



## Board Report

**Session:**  Closed Session;  Open Session

**Action Requested:**  Decision;  Discussion/Direction;  Information

**To:** Board of Governors

**Date:** June 25, 2021

**Presented by:** Stephanie Williams - Vice President, Human Resources  
Nona Robinson - Associate Vice President, Students  
Robyn Ocean – Sexual Violence Prevention & Peer Support  
Coordinator

**Subject:** Annual Report on Sexual Violence

### **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 Board of Governors receive 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.

### **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.**

Due to the unprecedented impact of a global pandemic, our programming including workshops, events and resource fairs significantly decreased. With the overwhelming pressure of surviving amidst the stress of job loss, online schooling, moving domiciles and other relevant experiences students were facing, the amount of disclosures dropped significantly. Research shows there will be a wave of disclosures and students accessing resources 6-8 months after things "go back to normal". We transitioned our

programs online as best we could, and students still accessed support virtually. This year we focused on collaborations with other Post-Secondary Institutions and had incredibly successful programming by sharing our efforts and resources.

### **Specific Activity Type Breakdown**

**Consent Education for Orientation Week (Winter and Fall):** Over 1000 participants self-enrolled in the Black Board Course and we hosted 5 debriefing events with 105 participants. 80 people attended the in-person winter orientation in 2020.

**Workshops and events:** 193 participants at 16 events

**Promotional or Information tables or Resource fairs:** 331 participants at 8 events

**Class visit:** 1 class with 25 students

**Individual Support:** New clients/cases accessing support= 39

Returning/recurring clients/cases= 52

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

Kawartha Sexual Assault Centre: 21 students impacted

Durham Rape Crisis Centre: 16 student impacted

**NEW- Respondent Support:** Two men who have caused harm reached out for support and resources

**Highlight:** 32 senior academic leaders including Deans and departmental Chairs attended a training on receiving and handling disclosures of sexual violence.

**Total impact of Sexual Violence Programming:** 1759 people

### **Accommodation:**

30%-50% of clients accessing the Sexual Violence Prevention Coordinator seek accommodation related to the impacts of sexual violence. 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 sought elsewhere including directly with Housing, Academic Advisors, Student Accessibility Services, or by students with their faculty.

## **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 for Orientation Week for incoming students and Varsity athletes
- Bystander Intervention Workshop
- How to Support a Friend Workshop (receiving disclosures)
- Flip the Script: Sexual Violence Prevention Week
- 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
- Weekly newsletter (online)
- Using College newsletters for promotion (online)
- Placing ads in the University's student newspaper
- Collaborating with the Student Union and clubs/groups
- Print campaign (posters, brochures, etc.)
- Class guest lectures
- Staff and faculty workshops (receiving disclosures)

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

**Partnership initiative:**

This year we successfully applied to the Centre for Innovations in Campus Mental Health Community Partnership grants to receive two \$25,000 grants for partnerships with the Kawartha Sexual Assault Centre and Durham Rape Crisis Centre respectively, to provide additional counselling and training support for each campus.

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## **Feedback**

### **Workshop feedback:**

- I was really impressed with how communal the session felt via video call
- She adds a really great perspective on everything!!! Very well informed and very digestible for my uninformed mind
- The information was fantastic and presented in a way that was engaging. I loved hearing the perspective of someone who has actually experienced Human Trafficking--- so much valuable knowledge shared and cements the reality of Human Trafficking.
- Thanks so much. Best thing I've done all year.
- The speaker was absolutely incredible, she made it approachable and interactive despite the fact it was online. Additionally, the information and approach to the content was frankly life changing for me and would love more of these events as well as a trauma-informed care course for healthcare professional students.

### **From survivors:**

- Sometimes I can hear your voice saying "Be kind to yourself" and have to remind myself to actually take a break and take some time for myself. I can't thank you enough for all of the amazing work that you do at Trent and everything that you do for survivors in general. You honestly changed my experience at Trent and helped me create some unforgettable memories despite a rocky road last year.
- I've been thinking a lot about everything we've talked about, from the past couple weeks to the past couple months, and I'm really really thankful for you. Thank you for helping me see the world is less scary, for cheering me on, and for believing in me.
- I feel empowered

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

Metric 1	Total number of Formal Complaints/Reports complaints of sexual violence	
Metric 1 (a)	Total number of formal complaints/reports of sexual assault	4
Metric 1 (b)	Total number of formal complaints/reports of sexual harassment	8
Metric 1 (c)	Total number of formal complaints/reports of stalking	8
Metric 1 (d)	Total number of formal complaints/reports of indecent exposure	1
Metric 1 (e)	Total number of formal complaints/reports of voyeurism	0
Metric 1 (f)	Total number of formal complaints/reports of sexual exploitation	0

Note that these are cases formally reported through the Trent Sexual Violence Policy or the Discrimination and Harassment Policy. There are additional cases involving students and not included in these policy reports that have been handled by the Sexual Violence Prevention & Peer Support Co-ordinator, Housing Services, the Kawartha Sexual Assault Centre and the Durham Rape Crisis Centre.

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

#### Policy and Response

The policy is currently under review. Students using the policy in some cases view the reporting process favourably and are optimistic about the outcomes, while others find the process challenging. One piece of significant feedback from both staff and students is replacing the formal adjudication procedure with a process more in line with human rights cases approaches than with criminal court cases. In the 2018 provincial Student Voices on Sexual Violence survey, 70.9% of respondents experiencing sexual violence reported they were very satisfied with Trent's response, putting Trent 1<sup>st</sup> among Ontario Universities.

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.

#### Policy and Education

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

Highlight: We created a policy focused video explaining the legislative requirements and where to find our policy.

### **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.

The Taskforce met September 30<sup>th</sup>, October 29<sup>th</sup>, December 2<sup>nd</sup>, February 10<sup>th</sup>, and March 23<sup>rd</sup>. The various subcommittees met more often, working on projects related to public education, policy review, and community outreach.

The Taskforce has identified several key areas to continue to focus on: Student education and outreach, community outreach (notably to local pubs/clubs around student safety and bystander intervention), and policy 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 committee. 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 in particular, 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 and its subcommittees will continue to meet. We anticipate bringing a policy review around formal adjudication to the Board in 2021-2022. We will continue to work on our community outreach efforts for clubs/bar prevention and bystander intervention, but their operations have generally been curtailed by the pandemic.

### **Alignment with Mission, Vision, Values, 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, and faculty, and community members on the community outreach subcommittee.

**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