

## Board Committee Report

### Committee/Board Mandate:

The Government of Ontario has mandated that each university present to their boards of governors an annual update on sexual violence, including the work of the institutional Sexual Violence Task Force.

### Motion for Consideration (if applicable):

That the Executive Committee accept this report for information.

### Executive Summary:

This report includes data on Trent's sexual violence prevention education, support for survivors, and the numbers of individual students supported. It also includes a summary of the activities of Trent's Sexual Violence Task Force. For the purposes of this report, we employed a version of the previous government reporting template, as no template was provided this year, and are continuing to report based on the academic year.

There were over 5,100 student contacts and 185 staff and faculty contacts in prevention education this year. 96 students were directly supported by our Sexual Violence Prevention and Response Manager, and 62 students were supported through our partnerships with the Kawartha Sexual Assault Centre and Durham Rape Crisis Centre.

### Analysis:

#### **1. The number of times supports, services and accommodation relating to sexual violence are requested and obtained by students enrolled at the college or university, and information about the supports, services and accommodation.**

Workshops, events and programming were delivered in a variety of formats on both the Peterborough and Durham campuses this year. Throughout the pandemic students have experienced overwhelming pressures of surviving sexual and gender-based violence amidst the stress of online/hybrid schooling, moving domiciles, and other relevant experiences students have been facing. With the full return to in-person schooling over the 2022-2023 school year, disclosures remained high with many students reaching out to access support in person.

We continued to deliver programming with a hybrid model with students having the option to access support both in person and online. With the option of online programming, we have been able to increase our programming on the Durham campus,

continue with collaborative initiatives with other postsecondary institutions, and had success in sharing our efforts and resources.

**Specific Activity Type Breakdown**

**Individual Support by the SVP Coordinator:**

Year	May 2019 – April 2020	May 2020 – April 2021	May 2021 – April 2022	<b>May 2021 – April 2022</b>
New clients accessing support	54	18	68	<b>75</b>
Returning clients	40	39	43	<b>21</b>

**Consent Education for Orientation Week (Fall and Winter):**

- Self-enrollment in Consent Education Blackboard modules: 762 (previous year 900)
- Fall Orientation hybrid model Consent Education: 2,396 (previous year 2,126)
- Winter Orientation Consent Education: 300 (previous year 80)

**Workshops:**

- 1089 participants at 53 workshops and events (previous year 743 participants at 35 workshops and events)

**Information tables and Resource fairs:**

- 593 participants at 12 events (previous year 538 participants at 17 events)

**Class visits:**

- 3 class visits with 145 students (previous year 1 class visit with 26 students)

**Collaborations with local Sexual Assault Centres:** one-on-one ongoing trauma-informed therapeutic support to survivors:

- Kawartha Sexual Assault Centre (KSAC): 48 students (previous year 48 students)
- Durham Rape Crisis Centre (DRCC): 14 (previous year 17 students)

**Total impact of sexual violence programming:** 5,100 student contacts (last year 4,409)

**Accommodation:** 30-50% of students accessing sexual violence support seek some form of accommodation or academic consideration, such as extensions on assignments or financial appeals. Accommodations include changing residence rooms or buildings, changing classes or seminar sections, and academic consideration including but not limited to: extensions, reweighing coursework, aegrotat standing, incomplete standing,

late withdrawal, and financial accommodation including tuition refunds for withdrawn courses. Accommodation is also sought through other services, including Housing, Academic Advisors, Student Accessibility Services, or by students with their faculty. This year, 15 financial appeals were filed by students, accompanied by a petition for late withdrawal (supported by academic advisors).

**2. Any initiatives and programs established by the college or university to promote awareness of the supports and services available to students.**

- Promotional and informational tables
- Resource fairs
- Consent Education Day during Orientation Week for incoming students on both campuses
- Consent Education for Varsity Athletes
- Bystander Intervention Workshop
- Policy and Me Workshop series
- How to Support a Friend Workshop (receiving disclosures)
- Consent at Trent Week: Sexual Violence Prevention Week
- Sexual Education Workshop Series
- Self-care in Community support group for Survivors
- Staff and faculty workshops (receiving disclosures and addressing sexual violence on campus)
- Human Trafficking Awareness training for staff in partnership with KSAC
- Weekly newsletter (online) with 67 subscribers
- Collaboration with the Trent Central Student Association and clubs/groups
- Collaboration with the Durham Peer Health Educators
- Trauma-informed yoga for Survivors
- Print campaign (posters, brochures, etc.)
- Class guest lectures on Sexual Violence Awareness and Prevention
- Resource Inserts in Exam Care Packages and other promotional materials working collaboratively with other departments and the Student Union
- Updating the website
- My Trent portal events and bulletins
- Social Media: Instagram, YouTube videos and Facebook
- Consent Reading List in partnership with Trent Libraries
- Using College newsletters for promotion (online)

**Feedback from survivors about the impact of support from the SVPR Manager**

- [The SVPR Manager] created a very safe space for me, she also advocated for me on my behalf in terms of academics which helped take a lot of the pressure off. Safety planning and trying coping methods with her on call also was very helpful. I was also further connected to many resources such as crisis counsellors and the mental health nurse.

- I have been able to take my recovery at my pace, which has made all the difference in the past year.
- Academic performance has been supported immensely. Relationships, well-being, living day-to-day life has been supported.
- The support provided has definitely helped me settle much better, especially as an international student. I feel like my academic performance has definitely increased while I've been in touch with her, not just because of academic considerations but also just her being there to listen to me that helps take so much off the paranoia and anxiety that was affecting me in terms of going to class or being able to focus on schoolwork. She's also helped me work through a lot of trauma and self-esteem issues that I think has helped me feel more involved in social groups.

**Workshop feedback:**

- Experiencing a sensitive subject in an engaging and comfortable manner has demonstrated a variety of means of providing support and information to others. I enjoyed my experience with the workshop. I look forward to continuing to practice my communication skills in upcoming workshops. I am learning a lot of helpful and fulfilling information. Thank you.
- I am getting amazing skills to use in the future.
- You don't have to have all the answers; receiving a disclosure is about listening to the person, letting them decide what happens next, and supporting them as they request.
- [Staff participant] I wish this was a mandatory training for anyone who interacts with, supervises or works with students in any capacity. It was helpful for me and I would love it if my entire department took this as well!!
- [Staff participant] I like the trauma-informed framework. It was an excellent mix of foundational knowledge and participant engagement. Also, lots of tools.

**Blackboard Consent Course Feedback:**

- As a survivor of sexual assault, I am really grateful that Trent is promoting a consent culture
- I felt that the tips for building healthy relationships were useful for me because as a first-year student I'm making new friends and this resource provided insightful information for me to do so.
- I found the bystander intervention strategies helpful, as it's something I feel more prepared about and would feel more comfortable in a situation where someone else needs help.

### 3. The number of incidents and complaints of sexual violence reported by students.

Year		2019	2020	2021-2022	2022-2023
<b>Metric 1</b>	<b>Total number of Formal Complaints/Reports complaints of sexual violence</b>	2	21	33	<b>27</b>
Metric 1 (a)	Total number of formal complaints/reports of sexual assault		4	24	<b>8</b>
Metric 1 (b)	Total number of formal complaints/reports of sexual harassment		8	6	<b>12</b>
Metric 1 (c)	Total number of formal complaints/reports of stalking		8		<b>4</b>
Metric 1 (d)	Total number of formal complaints/reports of indecent exposure		1	3	<b>1</b>
Metric 1 (e)	Total number of formal complaints/reports of voyeurism	1			
Metric 1 (f)	Total number of formal complaints/reports of sexual exploitation	1			<b>2</b>

Note that these are cases formally reported through the Trent Sexual Violence Policy or the Discrimination and Harassment Policy. There are additional cases that have been handled by the Sexual Violence Prevention and Peer Support Manager, Housing Services, the Kawartha Sexual Assault Centre and the Durham Rape Crisis Centre, which do not involve a policy-related report. Also, note that this year we are reporting on the academic year, not the calendar year.

### 4. The implementation and effectiveness of the policy.

#### Policy and Response

A revised version of the Sexual Violence policy was approved in June 2022. The revised version included language mandated by the provincial government to exclude irrelevant questions to the survivor during the investigation process, as well as ensuring amnesty for drugs and alcohol use for the survivor; this reflects our existing practice,

and is now formally included in the policy. The sexual violence taskforce also amended the formal adjudication procedure (c.f. May 6, 2022 Board Report “Sexual Violence Policy Review”) in order to reflect best practices with respect to sexual violence investigations and formal processes. They also added a new intersectionality statement to address the inequity imbedded in experiences of sexual violence. The taskforce committee is made up of a majority of students and student leaders, and also includes staff: AVP Students, Director of Campus Safety, College Principal, SVP Coordinator, and Housing.

The policy is effective in responding to survivors with choices and options for their safety. All policy options for reporting come with support and potential accommodations. The policy is effective in highlighting the needs of survivors of sexual violence and provides context for administering various accommodations most often with housing and academics. The policy will be up for review again in May 2024.

### **Staff changes**

In June 2022, Arwen Sweet moved into the new role of Sexual Violence Prevention and Response Manager, after holding the Sexual Violence Prevention and Peer Support Coordinator position on an interim basis. Sarah Simpson was hired into the role of Consent Project and Education Associate in September 2022. Having two dedicated staff members working on campus around sexual violence prevention and response has meant that consent education and programming has a wider reach, including additional programming on the Trent Durham campus, and is more thoroughly evaluated. Having a dedicated prevention education staff has allowed more responsive support for the increasing number of survivors accessing support through the SVPR Manager.

### **Policy and Education**

Sexual Violence Prevention programs, including consent education and bystander intervention workshops, are an engaging part of our education strategy and are a central tenet of our policy. In the 2018 provincial Student Voices on Sexual Violence survey, Trent students reported being readily able to intervene when they witnessed incidents of sexual harassment: 75.4% reported bystander intervention; the 2nd highest intervention rate.

### **Taskforce Implementation**

The Sexual Violence Taskforce oversees the efficacy of the policy and provides recommendations and assessment. Students can participate in this process at the taskforce level, as well as with an official open channel for sharing direction on policy with their student union and therefore with the taskforce policy committee. Student representation includes the Trent Central Student Association, Trent Graduate Student Association, Trent Durham Student Association and other interested students.

The full Taskforce met January 19<sup>th</sup>, February 28<sup>th</sup>, March 10<sup>th</sup> and March 31<sup>st</sup>. The focus of the Taskforce was the initial development of a Sexual Violence Framework to offer guidance and space for collaboration between groups for Sexual Violence Prevention and Response on campus in partnership with the Sexual Violence Policy. The group provided an initial outline of important components to be included in the

Framework based on their different areas of expertise as student leaders, staff, faculty and community members. This work will be continued and presented to the wider campus community for review.

### **Financial Implications:**

Sexual violence is a prevalent issue in society, and individuals in the traditional student age group (18-24) are particularly vulnerable. Providing prevention education and support for students who have experienced sexual violence helps limit and mitigate the impacts of sexual violence on our student population. Experiencing sexual violence can be highly traumatic and can severely impact students' ability to persist in their degree, affecting student retention.

### **Enterprise Risk Assessment:**

In the past number of years there has been an increased focus on sexual violence in society, and in postsecondary, including significant attention to individual cases in various institutions. Efforts to prevent and respond to sexual violence incidents have a significant reputational impact.

### **Next Steps:**

The Task Force will continue to meet, including continuing to work to create a Framework for Sexual Violence Prevention and Response on campus alongside policy review and recommendations.

### **Alignment with Mission, Vision, Values, and Strategic Plan:**

An environment free of sexual violence is in keeping with Trent's objectives around providing an equitable learning environment for students.

### **Consultation:**

The Sexual Violence Task Force continues to meet and includes representatives from student associations, staff, faculty, and community members.

### **Compliance with Policy/Legislation:**

This report is submitted in compliance with the Ministry of Colleges and Universities requirement of an annual report to the Board of Governors.

- The proclamation of subsection 17(7.1) of the *Ministry of Training, Colleges and Universities Act* (MTCU Act), requiring each publicly-assisted college and university, covered by the Act, to provide an annual report to its board of governors. This is an ongoing requirement. Although there is no due date in legislation, in August 2019 the ministry indicated to each institution that the reports must be Board approved by June each year.
- The requirement for each publicly-assisted college and university to create a task force dedicated to addressing the issue of sexual violence on campus. This is a one-year requirement with each task force required to submit their report to their respective board of governors and to the ministry by June each year.

**Supporting Reference Materials (attached):**

None