

# Sexual Violence Task Force Report

## 1. Sexual Violence Task Force Report Shared with the Board of Governors June 2020

The Sexual Violence Task Force (SVTF) has been established involving both employee and student stakeholders. The SVTF has established its Terms of Reference, discussed structure and mandate, and completed a review of the mandate versus current program and policy compliance. Furthermore, the SVTF has reviewed the outcome of the student Sexual Violence Survey results in order to determine opportunities to improve education on the resources available as well as Canadore's prevention strategies. Due to the response required for the pandemic, the SVTF has not been able to meet as frequently as desired and, as such, the College's Assessment and Care Team has been filling the void. This team meets weekly. The Ministry has permitted an extension to the reporting and task force requirements to December 31, 2020. When provided an opportunity early in the Fall semester, the Task Force will be resume its work.

### Sexual Violence and Assault Reports

*Since September 2019*

The number of times supports, services and accommodation relating to sexual violence were requested and obtained by students enrolled at Canadore College: 8 as of June 1, 2020

Reported Number of Sexual Assault or Violence Complaint investigations: as of June 1, 2020

- Sexual Harassment: 1 (student peer-to-peer)
- Sexual Assault / Violence: 2 (student peer-to-peer)

## 2. Reference Material: Sexual Violence Task Force (SVTF) Terms of Reference

### 1.0 Preamble

Canadore College has formed a multi-disciplinary sexual violence task force that represents the diversity of the College's student population, as well as faculty and administration.

### 2.0 Function of the Task Force

The task force will be responsible for assessing the sufficiency of Canadore College's sexual violence policy, assessing the effectiveness of current programs and services to combat sexual violence on campus, and provide recommendations on the additional steps the College may take to ensure a safe environment for all.

The taskforce must submit its independent report to the College's Board of Governors and to the ministry by June 1<sup>st</sup> each year.

### 3.0 Membership

#### Team Membership

- Director, Student Experience and Success
- Director, Campus Safety, Security, Environment, and Corporate Services
- Director, First Peoples' Centre (or representative)
- General Manager, Residence (or representative)
- Dean or Associate Dean
- Representative from Student Success Services
- Representative from Campus Security
- 2 Faculty members
- 3 Students (representing the diversity of the student body)

### 4.0 Team Operation

- 4.1 Meetings will occur at least once in each of the 3 semesters and as necessary.
- 4.2 Any member of the Team may submit items for the agenda by notifying the Recording Secretary of the items (and providing any supporting documentation) at least three (3) business days in advance of the scheduled meeting. The Recording Secretary will distribute the agenda in advance of the meeting.
- 4.3 Standard agenda items including;
  - Approval of agenda items
  - Attendance of Team members or designates
  - Review of previous meeting minutes
  - Review of previous action plan items
  - Review and response to action plan items
  - Review of new identified behaviours and new action plan items
- 4.4 The Recording Secretary will distribute minutes of the meeting to members within ten (10) business days after the meeting.
- 4.5 The quorum for conducting a meeting will be at least fifty percent (50%) of the formal team members.
- 4.6 Resource persons may be invited to speak on specific items on the agenda and may take part in discussions of that item, but will not remain to discuss items as a whole.
- 4.7 Members of the team understand that to carry out the mandate of the group, sensitive information will be shared in the interest of ensuring safety, and that items discussed within team meetings are to remain confidential and not shared among other staff members.

### 3. Sexual Violence Task Force (SVTF) Actionable Items

SVTF reviewed and inventoried programs, workshops, and services available including:

- Partners in Success program in which the Sexual Violence and Harassment Policy is reviewed with all new students each year.
- International Orientation, which provides an introduction into the policies and supports available, and encourages participants to engage in conversation regarding cultural norms and differences in legal framework.
- ME to WE movement (now iCanLead) collaborative training with appropriate internal stakeholder groups such as Canadore/Canadore Student Council/Frosh Leaders *Bringing in the Bystander*® and *safeTALK* workshops
- Newly revamped Consent campaign to include clearer messaging on where to report and seek support
- Collaborative programming such as harm reduction/safer sex/local supports
- Harm Reduction Fair x 2 /year in conjunction with various local agencies
- Canadore Safe App – Security Services Investigation and Referral Services

#### SVTF Review of the Sexual Violence Survey Results from 2019

Canadore rated the highest ranking for understanding of consent, culture, and knowledge base including testing definition and testing as to whether it is acceptable behaviour. SVTF reviewed potential reasons including effectiveness of the Consent campaign and Partners in Success training with all new students. SVTF also noted the amount of responses was high for these early survey questions. What stood out in the results was education as respondents scored high in the definition of consent, definition of sexual assault and the knowledge base with a higher response rate for those questions supported with positive response rates for the same questions.

Improvement opportunities include knowledge of sexual violence supports with an understanding of where to go to report, how to report, and what services are available as the survey results in this category were lower. The aim would be to have 100% of students know where to seek support and where to report. SVTF suggested leveraging the Consent campaign to further promote where to report and obtain supports.

Overall the SVTF found that the survey provided viable information on the student culture and what students understand about consent and appropriate behaviour. The SVTF acknowledged that there is a need to improve education on how to access support and what supports are available. Lastly, continued effort is required to encourage disclosures as it is recognized that only a small percentage of disclosures are brought forward.

A further suggestion emerging from the survey results includes a recommendation to add the College's Public Relations and Communications Specialist to the SVTF for media relations and internal and external communications.

#### 4. General Recommendations: From the Sexual Violence Task Force

- Explore ideas and strategies from other colleges to identify opportunities or gaps in the Canadore College process. This included reviewing programming involving consent at Sheridan College, one of 6 pillars is Consent, Dare to Care program, and student ambassadors' efforts at other institutions.
- Continue discussions on methods used to refresh new and current students with the policies and the supports available. It was acknowledged that during Partners in Success training much information is shared about various programs and policies; this may be overwhelming for students during these early training sessions. SVTF recommends development of further engagement opportunities throughout the academic year to ensure students remain knowledgeable about the sexual violence reporting mechanisms, and supports available.
- Continue to develop and implement programs the SVTF identifies as being integral including Mental Health First Aid, *Bringing In the Bystander*®, and safeTALK workshops. This could include engaging academic coordinators to determine what is added as certifications for programs with content that focuses on sexual violence and gender equality. Much of this is embedded material in programs such as Social Service Worker and other social science programs, as an example. SVTF recommends development of pathways to leverage courses in programs with embedded content to identify whether the information can be shared across all programs thereby capturing additional students in the learning models.
- SVTF supports continued efforts to upgrade and integrate security systems, campus lighting, campus walk programs, and other services that directly impact on campus sexual violence interventions.

#### Moving Forward

Reestablish the momentum of the Sexual Violence Task Force that was in place prior to the pandemic response. The inability to have engaging in-person meetings has been a challenge. The SVTF will develop methods to re-engage both employees and the student body on the subject of sexual violence. This will include increasing membership to include individuals who were selected in 2020 and committed to joining the SVTF. Adding members from the academic team will broaden the depth of discussions to strengthen the strategies that can be implemented to prevent occurrences of sexual or gender-based violence. Canadore College will actively work towards including these recommendations on campus. Implementing the recommendations brought forward by the Sexual Violence Task Force is crucial to securing a safe and inclusive environment for all students.