stakeholders to advance their knowledge of practices for understanding and managing human rights complaints.

The Human Rights and Equity Office will continue to evolve in response to the report throughout the next fiscal year.

HUMAN RIGHTS AND EQUITY PROGRAMMING (INCLUDING GSV)

This year, the HREO delivered Equity, Diversity, and Inclusion programming to enhance institutional capacity through 129 formal trainings with 2,564 participants, 103 workshops with a total of 1,893 participants, and 317 events with a total of 6,334 participants, Programming topics included but were not limited to 2SLGBTQIA+, Accessibility, Activism and Advocacy, Anti-Bias, Anti-Black Racism, Anti-Oppression, Anti-Racism, Bullying and Harassment in the Workplace, Consent, Cultural Safety and Humility, Discrimination, Duty to Accommodate, Gender Based Violence, Gender Identity and Expression, Inclusion, Intercultural Communication, Intersectionality, Microaggressions, Religious and Spiritual Accommodations, Sexual Diversity, Sexual Violence and Understanding the Human Rights Code. This programming was offered in synchronous, asynchronous, virtual, hybrid and in-person formats.

HUMAN RIGHTS AND EQUITY PROGRAMMING AND EDUCATION DASHBOARD

Outreach Efforts	Trimester 1 2022-23	Trimester 2 2022-23	Trimester 3 2022-23	YTD 2022-23	Fiscal 2021- 22	Fiscal 2020-21
Workshops *	4	5	21	30	NC	NC
Workshop Attendance: Attendance at open learning opportunities for students, staff, and faculty	110	168	192	470	NC	NC
Formal Trainings *	12	18	55	85	NC	NC
Formal Training Attendance: Attendance in class or formal meeting training delivery	408	3253	1581	5242	NC	NC
Events *: Including drop-ins, tabling, special events	23	44	74	141	NC	NC
Event Attendance	328	341	2015	2684	NC	NC
Total Engagement:	846	3,762	3,788	8,396	NC	NC
Total Including Social Media: Number of likes, comments, reshares on our social media posts	12,125	84,746	92,466	230,815	NC	NC

Trainings and Workshops: *All gender and sexual violence number are recorded in the SAHP Dashboard Number of workshops/ # of participants	Trimester 1 2022-23	Trimester 2 2022-23	Trimester 3 2022-23	YTD 2022-23	Fiscal 2021-22	Fiscal 2020-21
Implicit Bias	3/137	1/5	3/81	7/223	NC	NC
General Harassment (<i>Personal or Workplace</i>)	3/137	2/60	2/50	7/247	NC	NC
<i>Anti-Oppression</i>	3/141	5/159	5/169	13/469	NC	NC
<i>Anti-Racism</i>	4/15	12/ 391	7/348	19/754	NC	NC
<i>Accessibility</i>	2/62	6/2870	4/1551	12/448 3	NC	NC
<i>Creed</i>	1/8	4/120	0	5/128	NC	NC
<i>Gender Identity/Gender Expression</i>	1/6	2/46	2/44	5/96	NC	NC
<i>Sexual Orientation</i>	7/229	1/30	2/55	10/314	NC	NC

*NC = Not collected previously

GENDER AND SEXUAL VIOLENCE PROGRAMMING AND EDUCATION DASHBOARD

Consultations	Trimester 1 2022-23	Trimester 2 2022-23	Trimester 3 2022-23	YTD 2022-23	Fiscal 2021-22	Fiscal 2020-21
Consultations	24	793	464	1,281	713	53
Outreach Efforts	Trimester 1 2022-23	Trimester 2 2022-23	Trimester 3 2022-23	YTD 2022-23	Fiscal 2021-22	Fiscal 2020-21
Workshops *	8	34	31	73	NC	NC
Workshop Attendance: Attendance at open learning opportunities for students, staff and faculty	864	380	179	1,423	962	1,261

Formal Trainings *	6	16	52	74	NC	NC
Formal Training Attendance: Attendance in class or formal meeting training delivery	179	580	963	1,722	916	855
Events *: Including drop-ins, tabling, special events	45	67	64	176	NC	NC
Event Attendance	681	1930	1039	3,650	2,303	19,968
Total Engagement:	1724	2890	2181	6,795	4,181	22,084
Total Including Social Media: number of likes, comments, reshares on our social media posts	1,729	15,633	5,683	23,045	18,017	--

*NC = Not collected previously

STUDENT JUSTICE CENTRE

OVERVIEW

The Student Justice Centre is a vibrant and inclusive campus community that serves as a hub for social and political engagement, education, and activism. At the SJC, we provide a welcoming and safe space for students to gather, connect with like-minded individuals and engage in thoughtful discussions about the pressing social issues of our time. Our goal is to empower students to become agents of positive change within their communities and beyond. We offer programs and services that support learning, leadership development, community engagement, activism, advocacy and so much more. The heart of the Student Justice Centre lies in its community, which thrives on student-led activism, creativity and cooperative teamwork between our student leaders and professional staff.

KEY HIGHLIGHTS

During the 2022-2023 academic year, the Student Justice Centre focused on providing meaningful opportunities for student growth and development through on-campus employment, while also fostering important connections within the community. By collaborating with various departments, clubs, and organizations, we were able to establish regular programming like our BIPOC Support Drop-In and Disability Support Drop-In, along with workshops in our Anti-Oppression workshop series. We made it a priority to offer accessible and educational workshops, events and social media campaigns that covered a wide range of topics, ensuring that we continued to be a valuable resource for students seeking to become advocates for social justice.

The SJC ran many workshops, events, campaigns, and projects that offered a breadth of EDI-related education to the entire Brock community. Many of the workshops hosted this year, such as Anti-Racism 101, Feminism 101, Understanding Implicit Bias and more, will make a return in 2023-2024 through our new Anti-Oppression Certificate series. SJC also hosted a large rally to support Iranian students and provided prepaid calling cards to enable them to connect with their families abroad. In addition, we organized a week-long Halloween campaign on cultural appropriation, consent, and pop culture, as well as social media campaigns on "Recommendations: Black Edition" and "What Does Your Blackness Mean to You" for Black History Month. The SJC staff also worked to create allyship and solidarity with BIPOC and 2S&LGBTQ+ communities and curated Black History Month workshops, Brock 2S&LGBTQ+ Pride Week programming and Disability Justice events. The launch of the Disability Support Drop-In program was a significant achievement, as it was the first-ever of its kind at Brock University. This program was offered weekly and staffed by our Accessibility and Disability Justice Peer Assistants, who were trained in receiving disclosures and educated on the various resources on campus. This program provided a space for disabled students to make disclosures of ableism, discrimination, and harassment to trained peer mentors and receive support and referral services while also building friendships, connections, and community for disabled students at Brock.

SJC EVENTS

Pride Month 2022

Pride Month 2022 was a campus-wide celebration of the 2SLGBTQ+ community, with over six different departments and organizations coming together to participate in celebrations. The month was filled with over 17 different events, collaborations, and programs with over 500 participants. The Student Justice Centre led Pride Month programming initiatives and below you can find a highlight of HRE and SJC's programming.

Queering Sexual Health Education on June 10th, 2022.

This event explored the importance of up-to-date and inclusive Sexual education. Sexual health education in Canada is notorious for its inadequacy and roots in fear, shame, and abstinence. Within its limitations is the constant undertone of heteronormativity. This workshop discussed the dangers of sexual health education that fails to be queer-inclusive and provides useful information for queer and trans folks to be able to better advocate for their sexual health and for service providers to be better equipped to provide sexual health education and care to LGBTQ+ clients.

Total number of participants: 17

Brock Pride Pottery Painting on June 13th, 2022.

This event provided student members of the 2SLGBTQ+ community the opportunity to build and strengthen the community while exploring artistic, creative expressions. This event was a success, with students painting their pride on mugs, plates, teapots and more.

Total number of participants: 29

Exploring Queerness Outside of the Western Gaze Part 2 on June 16th, 2022.

This workshop was geared at exploring queer history and identities from around the world in both pre-colonial and post-colonial contexts. This session explored the ways in which colonization has impacted and erased queer communities from "Western" history as well as enforced a heteronormative society on cultures across the globe. Participants were invited to challenge their own biases, beliefs, and experiences to further understand the impact of colonization in the framework of our lives, ways of thinking and belief systems.

Total number of participants: 47

Introduction to Transfeminism: Burdens and Possibilities on June 20th, 2022.

This workshop explored the fundamentals of the emerging field of transfeminism. The theme of the workshop and discussion explored the different burdens placed on trans people and the possibilities transness holds for trans and non-trans people alike. Questions that were explored are: What makes a feminist discourse transfeminist (or not)?; What does it mean to be trans or non-trans?; What is gender identity and how does it influence feminist discourse?; How does the burden of "understanding" what transness is affect the daily lives of trans people, their relationship to themselves and their access to healthcare?; What do we do when the narratives of being trans contradict each other?; What are the

possibilities and limitations of thinking transness in “intersection” with other lived experiences (e.g., racialization)?; and lastly but most importantly: what does it mean to think about trans liberation?

Total number of participants: 12

Pride House & Open Mic Night on June 22nd, 2022.

This event was hosted in collaboration with the Student Justice Centre, the Gender & Sexual Violence Prevention team, Brock Pride Club and BUSU. The space was a fun night for members of the 2SLGBTQIA+ community to come and spend time together and celebrate Pride month with food and music! This included the opportunity for 2SLGBTQ+ students and community members to showcase their many talents, dance, sing and share their pride with one another.

Total number of participants: 51

2SLGBTQ+ Adult Virtual Drop-In on June 27th, 2022.

The Student Justice Centre, in collaboration with Niagara Falls Community Health Centre and Quest Community Health Centre, held a 2SLGBTQ+ Adult Drop-In. This virtual drop-in space is for all members of the 2SLGBTQ+ community residing in the Niagara region to join, build community, connections, friendships and play games while discussing important issues in their daily lives.

Total number of participants: 7

Abolition, Autonomy & Art: Zine-Making 101 for Collective Care on June 28th, 2022.

This workshop explored the history of abolition and social justice and the connections between activism and art. Questions explored included: What is abolition? How do we care for ourselves and communities in a way that prioritizes our dignity and collective responsibility?; And how are zines an instrument for these desires? The facilitator shared a history of abolitionist organizing and how to practice these ethics of care in your everyday life. Participants also learned about zine history/culture and made their own “one-pager” zines centred on envisioning a future of radical care!

Total number of participants: 9

Freedom Rally for Iran on October 7th, 2022.

The SJC held a transformative rally for the freedom movement of solidarity with Iranian protestors currently fighting for their freedom and liberty in Iran. This rally included speeches from Iranian students about their experiences and support of this movement sparked by the murder of Mahsa (Jina) Amini as well as a thoughtful statement by former Interim President Lynn Wells.

Total number of participants: 115

Netflix and Thrill: Get Out Movie Screening on October 27th, 2022.

The SJC held a movie screening event for the 2017 American psychological horror film, ‘Get Out’. Following the event, students discussed important themes from the movie, such as race, inequality, and social justice. The movie portrayed a thought-provoking and powerful message that resonated with the students. The event provided a platform for students to engage in meaningful dialogue and critically examine their understanding of social issues.

Total number of participants: 79

BIPOC Perspectives: Feminism and Gender Violence on November 3rd, 2022.

This workshop explored the basics of feminism and the interconnectedness of gender-based violence, which are prevalent themes today. In this workshop, facilitators and participants discussed what feminism is, the different types of feminism, and how gender-based violence plays a role in almost every "feminist topic". Two guest speakers, Dr. Lyn Trudeau and Dr. Margot Francis also attended and presented teachings on the needs and experiences of racialized women from research they conducted at Brock.

Total number of participants: 16

Combing Out the Snakes: Towards A Communal Healing on November 21st, 2022.

This event featured award-winning guest speaker Alicia Elliot (Tuscarora) who presented Haudenosaunee perspectives on Abolition and Gender violence. This event was in collaboration with Centre for Women's and Gender Studies, Student Justice Centre, Office of the Vice-President Indigenous Engagement, Hadiya'dagénhahs First Nations, Métis and Inuit Student Centre, Office of Human Rights and Equity, Social Justice Research Institute, and the Sexual Violence Prevention Committee.

Total number of participants: 39

Mending Mindsets: South Asian Perspectives on Mental Health on November 22nd, 2022.

This panel event explored mental health in South Asian communities, which is often perceived in a negative light and heavily stigmatized. This stigmatization has caused many South Asian community members to have a lack of understanding of mental health and self-care. This panel thus discussed the importance of community understanding and care support for members who experience mental health issues.

Total number of participants: 42

Zine-Making Workshop (16 Days of Activism Against Gender-Based Violence) on November 30th, 2022.

This Zine-Making workshop space was for students to create zines that were focused on healing (for survivors) and/or commitment to action to fight against violence. We provided supplies such as papers, markers, crayons, stickers etc., for students and community members to use!

Total number of participants: 6

Screen Printing Totes, Tees & Crewnecks

(16 Days of Activism Against Gender-Based Violence) on December 2nd, 2022.

During this event, students can select up to 2 different designs to screen print on a Tote Bag, T-Shirt and/or Crewneck. All of the screens have been pre-made and designed with affirmations and calls to action related to ending Gender and Sexual Based Violence.

Total number of participants: 25

**Splash of Spice on December 7th, 2022.**

The SJC hosted a cultural food event in Pond Inlet that showcased a variety of cuisines from different countries. Attendees were able to indulge in a large variety of rich, cultural dishes from around the world. The event also featured games, performances, and a raffle, with each non-perishable food item brought serving as a raffle ticket. The SJC encouraged attendees to dress in their cultural clothing, making it a fun and festive celebration of diversity and inclusivity.

Total number of participants: 68

Anti-Racism 101: From Victims & Bystanders to Makers of Change on January 23rd, 2023.

In this workshop, facilitators and students explored the basic concepts of anti-racism, including the different forms of racism, historical context and strategies moving forward to build a foundation for future learning and discussions on this topic.

Total number of participants: 8

BIPOC Galentine's Day on February 12th, 2023.

The SJC and the South Asian Women's Society successfully hosted a BIPOC Galentine's Party on February 12th from 3-5 pm in Pond Inlet. Attendees were able to participate in various fun activities such as painting, and cookie decorating and take photos at the Galentine's photo booth. The event featured snacks, stickers, music and more, creating a festive and inclusive atmosphere for everyone to enjoy.

Total number of participants: 33

The Hidden Culprit: Understanding & Challenging Implicit Bias on February 13th, 2023.

This SJC workshop was an introductory racial implicit bias training workshop where we will learn about what racial implicit bias is and how to recognize it, contemporary examples, and strategies to challenge these biases in your own life and the greater society. Participants learned that Implicit bias exists in everyone, and it is imperative to recognize, reflect on, and understand its tangible implications in everyday interactions and across all social institutions!

Total number of participants: 8

Navigating the Cultural Mosaic: Building Intercultural Awareness & Competence on February 15th, 2023.

This SJC workshop aimed to educate participants on Intercultural Awareness through an Anti-Oppressive and Anti-Racist framework. Facilitators and participants explored the deep and surface-level elements of culture, identity and intercultural relationships and experiences. Participants were invited to identify and challenge their own implicit biases and colonial mindsets to encourage anti-colonial thinking and apply inclusive practices in their everyday lives.

Total number of participants: 6

Paint Your Peace: Pottery Painting on February 16th and 28th, 2023

The SJC organized two pottery painting sessions for Black students. These events provided a safe and welcoming space for Black students to express their creativity and explore their artistic skills. Through this event, the SJC fostered a sense of community among black students and promote inclusivity and diversity on campus.

Total number of participants: 25

**SJC Cookout on February 27th, 2023.**

The SJC hosted its very first Cookout on February 27th in Pond Inlet to celebrate Black History Month. The event featured a variety of African-Caribbean dishes such as Jollof food trays, jerk chicken, soul wings, mac'n cheese, and many more! Attendees enjoyed games, trivia, and music, and had the chance

to win prizes, by bringing a non-perishable food item to donate. The Cookout provided an opportunity for students to come together, celebrate Black History Month, and enjoy delicious food in a supportive and inclusive environment.

Total number of participants: 80



Foundations of 2SLGBTQIA+ Identities: Understanding and Incorporating 2SLGBTQIA+ Needs on February 28th, 2023.

The SJC hosted an introductory workshop on 2SLGBTQ+ identities and experiences, which covered pronouns, gender and sexual identities and explored 2SLGBTQ+ terms, labels and needs. The workshop also delved into the experiences of 2SLGBTQIA+ diverse experiences, intersectional identities and microaggressions, providing a foundational understanding for all participants.

Total number of participants: 6

The Gaps of White Feminism and the Women of Colour Who Fall Through on March 15th, 2023.

This SJC workshop explored the concepts of white feminism and how this negatively affects women of colour on a day-to-day basis. This included a discussion of empowerment and how students can uplift the voices of women of colour while also acknowledging and listening to historical women of colour who have created change.

Total number of participants: 14

Make Me the Bad Guy: The Villainization and Romanization of Disabled Folk on April 4th, 2023.

In this workshop, participants discussed the villainization and romanticization of disabled folks through the gaze of pop culture and intersectionality through group conversations.

Total number of participants: 5

Pride Week 2023

Brock's Pride Week, held from Thursday, March 23 to Friday, March 31, provided a welcoming space for members of the two-spirit, and lesbian, gay, bisexual, trans and queer (2SLGBTQ+) communities to learn and celebrate with the entire Brock community. The week was filled with various events and workshops

that created safe spaces for 2SLGBTQ+ community members to learn, grow, and foster community. The week reflected the University's ongoing efforts to foster an inclusive community where all individuals are respected and valued for who they are.

Organizers included Brock's Student Justice Centre, the Office of Human Rights and Equity, the President's Advisory Committee on Human Rights, Equity and Decolonization, the Sexual Violence Prevention Committee, the 2SLGBTQ+ Working Group, the Employment Equity Working Group, Brock Pride Club, Brock University Students' Union, and the Niagara Transgender Action Coalition.



Suicide Intervention for Weirdos, Freaks and Queers on March 20th and 23rd, 2023.

This was an intro-level workshop for folks who want to build and share skills around supporting people who are suicidal. This session was an opportunity to gather and share what we know about supporting suicidal family, friends, and community members, in a structured and facilitated way. We will be discussing and examining the commonly held beliefs about suicide, suicide intervention and prevention, and how they impact the individuals seeking support. Participants then named, described, and practiced some concrete skills and tools to use in conversations with folks struggling with suicidal feelings or impulses.

Some of the questions that were explored include: what are my beliefs about suicide, and how might those impact how I react to someone else feeling suicidal?; How do I know if someone i care about is thinking about ending their life?; What are the wrong things to say?; Is suicidal thinking always an emergency?; What if the emergency services that exist don't feel like safe options for folks in my family or community?; How do I know what my boundaries are, and how do I talk about them with someone in crisis?

Total number of participants: 29

Exploring Queerness Outside of the Western Gaze on March 24th, 2023.

This workshop was geared at exploring queer history and identities from around the world, in both pre-colonial and post-colonial contexts. This session explored the ways in which colonization has impacted and erased queer communities from "Western" history, as well as enforced a heteronormative society on cultures across the globe. Participants were invited to challenge their own biases, beliefs, and experiences to further understand the impact of colonization in the framework of our lives, ways of thinking and belief systems.

Total number of participants: 8

Paint Your Pride: Pottery Painting on March 25th, 2023.

This event provided student members of the 2SLGBTQ+ community the opportunity to build and strengthen community while exploring artistic, creative expressions. This event was a success, with students painting their pride on mugs, plates, teapots and more.

Total number of participants: 20

Nothing About Us Without Us: Tik Tok Activist Imani Barbarin Talks Intersectional Changemaking on March 27th, 2023.

This exciting Pride Week virtual keynote event featured TikTok star @crutches_and_spice, Imani Barbarin! The event included an interactive and dynamic presentation from Imani, a moderated discussion with student panelists, as well as a Q&A session with the audience. The conversation explored the intersections of queerness, race, disability justice, gender-based violence and social media activism in the 21st century.

Total number of participants: 80

Queer, Trans, Nonbinary Moves Class with GoodBodyFeel on March 28th, 2023.

This movement and meditation class explored slowing down, tuning in and grounding. This involved a full body movement sequence with special attention given to the neck, shoulders, wrists, and hips. Participants were encouraged to cultivate a stronger connection with their body and intuition in this beginner-friendly class. When we live in a world where our bodies are often politicized, it is normal for us to have complex relationships with our bodies. Participants were reminded that it is safe to just be, that it is safe to just move, and through softness and strength, participants showed gratitude to their human vessels for carrying them forward every day.

Total number of participants: 6

One Book, One Niagara with Ivan Coyote on March 29th, 2023.

The Student Justice Centre and Gender Sexual Violence Prevention and Support Teams were invited to the One Book, One Niagara with Ivan Coyote event to provide peer support to members of the 2SLGBTQ+ community.

This event welcomed author Ivan Coyote to discuss their book *Care of: Letters, Connections, and Cures*, the selected title for the 2023 One Book, One Niagara initiative. Writer and performer Ivan Coyote has spent decades on the road telling stories around the world. For years, Ivan has kept a file of the most special communications received from readers and audience members—letters, Facebook messages, emails, soggy handwritten notes tucked under the windshield wiper of their truck after a gig.

Total number of participants: 109

Pride Social on March 30th, 2023.

This event was hosted by the Student Justice Centre, in collaboration with Brock Pride and Faith and Life. It was a fun night of socializing, karaoke singing, games and more! This event was for members of

2SLGBTQIA+ community to come and spend time together and celebrate Pride Week with food and music! The first hour was a casual social event with food and games (7pm to 8pm) and the last hour was an open karaoke mic night, showcasing the many talents that students have!

Total number of participants: 81



Pride in the Streets, Racism in the Sheets on March 31st, 2023.

This workshop explored racism within the North American 2SLGBTQ+ movement. Pulling from professional and experiential knowledge, Facilitator Jermaine sought to shatter the illusion of a "homogenous queer collective", revealing underlying racial tensions and issues that require addressing in the modern age. From interpersonal relationships to institutional organizations, this workshop highlighted just how pervasively racism operates within the institution we call "Pride", all while touching on intersecting issues of sexism, classism, and xenophobia.

Total number of participants: 10

Transgender Day of Visibility Celebration on March 31st, 2023.

This event invited members of the Brock and Niagara community to celebrate TDOV 2023 with a flag raising, community march and celebratory gathering in downtown St. Catharine's! The International Transgender Day of Visibility (TDOV) is celebrated each year on March 31st around the world. This day recognizes the struggles, sacrifices and achievements of those who fought, and continue to fight, for gender equity. The Niagara Transgender Action Coalition (NTAC) invited the HREO to participate in a Trans Joy Celebration in recognition of the Transgender Day of Visibility.

Total number of participants: 142





SJC TRAINING

Anti-Racism, Equity, and Inclusion Training on November 16th, 2022.

The SJC staff were requested to provide an Anti-Racism, Equity, and Inclusion training to the Faculty of Applied Health Sciences Student Association (FAHSSA) during T2. This training covered issues related to harassment, discrimination, intersectionality, equity, inclusion, and the relevant policies and supports available at Brock University.

Total number of participants: 23

Anti-Racism, Equity, Inclusion and Consent Training on November 25th, 2022.

The SJC staff were requested to provide an Anti-Racism, Equity, and Inclusion training to the Brock Model United Nations (BMUN) Executive during T2. This training covered issues related to harassment, discrimination, intersectionality, equity, inclusion, and the relevant policies and supports available at Brock University.

Total number of participants: 9

Anti-Racism, Equity, Inclusion and Consent Training on March 19th, 2023.

The SJC staff were requested to provide an Anti-Racism, Equity, and Inclusion training to the Brock Model United Nations (BMUN) entire team during T3. This training covered issues related to harassment, discrimination, intersectionality, equity, inclusion, and the relevant policies and supports available at Brock University.

Total number of participants: 48

SJC PROGRAMMING

Below, you will find the various programs and initiatives the Student Justice Educator and their student staff worked on for the 2022-2023 academic year.

BIPOC Support Drop-in

The Student Justice Centre relaunched its Black, Indigenous and People of Colour Drop-In space, offering over 90 different sessions for students to join throughout the year. This peer-led space offers students of colour access to support and resources regarding their experiences and time at Brock. The SJC student staff are trained in receiving disclosures and are educated on the various Brock and community support resources for those who have experienced discrimination (racism, creed-based, ableism, homophobia etc.), sexual or gender-based violence or harm. The drop-in space also acts as a community space for students to relax, play games, make friends, and build community.

This program was developed to address a gap in service delivery and was specifically requested by students during market research conducted in 2020/21. The BIPOC Support Drop-In was visited by students over 500 times in the 2022-2023 year.

Disability Support Drop-in

The SJC launched its very first Disability Support Drop-in this year which provides a dedicated space on campus for students with disabilities. This drop-in space was offered 25 times throughout the year. Similar to the BIPOC Support Drop-In, this space is lead for and by trained student staff that self-identify with the disabled community. These staff are trained in receiving disclosures and are educated on the various Brock and community support resources for those who have experienced discrimination (racism, creed-based, ableism, homophobia etc.), sexual or gender-based violence or harm. The drop-in space also acts as a community space for students to relax, play games, make friends, and build community. The BIPOC Support Drop-in was visited by students over 120 times in the 2022-2023 year.

Anti-Oppression Certificate

The Student Justice Centre's new Anti-Oppression Certificate Workshop Series offers an inclusive and comprehensive exploration of various social justice topics, providing participants with a deeper understanding of key frameworks and theories. These workshops are crucial in fostering a deeper understanding of current and historical issues and providing tangible strategies for personal growth and allyship, making a significant impact in promoting equity and inclusivity. This series includes the following workshops: Anti-Racism 101, Anti-Oppression 101, Intersectional Feminism, Disability Justice 101 and Gender and Sexual Diversity 101, with more workshops to be added in the future.

Here and Queer: 2SLGBTQ+ Focus Group on March 24th and 29th, 2023.

The SJC promotes fairness, equity, accountability, and transparency at Brock University. To support this work, we want to amplify the voices and experiences of 2SLGBTQ+ students at Brock through a series of focus groups facilitated by other students, staff, and members of the 2SLGBTQ community. Each focus

group met for 2 hours, and provided space for folks to reflect, share, connect and brainstorm on their experiences at Brock. Through the focus groups, students were able to share their experiences of navigating their gender and sexuality on campus, and map areas of growth for Brock, HRE and the SJC in our services and support for 2SLGBTQ+ students. The information shared in the focus groups will be used by the SJC to build initiatives and programs to support greater 2SLGBTQ inclusion at Brock University.

Total number of participants: 9

Chest Binders and Breast Forms Program:

With the understanding that access to gender affirming gear can be a life-saving measure for Two-Spirit, Trans, Non-binary, and Gender-Diverse folks, the SJC launched a Free Chest Binders and Breast Forms Program for Brock students in November 2020 which continues to operate today.

Total number of Breast Forms Ordered: 4

Total number of Chest Binders Ordered: 58

HUMAN RIGHTS AND EQUITY - PROGRAMMING, EVENTS AND TRAININGS

HUMAN RIGHTS AND EQUITY TRAINING

Accessibility and Inclusion Training

Throughout 2022-2023, workshops and educational opportunities were provided throughout the campus. Specialized workshops were requested and provided to Marketing and Communications and the Registrar's Office as they continue to grow their inclusion efforts. These sessions explored disability as a human right, ways to identify ableism in their work, disability representation, customer service, language, and barrier awareness.

Brock Sports and Recreation Anti-Ableism Training

HREO's Accessibility and Inclusion Advisor provided ongoing training and consultation with Brock Sports to assist in developing an anti-ableist approach to accommodation in high-performance sports is ongoing. Approaches to accommodations and impacts of mental health in high-performance sports are unique and challenging. Training in this area is non-existent, province wide. Ongoing discussion on creating training and implementing a robust accommodation process continues into 2023-2024.

Head Resident and Don Training

During the month of August, the HREO partnered with Brock Residence to host comprehensive consent, inclusion and equity training for their Head Resident Staff and Dons. This training consisted of interactive activities and discussion about topics pertaining to bystander intervention, responding to disclosures, cultural competence and anti-racism. We hosted 3-hour sessions for each group and included the summer staff to co-facilitate the Don training. We will continue to deliver orientation training on a yearly basis for returning and incoming Head Residence and Dons.

Varsity Athlete Anti-Racism Training

The HREO developed and facilitated a tailored anti-racism training for close to 350 of Brock's varsity student-athletes, that took place across eight individual sessions. The training reviewed several issues and instances linked to anti-racism, particularly amongst student-athletes and within team sport environments. Student-athletes who participated in the training were taught about the importance and relevancy of practicing anti-racism, in addition to exploring where, how, and why racism shows up and how to be supportive allies to members of equity-deserving groups or communities. Concepts reviewed included race, intersectionality, implicit/unconscious bias, and micro-aggressions, in addition to intention, denial, impact and accountability.

Varsity Coach EDI Capacity Building

In partnership with Brock Sports and Recreation, the HREO collaborated to engage in monthly Equity, Diversity, and Inclusion (EDI) capacity-building training sessions with Brock Varsity Coaches. These training sessions included topics such as implicit bias, EDI strategies, understanding and disrupting

microaggressions, prejudice and hate comments, anti-oppressive conflict resolution and centring ongoing and annual commitments to EDI in Brock Varsity Athletics.

Brightspace Migration and Content Review

The move to Brightspace offered an opportunity to reflect on training opportunities. Once the migration to the new platform is complete, work will continue on the Anti-Ableism certificate and its connection to the online Accessibility for Ontarians with Disabilities Act (AODA) Accessibility Consultant Continuing Education Certificate in partnership with the Faculty of Applied Health Sciences. In addition, all training modules from Sakai including GSV and Intercultural training are being reviewed and revised through the migration to Brightspace.

HUMAN RIGHTS AND EQUITY EVENTS

ANTI-RACISM EVENTS AND AFRICAN/BLACK HISTORY MONTH CELEBRATIONS



This year's collaborative, campus-wide approach to Black History Month/African Heritage Month led by the Human Rights & Equity Office was rooted in reinforcing the importance of PACHRED's central theme for the (academic) year concerning anti-Black racism, *"Nothing about us, without us."* The robust programming slate featured over 20 events across 13 departments, attracting over 1200 attendees/participants throughout the month. Programming highlights included student initiatives led by the Black Students Association (BSA), the inaugural BSA x HREO Social, a featured collection of Black Canadian Scholars and their work in the Brock library in addition to varsity athletics fundraisers for Brock's Black/Indigenous Heritage Student-Athlete Bursary. Showcases of faculty projects in Applied Health Sciences and Humanities, along with the launch of a focus group series set to explore the Black/BIPOC student experience at Brock in three particular areas— Black student success, Black

student-athlete leadership & representation, and Black residence life— were also included as part of the month’s BHM/AHM festivities.

A detailed programming recap is included below.

<i>The Brock News & Black History Month / African Heritage Month Throughout the month of February</i>	
<p>This year’s The Brock News’ coverage of BHM / AHM included the following:</p> <ul style="list-style-type: none"> • 15 total articles • 4 student features • 2 faculty features • 2 staff features • 2 community / local Black history features • 1 department feature 	<p>The Brock News BHM / AHM Coverage Social Media Metrics</p> <ul style="list-style-type: none"> • 92, 466 total impressions (no. of times Brock News content was displayed) • 5303 total sessions (no. of times BHM / AHM articles were visited on The Brock News website) • 2146 total engagements (no. of interactions The Brock News content received from users) • 2 mins. 44 seconds (the average duration of time spent reading a BHM / AHM article on The Brock News website) • Content accessed across four platforms: Instagram, Twitter, LinkedIn, & Facebook



Brock Library’s Celebrating Black Voices & Sharing Black Stories Book Display Throughout the month of February.

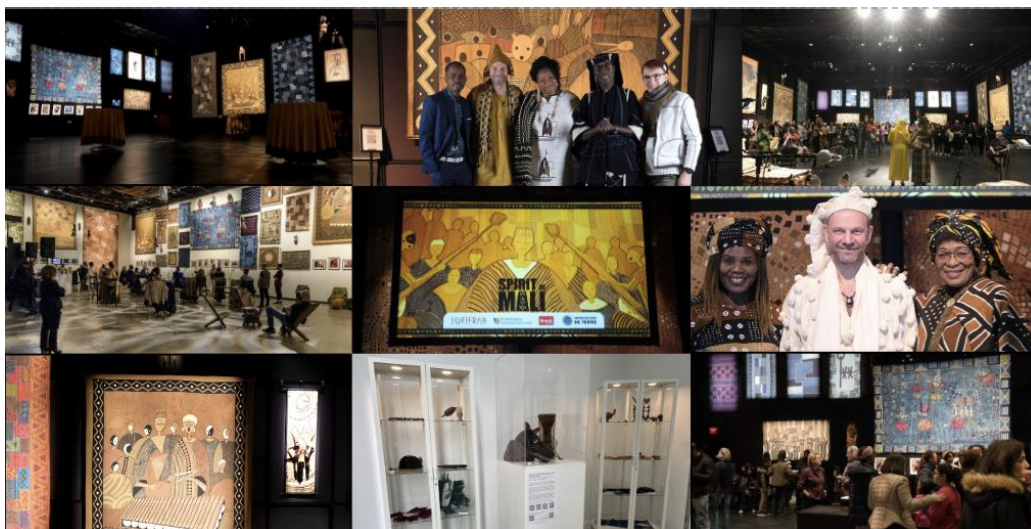
The *James A. Gibson Library* celebrated Black History Month / African Heritage Month by highlighting Black scholars, voices, and stories both online and via the print display on the library's main floor. February’s Featured Collection book display placed a spotlight on important, thought-provoking works by Black writers across a range of disciplines and perspectives.

BHM / AHM Kick Off & Program Preview on February 1

2023's Black History Month / African Heritage Month celebrations commenced with a kick-off event in the Rankin Family Pavilion. The event featured opening remarks and collaborative programming highlights led by a collection of students, staff, and faculty from across the Brock community.

**Spirit of Mali Exhibition on February 1 – 10**

The Spirit of Mali Exhibition was the culmination of a remarkable collective effort, orchestrated by Stève Viès in collaboration with a number of university departments to celebrate and honour the works of artists and craftsmen from Mali, including Boubacar Doumbia, Mamoudo Nango, Tiorri Diarra, and Abou Konaré. Additional contributions were made by Gertrude Brew (graduate student, Studies in Comparative Literatures and Arts, Brock University), Nafée Faigou (St. Catharines artist, poet, and community leader), Olatunji Ojo (Historian, Associate Professor, and Chair of the Department of History, Brock University), and Jean Ntakirutimana (linguist and language teacher, Associate Professor, Department of Modern Languages, Literatures and Cultures, Brock University). Presented in French and English, the Exhibition featured a guided tour by curator Stève Viès, a panel discussion with the curator and special guests, provoking excitement and curiosity in its audiences, inspiring artists with aesthetic forms practiced in Mali and sparking conversations about various ways that art explores spirituality and brings communities together.



Power to the Word (“Vivo Per Questo”): Roundtable Discussion with Amir Issaa on February 3

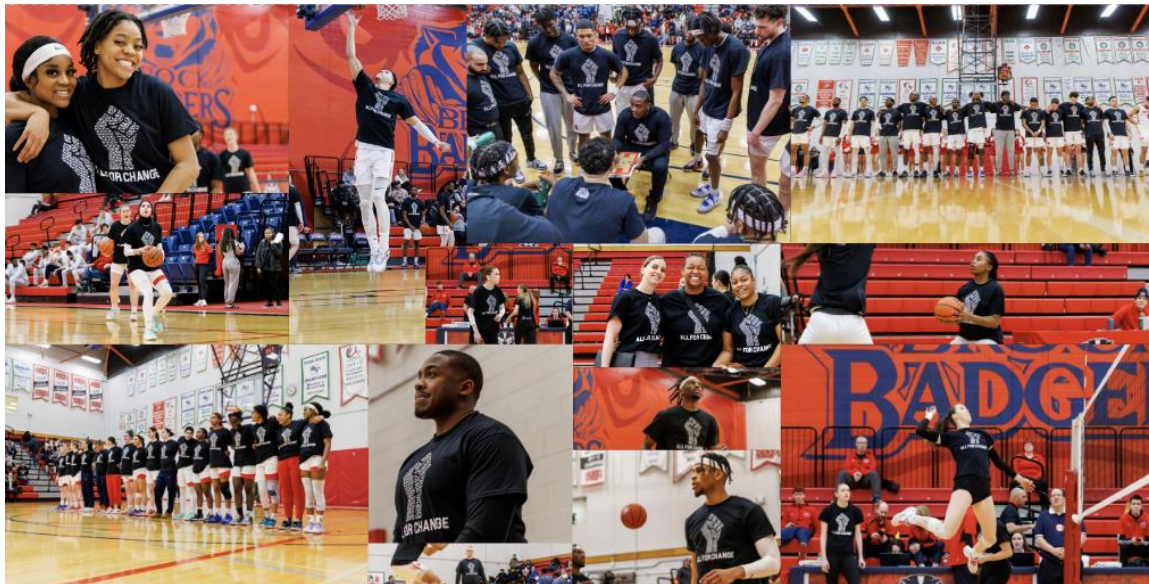
The Department of Modern Languages, Literatures & Cultures hosted a roundtable discussion with Afro-Italian rap artist and author Amir Issaa. The discussion centred on Amir's artistic output, life experiences, and his engagement as a social activist.

Brock Varsity Athletics

Badger Basketball and Hockey Games on February 3 & 4

Brock's Varsity Athletic Department honoured BHM / AHM through a collection of events and initiatives throughout the month of February. The Badgers raised money for the university's Black / Indigenous Heritage Student-Athlete (BIHS) bursary through proceeds from select varsity home game ticket sales and specially designed “All for Change” t-shirts. The bursary is aimed at supporting student-athletes who demonstrate financial need and is not centred around athletic achievement.

Designed in collaboration by Head Men's Basketball Coach, Willy Manigat and select student-athletes, the “All for Change” T-shirts were black and featured the global symbol for fighting oppression, a raised fist made of hearts, on the front of the shirts with the Brock Badgers logo featured on the back. Ten dollars from the sale of each shirt was directly contributed towards the BIHS bursary. Fans in attendance for designated BHM / AHM home games were given the option to donate \$1, \$2 or \$5 to support the BIHS bursary when purchasing their game tickets.



What is Black? (Pilot Episode) on February 6

The Black Student Association launched the ***What is Black?*** series as their formal kick-off to Black History Month / African Heritage Month. This pilot episode featured former Brock University President and current President of George Brown College, Gervan Fearon, AVP, Students & Interim AVP, Equity, Brad Clarke, alongside members of BLSA's leadership group discussing their career paths and notable experiences along the way, in addition to how their respective cultural and professional environments have influenced their journeys to date.

What is Black? (Episode 2) on February 13

This second episode of BLSA's *What is Black?* series featured Justice and Nia Faith, co-founders of Revolutionnaire, a social network platform for young people to learn, connect, and take action on the causes they care about, discussing their experiences, and how they have grown their brand and been able to collaborate with the likes of *Roots* & *Essie*.

**Celebrating Namibia on February 8**

Members of the Brock community gathered to “Celebrate Namibia” in the Rankin Family Pavilion on Wednesday, February 8th.

The event, organized by Brock International, Human Rights and Equity, and the Faculty of Applied Health Sciences as part of Black History Month / African History Month, aimed to highlight, showcase, and celebrate Namibian culture. Namibian cuisine was available for guests to sample as they browsed through the different arts and cultural items displayed. There was no shortage of batiks and fabrics printed by wax coating showcased around the room, as well as wood carvings and jewelry.

The highlight of the session was a virtual visit from two of Brock's long-standing partners in Namibia, Shaun Awaseb and Huipie van Wyk. Awaseb is the co-founder of *Wadadee Cares*, a non-profit organization that supports various projects in the township of Katatura. van Wyk is the Director of the *Side-by-Side Early Intervention Centre*, which aims to support families of children with disabilities in Namibia.

The virtual discussion centred around the stories of the presenters and the establishment of their organizations, as well as their ties to the local and global community. The impact of apartheid on Namibia on both an individual and systemic level was addressed and unpacked as well. A question-and-answer period followed Shaun and Hupie's sharing of experiences, opening the conversation to thoughtful comments from the Brock community.

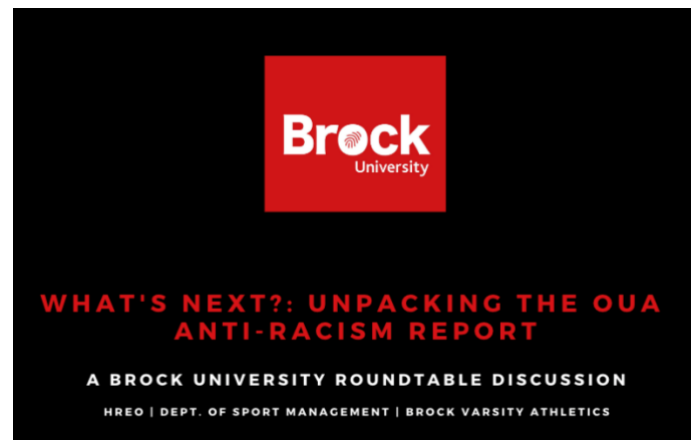
Black Mental Health Matters on February 9

The BLSA hosted a candid discussion on a variety of topics related to Black mental health, including the negative stigmas associated with mental health amongst Black communities, the challenges those struggling with mental health concerns face at the university, and the importance of understanding and demonstrating emotional intelligence.

What's Next?: Unpacking the OUA Anti-Racism Report

A Brock University Roundtable Discussion on February 13

In collaboration with Associate Professor and Graduate Program Director Shannon Kerwin of the Department of Sport Management (Faculty of Applied Health Sciences) and Brock Varsity Athletics, HREO hosted an intimate roundtable discussion that focused on the recent findings of the Ontario University Athletics (OUA) Anti-Racism report, the steps that have been taken at Brock to date, and the work that still needs to be executed by the Athletic Department and University respectively.

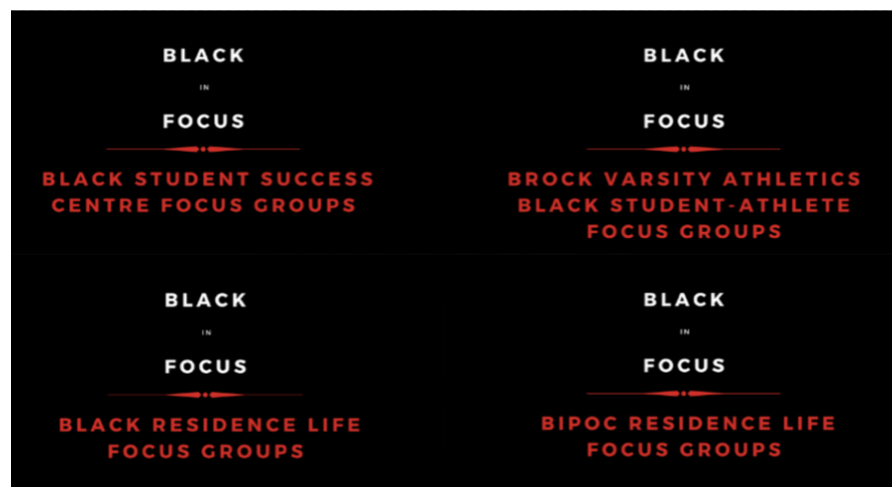


Afro-Caribbean Dance Workshop on February 15

Hosted by dancer, choreographer, dance educator, writer, and creative consultant Natassia Morris, this Afro-Caribbean dance workshop broke down traditional movements from the Caribbean. The workshop served as an introductory session and was open to all who were interested in participating.

Black in Focus: Student Focus Groups

As part of this year's BHM / AHM initiatives, multiple opportunities were provided throughout the month for students, staff, and faculty to participate in our dedicated focus groups and share their lived experiences and ideas ranging from the establishment of a *Black Student Success Centre (BSSC)* here at Brock, to Black student-athlete leadership and representation, as well as the Black/BIPOC residence life experience, in order to help influence and improve the overall experience for Black/BIPOC students, staff, and faculty at Brock.



The four focus groups included:

- *Black Student Success Centre | February 15*
- *Black Student-Athlete Leadership Representation | February 16*
- *Black / BIPOC Residence Life | February 28*

BLSA & HRE Social on February 16

The HREO collaborated with the BLSA to host the inaugural *BLSA x HRE Social*. The well-attended event featured a variety of custom-made ethnic dishes from a local Black catering small business, several games, and music, and provided a vibrant, welcoming space for those in attendance to further familiarize themselves with members of the HREO, BLSA, as well as on-campus clubs, local community organizations, and Black small businesses from the surrounding St. Catharine's / Niagara area.



Brock International Movie Night on February 17

Brock International hosted a movie night to honour and celebrate Black History Month & African Heritage Month with a screening of the film *42: The True Story of an American Legend*.

BLSA Art & Poetry Night on February 28

The BLSA put on a memorable night for students to come together and listen to their peers express themselves through dance, spoken word, and other forms of art. The event provided students with a platform to speak about their various experiences as students at Brock and supported attendees to foster a sense of connection and community.

International Holocaust Remembrance Day

In recognition of International Holocaust Remembrance Day, the Human Rights and Equity Office in partnership with Friends of Simon Wiesenthal Center for Holocaust Studies hosted "Lessons and Legacies of the Holocaust" an online workshop on Friday, January 27 from 2 - 3 pm. There were 22 attendees.

Attendees had the opportunity to listen to the history of the Holocaust, in part through the story of Simon Wiesenthal's life and to ask questions. See below for a more detailed description of the workshop:

"The Holocaust is not just a Jewish story, but a human story." Explore the history of the Holocaust and the attitudes and social forces that enabled one of the darkest periods of human history to occur. This workshop takes participants through a chronological overview of the Holocaust, beginning with historical antisemitism, the Nazi rise to power, Ghettos, Camps and liberation.

ACCESSIBILITY AND INCLUSION EVENTS

Ability Empowerment Day

Ability Empowerment Day, a previously student-led and organized event with the support of the Vice-Provost and Associate Vice-President, Students, was moved into the portfolio of the Accessibility and Inclusion Advisor in Human Rights and Equity in 2022 to recognize the importance of accessibility as a human right and provide more stability for the event moving forward, including increased experiential learning opportunities for students with disabilities at Brock. The online event welcomes disabled high school students from across the province to experience what Brock has to offer for an empowering and educational experience, and features keynote speakers who speak to the need for empowerment and self-advocacy as disabled people continue to encounter barriers, both in, and out, of post-secondary.

Faculty members volunteer their time to provide universally designed content by way of mini-lectures and the event provides an opportunity for students to experience the services Brock has to offer to support them on their academic journey. This event has provided key partnerships with the Recruitment and Liaison, Conference Services, Student Accessibility Services, the Centre for Pedagogical Innovations, as well as the Brock-Niagara Centre for Excellence in Inclusive and Adaptive Physical Activity. The event also provides a universal design for learning opportunities for all participants and provides experiential learning opportunities for students at Brock. Students who participated in the organizing of the event noted how much they were able to grow practical skills and abilities which would be transferrable to their career goals, while also noting the experience was transformational in their understanding and experiences of accessibility and inclusion which would have an impact on their future aspirations.

Global Accessibility Awareness Day (GAAD)

Global Accessibility Awareness Day (GAAD) provided an opportunity to raise awareness about online digital access and inclusion. Co-sponsored by the Brock-Niagara Centre of Excellence in Inclusive and Adaptive Physical Activity and Brock's Office of Human Rights and Equity, Brock offered a webinar as part of a series of worldwide online discussions and learning opportunities. The event was extremely well attended, with over 75 participants, including individuals from the Niagara Region, as they were introduced to accessible options when using Microsoft Word. The event focused on tools, but also why it is important to provide accessible digital content. Participants noted a gap in opportunities to learn how to be more inclusive and accessible in the digital environment and were eager to have more training opportunities offered. Another GAAD event is planned for 2023-2024. Planning is also underway for National Accessibility Awareness Day, as HREO seeks partnerships to support an event in 2023-2024.

Accessibility and Inclusion Recognition Award

In 2022-2023, HRE's annual Accessibility and Inclusion Recognition Award (AIRA) was once again awarded on December 3 on the International Day of Persons with Disabilities (IDPD). This year we moved to a hybrid event, which included ASL interpretation, to ensure meetings and events are in line with the best inclusionary practices. Efforts to increase awareness of the award resulted in a record number of

nominations this year. In collaboration with the Anti-Ableism and Mental Health committee, a small subcommittee of students, staff and faculty reviewed the nominations. Noting the significant number of high-calibre nominations, particularly among staff, the selection committee chose to award two staff members with the award, and one student. [The 2022-2023 award winners](#) included Nwakerendu Waboso, a PhD candidate in Child and Youth Studies; Jennifer Thiessen, Head, Teaching and Learning, Brock University Library; and Bryan Cober, Manager, Structural Services, Facilities Management. The award ceremony was made possible through a partnership with Brock-Niagara Centre of Excellence in Inclusive and Adaptive Physical Activity and Brock's Anti-Ableism and Mental Health Committee, with a virtual keynote address on "Engaging and Celebrating with Disability Communities" from disability self-advocate, activist and public speaker, [Nathan Shipley](#), followed by interactive roundtable experiences with disability community members and finally a demonstration of various para-sports.



HUMAN RIGHTS AND EQUITY INSTITUTIONAL STRATEGIC INITIATIVES

POLICY, PROCEDURE, AND GUIDELINE REVIEW AND RECOMMENDATIONS

Respectful Workplace and Learning Environment Policy (RWLEP)

The RWLEP is currently being reviewed. A [campus-wide consultation process](#) was initiated in early 2023. Feedback from campus stakeholders will be considered with the intent to update and improve the RWLEP, and the related procedures, to be more responsive to community needs, more expedient, institutionally embedded, and collaborative. It is expected that the updated RWLEP will be implemented by the end of 2023, subject to University standards and procedures for policy consultation and approval.

Memorandum Regarding the Observance of Ramadan

In alignment with promoting education and awareness on campus, the HREO created a Memorandum Regarding the Observance of Ramadan to outline the Duty to Accommodate under the Ontario Human Rights Code and provide options to consider for students, staff and faculty who may require religious accommodations during Ramadan.

Accessibility Policy and Service Animal Procedure

After a robust consultation process, the Accessibility Policy completed a stakeholder review, with community recommendations and adjustments being made to the policy. This policy was provided to the VP Academic's office in February 2023 awaiting the next steps. Over the course of the last academic year, significant work was done in the establishment of service animal procedures for the campus. These are, too, pending final review stages outside the Human Rights and Equity Office (HREO). HREO is hopeful that these will both be finalized and in place prior to September 2023. These documents, once finalized, will provide an opportunity for other stakeholders on campus to bring their practices into alignment with the new policies and procedures prior to the beginning of the next academic year.

AODA Legislation

When the Accessibility for Ontarians with Disabilities Act (AODA) became law on June 13, 2005, Ontario became the first province in Canada to pass legislation on mandatory accessibility standards with a goal to identify, remove and prevent barriers for people with disabilities. The Act requires all levels of government and organizations, including Universities, to achieve accessibility for all Ontarians by January 1, 2025. The AODA and its standards apply to Brock University; compliance with AODA regulations is a shared responsibility among all academic and administrative areas.

The AODA is subject to review every four years and standards included in the Integrated Accessibility Standards Regulation (IASR) are reviewed, individually, every five years following their enactment date. In 2022-2023, the AODA was set to be reviewed, and an independent reviewer has been appointed by the Government of Ontario. With a public review underway, at the request of the reviewer, Rich Donovan, a number of University staff members who regularly engage with the AODA had been requested to provide feedback. The Accessibility and Inclusion Advisor participated in this stakeholder

review along with numerous other staff representatives from universities in the province. An [interim report](#) was released in March 2023, with the final report expected to be complete by the end of the summer 2023. While the report relates to the AODA in its totality, it contains a number of takeaways that should be reflected on institutionally to maintain alignment with the strategic plan. Additional consultations are expected. The Accessibility and Inclusion Advisor will provide an overview once the final report is complete.

Recommendations relating to pending changes to the Information and Communication Standards as well as the pending Post-Secondary Standard implementation have been provided to senior leadership to offer an opportunity for the University to reflect on strategic planning in the coming years. These changes, particularly those related to the Post-Secondary Education standard will have a significant impact on the institution. Additionally, consultations with the Vice-Provost, Teaching and Learning on the pending legislations have been reflected in the Academic plan, with ongoing conversations relating to trauma-informed pedagogies and universal design continuing into 2023-2024. It is worth noting that the finalization of the K-12 standards may also have an impact on Faculties of Education across the province. Recommendations related to the Faculty of Education have been provided directly to the faculty and may offer opportunity for program growth and increased partnerships. The Accessibility and Inclusion Advisor continues to participate in broader public sector coalitions as well as University communities of practice which assist in advising the Council of Ontario Universities (COU) and University leadership on best practices related to the implementation of the AODA. The Accessible Canada Act (ACA) continues to develop its standards. The impact and relation of the ACA to post-secondary and the AODA remains unclear, but HREO will continue to monitor.

Compliance

In 2021, Brock filed its Accessibility Compliance Report and indicated non-compliance with the Information and Communication standard, particularly to web compliance. The University is currently working on a compliance plan to be provided to the Ministry for Seniors and Accessibility. Also identified in the 2021 compliance review was a need for an update to the Multi-Year Accessibility Plan (MYAP). This plan is under review and will integrate the web compliance plan into its structure. Additionally, the 2021 review noted a need to improve customer service training. With the University's move to Brightspace, this has offered an opportunity to review the training and update it to include more information on web accessibility. It is anticipated this training will be complete by the summer of 2023. 2023 is another compliance reporting year for Brock University, and work is underway to solicit data collection for the compliance review.

INSTITUTION CAPACITY BUILDING AND COLLABORATION

EDI Community of Practice

This year, the HREO created a Brock EDI Community of Practice that met quarterly this year. The goal of the Community of Practice is to bring together staff who work in EDI-specific roles throughout the institution to strategize and support one another while aligning EDI practices throughout the institution.

Professional Certificates in Transformative Mediation and Addressing Sexual Harm Training

Through the campus safety grant, HREO funded two intensive training courses for student-facing staff who work directly with survivors. We created interdepartmental representation from HREO, Security, Student Affairs, Residence, Athletics, CARE, International, Off Campus Housing and Research.

The Transformative Mediation training presented a transformative approach to mediating interpersonal conflict. Transformative mediation cultivates positive changes in the way parties view their situation and it is particularly effective when the participants seem unwilling to engage in cooperative problem-solving or are reluctant to accept presented solutions.

Facilitated Dialogues to Address Sexual Harm, rooted in the values of restorative justice, combines the practices of transformative mediation with a trauma-informed framework. This ground-breaking training will introduce practitioners with a foundation in mediation and trauma awareness to the practice of Facilitated Dialogue in response to sexual harm. Facilitated Dialogue is one restorative justice approach to responding to sexual harm that can be used to engage individuals, families, workplaces, and other community groups (faith communities, sports teams, neighbourhoods) in dialogue about the impacts of sexual harm.

OUA Anti-Racism Report

In collaboration with the Department of Sport Management (SPMA) and Brock's Varsity Athletics Department, the HREO held a roundtable discussion with faculty members, SPMA graduate students, and various staff (administrators, coaches, and leadership) from the athletic department, aimed at unpacking the Ontario University Athletics' 2021 Anti-Racism Report. As an actionable item coming out of the roundtable discussion, the HREO in collaboration with Dr. Shannon Kerwin (FAHS, SPMA) and two FAHS and SPMA graduate students developed and facilitated a guest lecture for a second-year sport policy class (SPMA 206) with the intention of having students draft policy statements related to recruitment and orientation/training of varsity athletes, coaches, and administrators. Effectively, both initiatives provided insight into what measures can be taken by Brock and its athletic department to address some of the findings and recommendations found within the report.

Accessible Built Environment Successes

Efforts towards improving the built environment continue at Brock. In partnership with Facilities Management, HREO helped to develop an Accessible Built Environment Committee with a mandate to recommend improving campus-wide accessibility initiatives, review the Rick Hansen recommendations, review the Facilities Accessibility Design Standards (FADS) and advise Facilities Management on short-term and long-term planning. The committee engages stakeholders across campus to assist Facilities Management in prioritizing accessibility projects campus-wide and address emerging issues. The partnership between Facilities Management and HREO has provided for other successes. In 2022-2023, the Accessibility and Inclusion Advisor, in partnership with the Director, Capital Planning and Project Management, and Manager, Student Accessibility Services, submitted a proposal for Federal funding under the small project component of the Enabling Accessibility Fund. The Enabling Accessibility Fund

(EAF) provides funding for projects that make communities and workplaces across Canada more accessible for persons with disabilities. After a rigorous application review process, Brock has been granted \$100,000 to improve access to the Thistle corridor classrooms. These rooms have historically been inaccessible, and this project will provide an opportunity to create a ramp project that will provide increased, and more equitable access, for students with disabilities. Reflecting on the Rick Hansen evaluation, work is also planned to address accessibility concerns in the Rankin Family Pavilion and additional accessibility supports are being collaboratively developed in Recreation Services to support many of the community initiatives connected to Brock Recreation. Facilities Management continues to be a strong partner with HREO in addressing accessibility and inclusion efforts on campus.

Human Rights and Equity Office Staff Supported the Following Internal Brock Committees:

- President's Advisory Committee on Human Rights, Equity and Decolonization (PACHRED)
- PACHRED's Anti-Racism Committee (ARC)
- PACHRED's Sexual Violence and Prevention Committee (SVPC)
- PACHRED's 2SLGBTQ+ Working Group
- PACHRED's Mental Health and Anti-Ableism Committee
- Black Student Success Centre Working Group (AVP, Students/ Interim AVP, Equity)
- Brock University Student Union, Gender and Sexual Violence Advisory Committee
- Brock 2SLGBTQ+ Pride Week Committee
- Campus Assessment, Response and Education (CARE) team
- Accessible Built Environment Committee (AVP Infrastructure and Operations)
- Learning Spaces Modernization and Planning Committee (AVP Teaching and Learning)
- Digital Accessibility Committee – – AVP Advancement and External Relations

Human Rights and Equity Office Staff Supported the Following External Committees:

- Ontario University Sexual Violence Network (OUSVN)
- Sexual Violence Response Team (SART)
- Niagara Transgender Action Coalition (NTAC)
- OUT In Niagara Service Providers Network
- Equity, Inclusion, and Anti-Racism

Human Rights and Equity Office Staff Supported Community Collaborations and Partnerships with:

- Brock OPIRG
- Quest Community Health Centre
- Niagara Falls Community Health Centre
- Black Owned 905

STAFFING**Permanency of Staffing**

Through the commitment of the senior team and in response to the review of the Human Rights and Equity Office, several positions in the office were able to move from contract positions to ongoing ones. Permanent positions include:

- Executive Assistant, HRE
- Student Justice Coordinator
- Gender and Sexual Violence Education Coordinator
- Gender and Sexual Violence Intake Manager
- Anti-Racism and Inclusion Advisor
- Accessibility and Inclusion Advisor

The Hiring of Associate Vice-President, Equity, Diversity & Inclusion

Through the review of the HREO, the President created an executive position responsible for EDI at Brock. An Interim Associate Vice-President, Equity (Brad Clarke) was appointed in January 2023 and a broad recruitment for an ongoing Associate Vice-President, Equity, Diversity & Inclusion was commenced. The projected start date for the successful candidate is September 2023.

HUMAN RIGHTS RESOLUTION PROGRAM

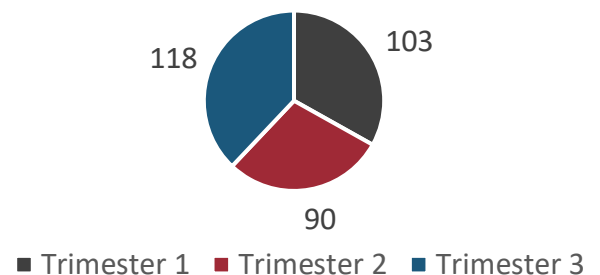
Overview

The Human Rights Program is responsible for the administration of complaints under the Respectful Work and Learning Environment Policy (RWLEP) and addresses concerns related to code-based discrimination, harassment, and bullying as defined by the Ontario Human Rights Code as well as complaints issued under the Sexual Assault and Harassment Policy (SAHP) in relation to issues of gender and sexual violence. In 2021-2022, the President's Office initiated a review of these policies, and a request for feedback on the revised policy and procedures was sought from students, staff, faculty members and librarians. This consultation period ended on March 1, 2023. In 2021-2022, the President's office undertook a review of HREO; this review is ongoing.

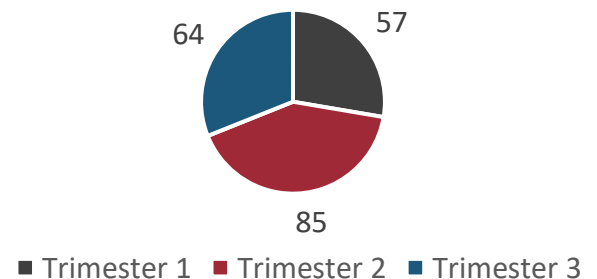
The HREO received a total of 138 HREO received a total of **138** new concerns or complaints under the RWLEP from May 1, 2022, until April 30, 2023. This is a slight decrease (8%) from the previous year, which is in relation to the significant drop in formal resolutions received in 2022-2023, many of which are connected to mask and vaccination mandates. HREO received 74 disclosures under the SAHP from May 1, 2022, until April 30, 2023.

Year	Total Number of New RWLEP Cases Received	Total Number of New SAHP Disclosures Received
22-23	138	74
21-22	150	111
20-21	93	73
19-20	92	44
18-19	188	60
17-18	94	34
16-17	59	26
15-16	53	Not Collected
14-15	74	Not Collected
13-14	103	Not Collected
12-13	125	Not Collected
11-12	110	Not Collected

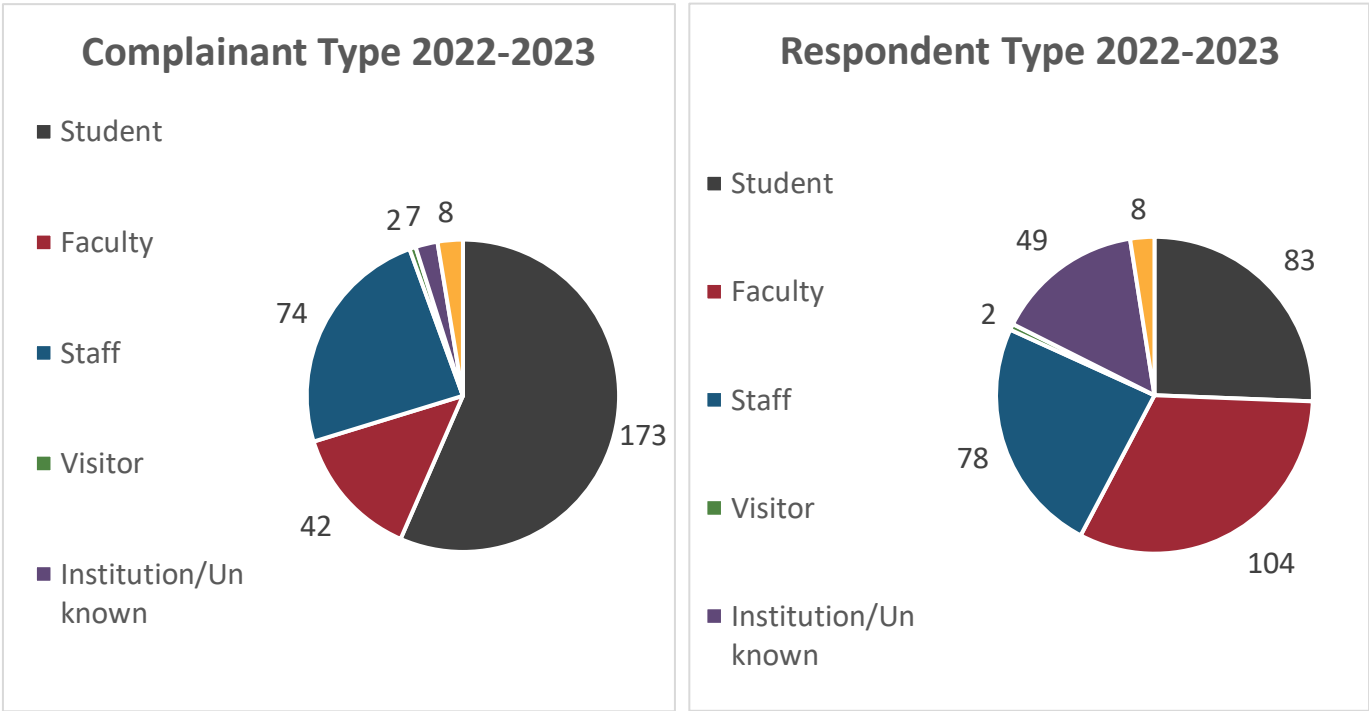
RWLEP Open Cases by Trimester 2022-23



SAHP Open Cases by Trimester 2022-23

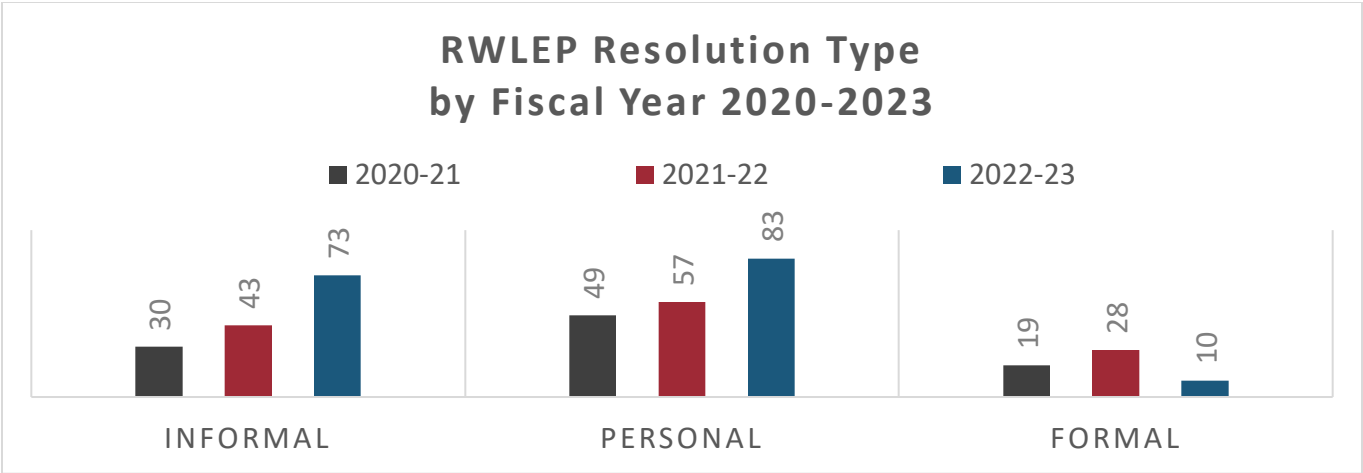


In alignment with the refocused mandate on outreach, education, and advocacy, during the 2022-2023 academic year, the Office of Human Rights and Equity engaged in **793 consultations**, an **85% increase** over 2021-2022. A consultation is defined as advice given on a matter that falls outside the scope of a personal, informal, or formal resolution. The total number of consultations continues to increase year-and education by HREO, an increase in campus diversity, and increased awareness of rights and self-advocacy by members of the Brock community. This is most notably shown through the significant increase in complainant types, particularly among students (84% increase), Faculty (200% increase), and Staff (111% increase) over-year, in large part due to continued outreach.

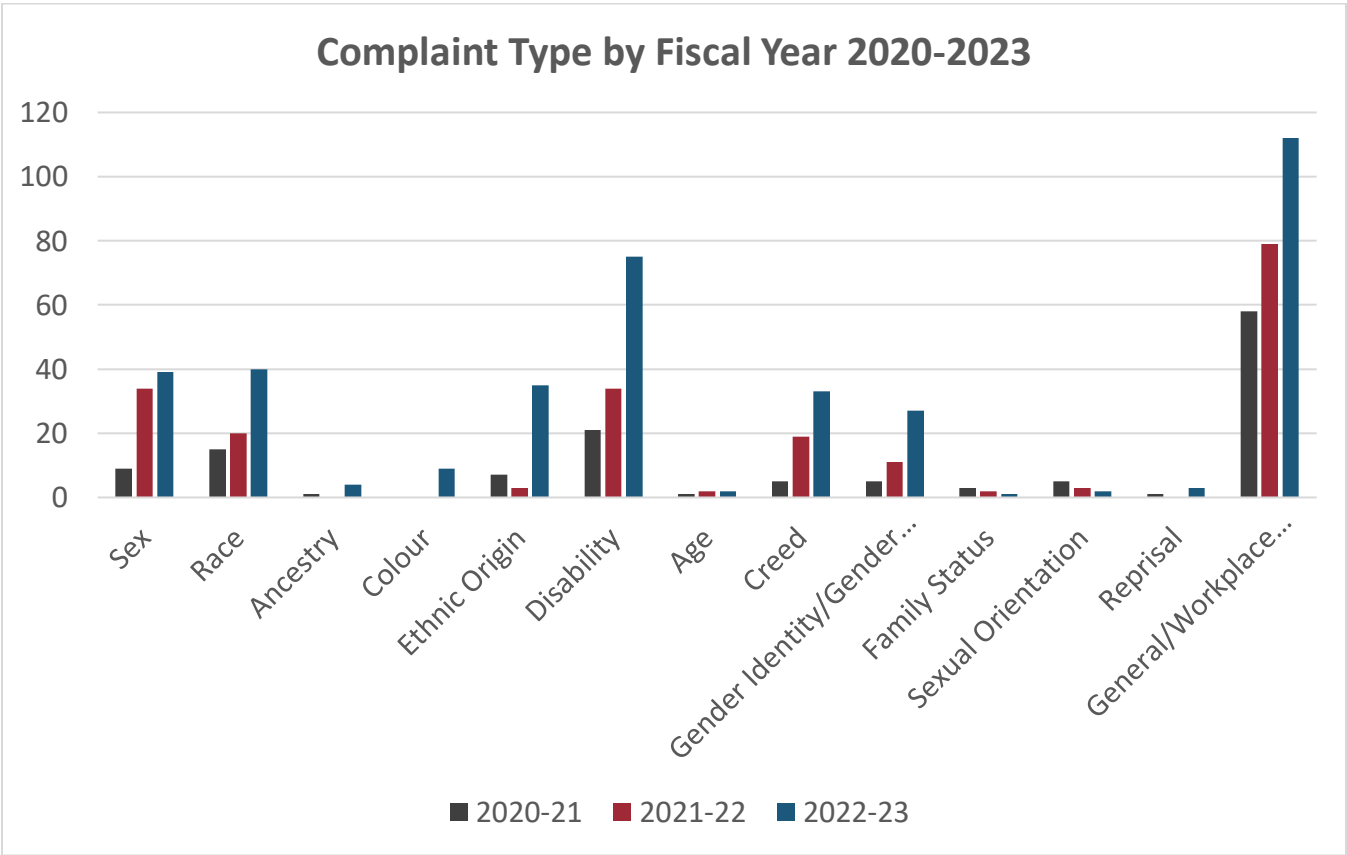


In regard to resolution options, Complaints are resolved through either a Personal Resolution, which is defined as confidential contact with HREO for advice on resolving a concern oneself, or by an individual choosing to take no action at this time; an Informal Resolution which may be through mediation, accommodation, and/or through a restorative justice process; or through a Formal Complaint process, which, as of 2022-2023, is centrally managed through the University’s Investigations Manager, in the Office of Legal, Compliance and Privacy.

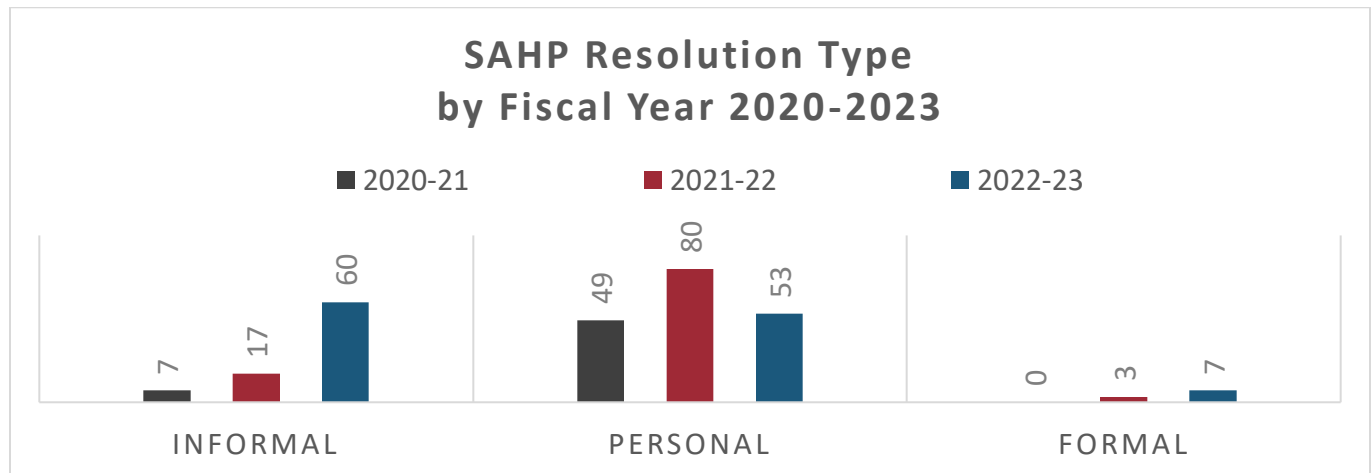
This year, there was a slight decrease (8%) in all RWLEP complaints compared to the previous year. This is in relation to the significant drop in formal resolutions received in 2022-2023 that were initiated due to mask and vaccine mandates. Informal and personal resolutions, however, have increased over previous fiscal years, with personal resolutions increasing by 45%, and informal resolutions by 37%.



There are notable increases in complaints types related to Creed, Disability, Gender Identity/Gender Expression, and Race concerns, as well as an overall increase in general or workplace harassment concerns. While some of this may be attributed to the return to campus, the majority of the concerns are, instead, related to systemic issues as well as accommodation processes, procedures, and practices. These indicators are additionally reflected in the increase in respondent type. Measures have been taken to address concerns related to gender identity/gender expression through the gender affirmation fund and name change process.



This year, there was an increase (20%) in SAHP disclosures compared to the previous year, however, due to an adjusted calculation model (i.e., counting one survivor who accessed both a personal resolution and informal channel as 1 disclosure this year, compared to 2 last year), the data will not reflect the increase. Informal resolutions increased by 252% and personal resolutions decreased by 65%. The increase in informal resolutions was likely impacted by a return to in-person learning with many in-class accommodations, with many survivors opting for the informal option instead of personal resolutions.



GENDER AND SEXUAL VIOLENCE SUPPORT AND EDUCATION

GENDER AND SEXUAL VIOLENCE EDUCATION OVERVIEW

Our Gender and Sexual Violence Education Coordinator and Peer-to-Peer (P2P) Support and Education team created a multitude of opportunities to promote awareness of the GSV supports, services, and programs available through HRE and in the broader campus and community. A key method of promoting awareness is through our workshops and formal trainings, which embed GSV knowledge and understanding while additionally providing information about the supports and services available to students, faculty, and staff, and how to access them. This year, our GSV team presented 73 workshops and 74 formal trainings with overall audiences of 1,423 and 1,722, respectively. Outreach to the broader Brock community through events and tabling are other channels utilized to promote awareness of our programming, supports, and services. Over the course of the year, the GSV team organized, partnered, and collaborated on, or attended a total of 176 events. This includes our Peer-to-Peer Support Drop-in, which is a safer space designed for community members to come to ask questions, receive support, information, and referrals, and learn more about GSV services and programming at Brock. In addition to being a key method of GSV education and awareness, our social media channels are the final key method of sharing information about GSV services with the university community. We received 6,795 acts of engagement with our social media content this year. Lastly, the GSV and broader HRE staff provided 1,281 consultations where advice was provided to Brock community members in prevention or response to GSV-related needs.

GENDER AND SEXUAL VIOLENCE PROAGRAMMING DASHBOARD

Consultations	Trimester 1 2022-23	Trimester 2 2022-23	Trimester 3 2022-23	YTD 2022-23	Fiscal 2021-22	Fiscal 2020- 21
Consultations	24	793	464	1,281	713	53
Outreach Efforts	Trimester 1 2022-23	Trimester 2 2022-23	Trimester 3 2022-23	YTD 2022-23	Fiscal 2021-22	Fiscal 2020- 21
Workshops *	8	34	31	73	NC	NC
Workshop Attendance – attendance at open learning opportunities for students, staff and faculty	864	380	179	1,423	962	1,261
Formal Trainings *	6	16	52	74	NC	NC

Formal Training Attendance – attendance in class or formal meeting training delivery	179	580	963	1,722	916	855
Events * : Including drop-ins, tabling, special events	45	67	64	176	NC	NC
Event Attendance	681	1930	1039	3,650	2,303	19,968
Total Engagement:	1724	2890	2181	6,795	4,181	22,084
Total Including Social Media : number of likes, comments, reshares on our social media posts	1,729	15,633	5,683	23,045	18,017	--

*NC = Not collected previously

GENDER AND SEXUAL VIOLENCE TRAINING

Varsity Consent Training

The Gender and Sexual Violence Education Coordinator and Peer to Peer staff commenced a four-year pilot program delivered to varsity athletes aimed to provide a solid foundation of knowledge on issues such as consent, gender and sexual violence and macro and microaggressions. The goal of this pilot is to equip students with the necessary tools to be inclusive and socially aware throughout their years at Brock and beyond.

This year, student-athletes were taught a basic understanding of the principles surrounding consent and bodily autonomy, in addition to creating a culture of consent on and off the field and court. Furthermore, we engaged in an interactive discussion breaking down rape culture and its connection to athlete culture and finished the workshop highlighting HREO supports and how to access them if they experience GSV-related issues. We hosted a total of 8 sessions throughout the month of October with approximately 442 student-athletes in attendance.

Residence Consent Training

In collaboration with Brock Residence, 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. Sessions were offered flexibly over three weeks with different start times to maximize student availability and participation. There were general sessions open to all, and affinity spaces for BIPOC students and students who identify as female.

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.

In total, we trained a total of 826 students and will deliver mandatory training in September 2023.

Head Resident and Don Training

During the month of August, HREO partnered with Brock Residence to host comprehensive consent, inclusion and equity training for their Head Resident Staff and Dons. This training consisted of interactive activities and discussion about topics pertaining to bystander intervention, responding to disclosures, cultural competence and anti-racism. We hosted 3-hour sessions for each group and included the summer staff to co-facilitate the Don training. We will continue to deliver orientation training on a yearly basis for returning and incoming Head Residence and Dons.

Graduate Student Series

In the past, we have hosted workshops for teaching assistants on how to receive disclosures of sexual violence from their students and navigate professional relationships in academia. We recognized a lack of resources, training and support for graduate students that lead classes as teaching assistants but do not have the knowledge to engage with students in a safe and equitable manner. In collaboration with the P2P graduate student staff and the Graduate Student Association, we developed a workshop series to guide new and returning graduate students through conversations and learnings about how to recognize and foster inclusive and equitable spaces in academia. We launched this series over a period of 5 weeks starting September 14th to October 21st.

Participants are required to complete the 5-part workshop series to obtain the Introduction to Graduate Student Equity & Inclusion in Academia certificate. The following topics are:

- Power Imbalance: How to navigate power imbalances as a graduate student in academia.
- Accessible learning with Alison Rothwell and Judith Brooder
- Consent and Disclosure: defining sexual violence and how to receive disclosures.
- Anti-Racism and Allyship
- Inclusivity in the Classroom

We had a total of 10 people receive certification with a total attendance of 30.

GENDER AND SEXUAL VIOLENCE EVENTS

Survivor Rally

As part of Consent Week 2022, the HRE GSV team collaborated with Brock University Students Union to create a survivor rally to show support for survivors of GSV/GBV. This event was hosted in solidarity with other university campuses as they too hosted rallies of their own to recognize the work being done to prevent gender and sexual violence across campuses and to reaffirm commitments to creating safe campuses and supporting survivors. The event was a call to action. Attendees were invited to listen to guest speakers from the Brock community and from local community organizations who responded to the call, shared affirming words for survivors, and invited the BU community to respond to the call to action as well. The rally had 40 attendees and was a strong demonstration of the community's support for survivors of GSV.



Sex Talks

Co-organized with the Student Wellness and Accessibility Centre, Sex Talks was a drop-in event focused on healthy relationships, consent, sex, hook-ups, and STIs. The goal of this initiative was to cultivate a sex-positive and judgement-free space to discuss 'taboo' topics. Students were invited to ask questions and receive information about these critical, but rarely openly discussed topics. This is a 2-day event running in the evenings on September 21st and 22nd. Over the course of both evenings, the event had a total of 65 attendees.

December 6 Remembrance



On the National Day of Remembrance and Action on Violence Against Women, The Sexual Violence Prevention Committee, Student Justice Centre and the Gender and Sexual Violence Support and

Education team hosted “Reflections on Five Years of the #metoo Movement”, a panel outlining the systemic, social, and legal challenges that survivors of gender-based and sexual violence experience in our communities. A diverse panel of experts offered their knowledge and experience through an intersectional and trauma-informed lens. This was an interactive panel with a student panel of respondents followed by a Q & A.

Following Amber Heard’s highly publicized trial we have seen the Survivors of sexual violence are often punished for wanting to control how and when their stories are shared. As such, we invited PhD student and activist; Mandi Gray to share her personal experience with defamation lawsuits against people who have reported sexual violence, criminal sexual assault legal reform, campus sexual assault and prevention.

Following Mandi’s presentation, we invited Anti-Oppression Advocate, Crystal Mark to discuss *Cultivating Anti-Oppressive Communities of Care*. With over 20 years of experience in anti-oppression work, feminist advocacy and education, Crystal Mark shared her insights on the impacts of gender-based for Black women and the importance of community healing.

Lastly, we were joined by Vice Provost of Indigenous Engagement, Dr. Robyn Bourgeois and Peer-to-Peer Assistant, Emily Bagshaw who did a joint presentation on gender and sexual violence through their personal experiences as Indigenous women. They highlighted the systemic, legal, and social challenges that are unique to Indigenous women through storytelling.

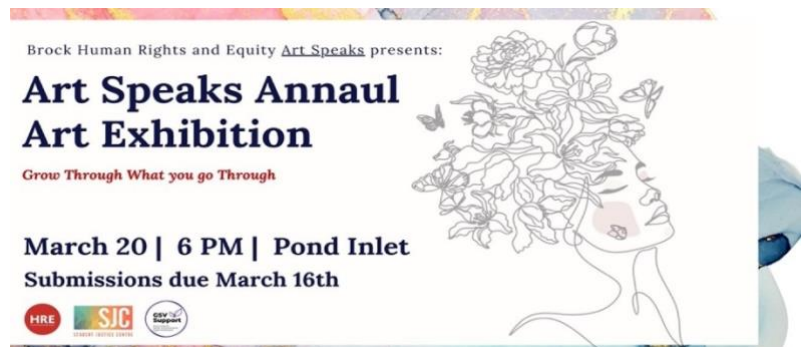
The event was held in a hybrid format and was well attended by members of PACHRED and the Niagara community.

ManCakes

Enter our pancake competition and win prizes at our award ceremony! The purpose of this week-long pancake competition event was to raise awareness about Gender & Sexual Violence, Masculinity, and sexual violence occurring to men-identifying individuals. The Brock community was invited to send pictures of their pancakes to our Instagram account to enter the contest. Prizes were given for Highest Stack, Most Joyous Jack, Best smile on a pancake, GSV and Masculinity Pancake Art, and Prettiest Pancake. Contestants and non-contestants then attended the Award Ceremony on Monday, March 13th to collect their prizes and play trivia games. We had 8 participants this year.

Art Speaks

Art Speaks is an annual art exhibit hosted by Brock's Human Rights & Equity office that promotes artwork as a vehicle for discussing human rights-related issues. The 2023 topic was "Grow through what you Go through: Healing". Students, staff, and community members were invited to submit their artwork to be reviewed by the Art Speaks organization committee and be considered for the Showcase event. Selected pieces of poetry, visual, audio, or physical arts were featured during a Showcase on March 20th. An artist fee was paid for the pieces that were showcased. We received 22 submissions from 12 students and 50 people attended the Showcase.



International Women's Day: Innovation Social, Innovation in Women's Equity

For International Women's Day (IWD), HRE partnered with LINC, who was launching a series of Innovation Socials. With the first Innovation Social falling in the week of IWD, HRE and Brock LINC collaborated on an event entitled *Innovation in Women's Equity*, in honour of this year's IWD theme: #EmbraceEquity. Structured as a social and conversational event, it was held on Tuesday, March 7th from 10am to 11am in the Rankin Family Pavilion, Level 300. Students, staff, and faculty were all welcomed and free food and drinks were provided.

Overall, the event saw 25 people in attendance, and the conversation focused on where we see innovation in women's equity initiatives, and what we would like to see going forward, at Brock or broader community.

Other GSV events:



Virtual Yoga Supports for Black Survivors of Trauma

On April 4th, the first virtual yoga session for Black survivors of trauma through HRE was a deeply nourishing and healing experience and proved to be an immensely therapeutic and restorative experience for Black survivors of trauma. The session was designed to create a safe and inclusive space for Black individuals who have experienced trauma in their personal & academic journey, providing an opportunity to connect with their bodies, breath, and community.

The session began with a brief introduction to the practice of yoga and its potential benefits for healing trauma. The instructor then guided the participants through a series of gentle yoga poses, encouraging them to move slowly and mindfully and to listen to their bodies.

Throughout the session, the instructor emphasized the importance of self-care and self-compassion, reminding the participants that it is okay to take things at their own pace and to honour their needs and boundaries.

At the end of the session, participants were invited to share their thoughts and reflections on the experience. Many of them expressed feeling more relaxed, centred, and connected with themselves and others. Some also shared that they appreciated the opportunity to practice yoga in a space that centred and validated their experiences as Black survivors of trauma at Brock University.

The virtual yoga session for Black survivors of trauma was a transformative and empowering experience, with 8 participants benefiting from a much-needed space for healing, community building, and self-care. The session highlighted the potential of yoga as a powerful tool for building resilience and promoting empowerment.

GENDER AND SEXUAL VIOLENCE PROGRAMMING

Peer to Peer (GSV) Drop-in



Located in Thistle 128A, the peer-to-peer drop-in space is a peer support service where students can seek support, educational resources, and referrals to on and off-campus organizations. It is staffed by part-time graduate and undergraduate students who are trained in receiving disclosures and are aware of community resources and support for those that have experienced gender and sexual violence. The drop-in space is also a multipurpose space in which students can hang out, play board games, have snacks, study, read

and relax. Throughout the semester, we have had many students come by to relax in between classes and they leave with information about our programming and services.

GSV Certificate Workshops

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 workshop was delivered 3 times per semester with an in-person delivery every Thursday. We have a total of 11 workshops that cover the following topics:

- Consent and Disclosure
- Grooming
- Indigenous Perspectives
- BIPOC perspectives
- International Perspectives
- Masculinity and Sexual Violence
- Equity, Intersections, and Trauma
- Restorative Justice
- 2SLGBTQIA+ Perspectives
- Anti-Ableist 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. Those who complete 10 workshops will be awarded the Advanced Sexual Violence Education and Support Certificate. This year, we had a total of 155 people attend the workshop with 45 people receiving certification.

Peer Safe Walk Service

Staff and volunteers who work with the Human Rights and Equity Office offer a Peer Safe Walk service for people who need or would like to have someone accompany them to an on-campus location and who do not want security accompaniment. This service can be requested at any time if someone feels unsafe. One can make a request for an ongoing scheduled service by emailing svsec@brocku.ca. A staff member will schedule a meeting to set up a schedule and introduce you to the staff, volunteers, and/or peers who will act as the support resource. This service must be scheduled in advance so that schedules can be adequately arranged.

Safe Text Program

The Safe Text Program is a confidential support service available to survivors of gender and sexual assault, offering a safe and discreet way to seek support via text messaging. The program is staffed by the HRE team who have experience supporting survivors of gender & sexual assault.

The main goal of a Safe Text Program is to provide survivors with an accessible and discreet general check-in and out of the campus for safety reasons. Survivors can send a text message to the safety number, and HRE will respond. Texting allows survivors to reach out for help in situations where making a phone call or accessing other support services may not be possible or safe. You can request this service at any time by emailing svsec@brocku.ca. Please note that it must be scheduled in advance to ensure that our team can arrange their schedules accordingly.

Survivor Support Group

The Survivor Support Group is a safe and confidential space for survivors of trauma to come together and share their experiences, provide support to one another, and work toward healing and recovery. The support group is open to survivors of any type of trauma, including but not limited to domestic violence, sexual assault, childhood abuse, and racism.

This support group runs three times a year during the fall & winter, spring, and summer academic terms. The group is led by trained counselling facilitators and the Gender & Sexual Violence Intake Support Coordinator who create a supportive and non-judgmental environment for participants to share their stories and feelings. The facilitators provide psychoeducation and guidance on coping skills, boundary setting, and self-care. They also encourage group members to actively participate in discussions, share their experiences, and provide support to one another.

The group meets for a total of 8 weeks each time it is offered, with each session lasting approximately 2 hours. Meetings may include a variety of activities such as guided meditations, journaling, or art therapy. The group also provides access to resources and referrals to other supportive services in the community.

Participation in the Survivor Support Group is completely voluntary, and confidentiality is strictly maintained. Participants are encouraged to attend all sessions and to make a commitment to their own healing process. While the group is not a replacement for individual therapy, it can be a valuable complement to other forms of treatment.

Overall, the Survivor Support Group provides a safe and empowering space for survivors of trauma to come together, share their experiences, and work toward healing and recovery with the support of trained facilitators and other group members.

Brock Counsellor of Choice

Created by HRE in 2019, Brock's Counsellor of Choice (BCC) program provides students, staff, and faculty members with the ability to connect with a trauma-informed counsellor with specialized training in supporting folks with gender-based harm. Originally, the program was designed for community members navigating issues related to gender and sexual violence but has recently been expanded to include folks who need support with other kinds of harm including harassment, racism, ableism, bullying, and all other forms of discrimination. The goal of BCC is to maintain a list of counsellors who have diverse and intersectional identities, lived experiences, and areas of expertise to allow participants to self-determine access to culturally relevant and responsive support. To support this goal, HRE performed targeted recruitment in the winter term of 2023 to expand the BCC roster to include more counsellors

with professional or lived experience working with racialized, transgender, non-binary, Jewish, and Muslim communities. We accepted 6 new counsellors into the BCC program.

GENDER AND SEXUAL VIOLENCE INSTITUTIONAL STRATEGIC INITIATIVES

Review of SAHP

In the spring of 2022, a review was undertaken of Brock's Sexual Assault and Harassment Policy (SAHP). The objective was to consult with key stakeholders within the University community about how best to strengthen our commitment to the provision of supports for those affected by gender-based violence, improve the complaints process for survivors, witnesses, and respondents, and reflect on ways forward in the provision of proactive education on gender-based violence (GBV). A wide range of Brock community members shared their lived experiences, expertise, and interest in helping to improve the SAHP during the review process: students, staff, faculty, three unions, Advisors, Educators, and decision-makers who work to implement procedures within the SAHP. Overall, 58 participants from 12 stakeholder groups provided feedback in the review process. A report summarizing key recommendations was created from feedback received from this consultation process. Vice-Provost, Indigenous Engagement also led consultations with Indigenous staff, faculty, and students on the SAHP and prepared a report summarizing the key findings. Additionally, in August 2022, Farrah Kahn through Possibility Seeds, reviewed the SAHP and presented her findings and policy recommendations to supplement the review. It is expected that the updated SAHP will be implemented by the end of 2023, subject to University standards and procedures for policy consultation and approval.

SVSE Training with Farrah Khan

In August 2022, Farrah Khan who is a member of the Government of Canada's Advisory Council on the Strategy to Prevent and Address Gender-Based Violence, former co-chair of the Ontario Government Provincial Roundtable on Violence Against Women, and formerly the manager of Consent Comes First at Toronto Metropolitan University delivered two trainings to expand campus-wide knowledge on survivor centered approaches to gender and sexual violence on campus. Farrah is also the founder of Possibility Seeds Consulting where she is currently leading the development of Courage to Act, the National Framework to Prevent and Address Gender-Based Violence at Post-Secondary Institutions.

Student Name-Change Process

HREO worked with an inter-departmental team, including representatives from the Office of the Registrar, Information Technology Services, the Brock University Student Union, and Residence to streamline the Student Name-change process at Brock. This was done, in large part, in response to the systemic harm transgender students commonly encounter through databases and administrative processes that facilitate regular misgendering and deadnaming. The result of the initiatives of this group was a [2-part form](#) that simplifies the name change process for students at Brock. Part 1 of the form can be used by students who wish to change their name for their diploma, as well as Brock systems including directory, student card, class list, Brightspace, student union, email alias, eRez, library, and parking

services. Systems outside of these, apps, and department-specific listings, for example, will still need to be updated by the student directly. Students do not require a legal name change to complete Part 1 of the form, however, one's legal name will be retained as part of the student's permanent record and will be displayed on official transcripts. Part 2 of the form can be used to change a student's legal name and does require proof of a legal name change.

Creation of GSVPRC

In January 2023, HRE created the Gender and Sexual Violence Prevention and Response Committee (GSVPRC) with the purpose to accept, review, and vote on the approval of funding submissions for the Campus Safety Grant (CSG), the Gender Affirmation Fund (GAF), and the Emergency Survivor Fund (ESF) on behalf of the HRE (note that applications for the GAF and ESF are anonymized before consideration by the GSVPR). They use an intersectional, anti-oppressive, trauma-informed, and harm-reduction approach to assess applications based on the grants' criteria. The Chair of the standing committee is the Manager of GSV Intake and members include the Director of HRE, the Student Justice Coordinator, the GSV Support and Education Coordinator, the Chairs of PACHRED's Sexual Violence Prevention Committee and the 2SLGBTQ+ working group, a BUSU representative, a GSA representative, a HRE Advisor and the Executive Assistant for HRE. The GSVPR is overseen by and responsible to the director of HREO and/or senior member of HREO.

Gender Affirmation Fund

In early 2023, Brock's Human Rights and Equity Office introduced the Gender Affirmation Fund (GAF). The GAF is a form of prompt financial support for Brock community members who self-identify as Two-Spirit, transgender, nonbinary, and/or gender diverse/nonconforming to assist with the costs associated with various aspects of affirming one's gender. Recognizing that experiences of affirming one's gender and of being Two-Spirit, transgender, non-binary, and/or gender nonconforming are diverse and can impact many aspects of one's life, the GAF intentionally does not outline all eligible expenses. The specific requirement is that the costs for which one is applying for the GAF are acquired for the purpose of affirming their gender, in whichever way they choose.

The GAF is allocated \$10,000 per funding year (April 1 to March 31). There is a \$1500/funding year cap and a \$4500 lifetime cap per applicant. Applications are assessed monthly and monthly deadlines are the 1st of each month at 12 am.

Emergency Survivor Fund

In early 2023, HREO created the Emergency Survivor Fund (ESF). This fund provides prompt, one-time monetary support for survivors of GSV and is designed to help those in need of emergency support including safety, mental health, and basic needs. There is no predetermined list of eligible or ineligible expenses for reimbursement through this Emergency Survivor Fund. Rather, the fund is purposefully designed to make accessible funding for survivors that may mitigate harm and/or meet any of their emergency practical and material needs. The ESF is allocated \$10,000 per funding year (April 1 to March 31). There is a one-time annual funding cap of \$1500 per application and a lifetime cap of \$4500.

Applications are encouraged from any Brock community member who is a survivor of Gender Based Violence or Sexual Violence and in need of emergency support.

The Brock University Student Union, Gender and Sexual Violence Advisory Committee

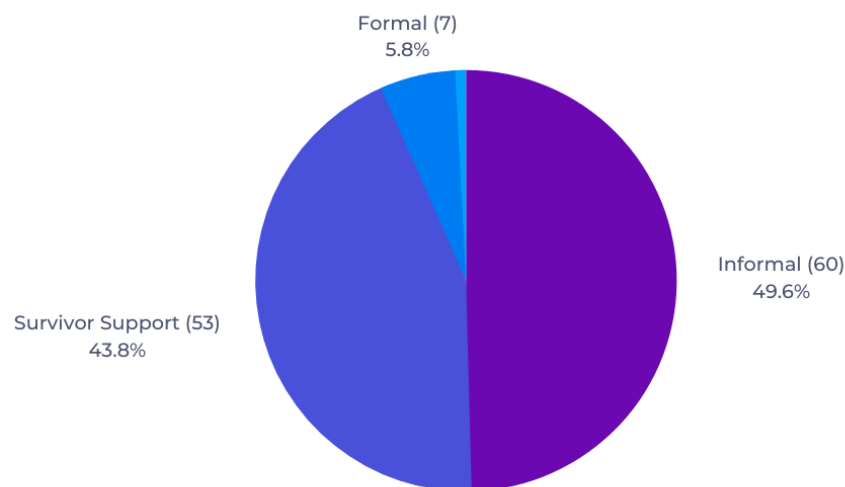
The Gender & Sexual Violence Support and Education Office and the Brock University Student Union work as a review and advisory group to BUSU and Brock University Administration Council. Our mission is to use intersectional approaches to review current service deliveries and assess, identify, and recommend strategies and programming that could be used to improve GSV-related programming on and off campus. Committee members participated in 3 closed-session meetings this academic year.

GENDER AND SEXUAL VIOLENCE INTAKE AND SUPPORT

GENDER AND SEXUAL VIOLENCE SURVIVOR SUPPORT

The Gender and Sexual Violence (GSV) Support Program continued to act as a survivor-centred, trauma-informed, and anti-oppressive service for community members impacted by GSV. This year we received a total of 74 disclosures from community members seeking support. GSV staff offered a variety of support services to community members including academic and workplace accommodations. The most frequently accessed supports this year were academic accommodations, with 39 assignment extensions, 9 exam accommodations, 9 requests for support with backdated withdrawals, 3 in-class changes, and 3 accommodations for virtual courses. As we introduced our Peer Safe Walk and Safe Text programs this year, 10 survivors also accessed these safety supports. As in previous years, the GSV support team continued to provide referrals to on-campus and community resources based on survivors' needs.

SAHP DISCLOSURES

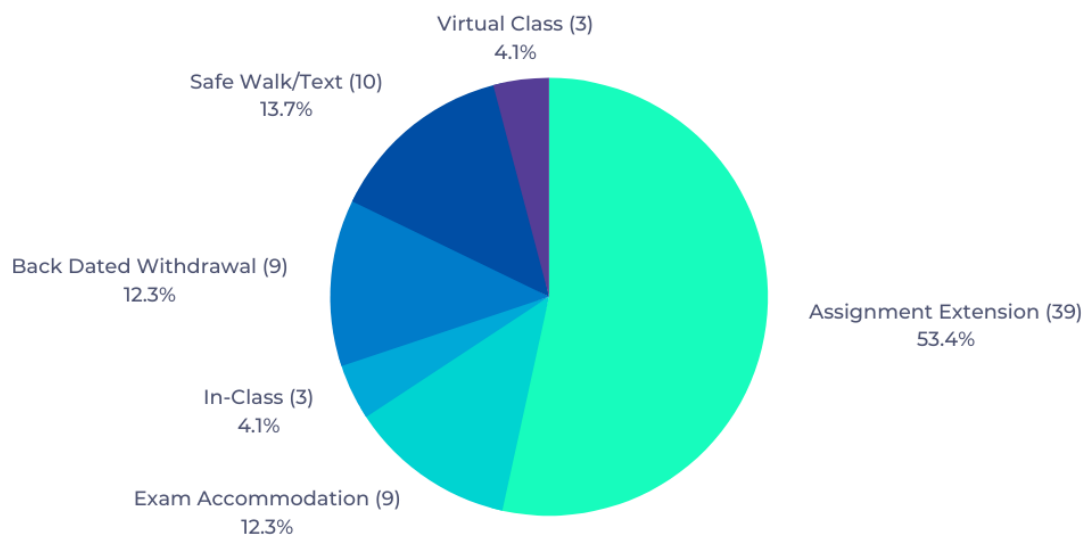


GENDER AND SEXUAL VIOLENCE ACCOMMODATIONS

The GSV intake process is survivor-driven, meaning that, wherever possible, disclosures move forward in the direction that Survivors choose. The overwhelming majority of Survivors who disclosed GSV this year chose informal processes and survivor support. Informal matters are resolved through restorative justice or where HRE assists in accessing accommodations. Examples include academic accommodations, mediation, no contact agreements, and educational programs. Most informal processes involved academic accommodations and did not proceed to mediation or other restorative justice processes. Survivor support involves confidential contact with the GSV intake team for support relating to the trauma of sexual violence. Examples include information and guidance, safety planning, and referrals to

support services. Most Survivors who disclosed accessed supports and accommodations. In line with previous years, the smallest proportion of disclosures resulted in formal processes, which is where the Survivor requests a formal investigation be carried out to address the allegations.

SAHP ACCOMMODATIONS



The HREO GSV intake team worked with instructors to provide a total of 63 accommodations this year. The primary accommodation needs for students impacted by sexual violence were assignment extensions, which totalled 39 over the course of the fiscal year. The frequency of assignment extensions was highest in Trimester 2 (20). The next most frequent accommodation needed this year was exam accommodations, including exam deferrals, additional time, and opportunities to write in separate spaces. This year, all exam accommodations (9) occurred in Trimester 3. Other accommodations the GSV Intake team supported this year included help with the backdated withdrawal process (6), in-class changes (3; lecture section, seminar time), and virtual learning opportunities (3).

The HREO GSV team also offered a variety of supports including on and off-campus referrals to individuals who have been impacted by sexual violence. Supports included our Safe Walk and Safe Text programs, our Peer-to-Peer support team and drop-in space, and our survivor groups, described in more detail above, as well as safety planning and check-ins. Check-ins are confidential one-on-one meetings with a member of the GSV intake team. They are an opportunity to explore one's needs, reflect on their progress, and chat about how they are feeling about school, work, and life in general. This is a voluntary, non-therapeutic offer for students, staff and faculty who would like extra support to work through their challenges. Moving forward, the GSV team will focus on expanding the reach of Varsity Athlete and Residence training initiatives and developing similar specialized training programs for more campus groups. We will also seek to grow outreach and engagement more generally through strategic tabling

initiatives and regular empowerment-focused social opportunities and broaden culturally responsive, accessible, and affirming material supports and educational resources, particularly for equity-deserving groups on campus.