

FOR INFORMATION

PUBLIC

OPEN SESSION

TO: University Affairs Board

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DATE: November 17, 2020 for November 24, 2020

AGENDA ITEM: 6

ITEM IDENTIFICATION:

Report: The Tri-Campus Advisory Committee on Sexual Violence Prevention and Support

JURISDICTIONAL INFORMATION:

Section 5.1.4 of the *Terms of Reference* provides that:

The Board is responsible for policy concerning multi-campus services campus and student services on the St. George campus and University-wide policies that apply to the St. George, UTM and UTSC campuses. It is also responsible for overseeing their operation.

GOVERNANCE PATH:

1. University Affairs Board [For Information] (November 24, 2020)

PREVIOUS ACTION TAKEN:

n/a

HIGHLIGHTS:

The Ministry of Colleges and Universities directed the University to create a consultative body with a mandate to advise on the effectiveness of Sexual Violence Prevention and Support policy, the assessment of programs, and the development of recommendations to foster a safe environment.

The Tri-Campus Advisory Committee on Sexual Violence Prevention and Support (“the Committee”) has convened four times since its inception in Fall 2019. The attached report provides an overview of the work of the committee and its role in shaping the priorities and direction of the Sexual Violence Prevention and Support Centre’s Strategic Plan and day-to-day operations.

The committee does not discuss individual cases or become involved in case management or direct support for individuals who have been affected by sexual violence. This committee does not act as an investigative or adjudicative body responsible for receiving or investigating reports or complaints about incidents of sexual violence.

FINANCIAL AND/OR PLANNING IMPLICATIONS:

There are no implications for the Campus' operating budget.

RECOMMENDATION:

The report is presented for information only.

DOCUMENTATION PROVIDED:

Overview and Activity Report: Tri-Campus Advisory Committee on Sexual Violence Prevention and Support (November 2020)



UNIVERSITY OF
TORONTO

SEXUAL VIOLENCE PREVENTION AND SUPPORT

Overview and Activity Report: Tri-Campus Advisory Committee on Sexual Violence Prevention and Support

November 2020

Executive Summary

- This report chronicles the activity of the Tri-Campus Advisory Committee on Sexual Violence Prevention and Support (the “Committee”).
- Like every other facet of the University, 2020 saw a radical shift in how the Sexual Violence Prevention and Support Centre (the “Centre”) conducts its day-to-day business.
- At the core of both the Committee and the Centre is a commitment to an intersectional approach, anti-oppressive practices, and trauma-informed principles.
- The role of the Committee is to provide high-level strategic advice to the Director, Sexual Violence Prevention and Support. The Terms of Reference has been appended to this report for reference.
 - In light of this mandate, the Committee’s activity in early 2020 (January – March) centred on reviewing and parsing feedback on the Policy on Sexual Violence and Sexual Harassment (“the *Policy*”) and also reviewing the Students’ Companion Guide to the *Policy*.
 - The Committee’s activity in the latter portion of 2020 (March – October) centred on reviewing the Centre’s Education plan, and honing strategic priorities for 2021.
- The report of the Committee compliments the forthcoming Annual Report of the Centre. The latter report provides detailed metrics, including:
 - the number of times that supports, services, and accommodations were availed to community members;
 - communication initiatives relating to supports and services;
 - education initiatives designed to enhance community ability to understand, respond to, and prevent sexual violence;
 - the number of reported incidents.

The Sexual Violence Prevention and Support Centre would like to thank the deep engagement by the Advisory Committee Members.

History and Context of Sexual Violence Prevention and Support at U of T

In April 2016, President Gertler and Provost Regehr released the [Response to the Final Report of the Presidential and Provostial Advisory Committee on Preventing and Responding to Sexual Violence](#).

The Response accepted all the recommendations of the [Report of the Presidential and Provostial Advisory Committee](#) – the work of a diverse committee (including three working groups) comprised of students, staff, and faculty from the University’s three campuses.

While the Report included expansive reviews and recommendations relating to the University’s policy landscape, a key recommendation was the creation of a tri-campus Sexual Violence Prevention and Support Centre. This was the genesis of the Centre, as we know it today.

A timeline detailing selected Sexual Violence Prevention and Response initiatives following the passing of Ontario legislation in 2016 is included at the end of this report.

Tri-Campus Advisory Committee on Sexual Violence Prevention and Support

Mandate

The Committee advises the Director, Sexual Violence Prevention and Support and their team on the implementation of both the *Policy* and the recommendations of the Expert Panel on Education and Prevention of Sexual Violence.

The Committee also assesses both the sufficiency of the *Policy*, and the effectiveness of current programs and services to address sexual violence at the University of Toronto. The Committee advises on additional steps that the University may take to ensure a safe environment for all.

The Committee advises the Director on approaches for fostering a culture of consent on the University's three campuses and on supporting individuals who are affected by sexual violence. In addition, the Committee provides feedback on the Centre's strategies for engaging the campus communities and for preventing and responding to sexual violence on campus. When providing its advice, the Committee considers national and international best and promising practices in higher education on preventing and responding to sexual violence.

Membership

The Committee strives to reflect the diverse nature of the University's tri-campus community of students, staff, and faculty members. The current structure of the members is as follows:

- Angela Treglia, Director, Sexual Violence Prevention and Support (Chair)
- Jennifer Flood, Sexual Violence Prevention and Response Coordinator – Education Lead
- Lana Stermac, Faculty (UTSG)
- Suzanne Sicchia, Faculty (UTSC)
- Brian Desrosiers-Tam, Staff (UTSG)
- Desma Charlemagne-Michel, Staff (UTSC)
- Yiran Zhang, Student (Graduate/Professional - UTSG)
- Ntenda Kalenga, Student (Undergraduate - UTM)
- Derrick An (Committee Secretariat)

Summary of Activity

Fall 2019

The latter portion of 2019 saw the creation of the Advisory Committee, and its related Terms of Reference.

The Committee was invited to submit feedback as part of the University's 2019 review of the [Policy on Sexual Violence and Sexual Harassment](#), and subsequently reviewed feedback from the review for suggested operational updates.

Winter 2019-20

During Winter 2019-20, the Committee received an update on the current review of the *Policy* and focused on:

- orienting its members to the work of the Centre,
- briefing members on the University's reporting and governance structure as it pertains to the work of the Committee, and
- Discussing the direction of the committee's work.

The meeting agenda included the following presentations to provide orientation to its members:

- Devi Mohabir, Sexual Violence Prevention and Response Coordinator, presented an overview of the Centre's day-to-day operations, service delivery model, approach to care, and pathways to making referrals for service.
- Jennifer Flood, Sexual Violence Prevention and Response Coordinator – Education Lead, presented an overview of the Centre's goals for the education portfolio, education plan for 2020, and analysis of the online training module.
- Archana Sridhar, Assistant Provost in the Office of the Vice-President & Provost, provided an overview of reporting and governance structures in the University of Toronto. The presentation provided insight and recommendations for the reporting structure of this committee activity and outcomes to the University community.

Spring 2020

The Committee met to report on work since the first meeting and discuss further engagement opportunities in its mandate.

The Committee undertook an in-depth review on the Student's Companion to the Policy on Sexual Violence and Sexual Harassment. The Committee analysed the feedback from the community consultations, provided suggestions on how best to address the feedback, and made additional recommendations for improvement to the document, including suggestions that the Companion Guide include more interactive components (e.g. videos, flow-charts, etc.) to enhance the clarity of the Guide.

A working group was formed to update the Student's Companion and work is currently in progress to implement the recommendations and suggestions. The Committee will review an amended draft with updates and revisions.

The Committee prepared to review the data within the official Government of Ontario and Council of Universities, [2018 Student Voices on Sexual Violence Survey](#) (released in March 2019). In collaboration with the Office of the Vice-Provost, Students, the Committee will make recommendations on options for a University response. Insights from this report may, for example, guide and inform education efforts on campus.

In its final discussion, the Committee identified its next projects are to review and make recommendations on the Centre's education plan and provide formalized guidance on raising the profile of the Centre.

Spring/Summer 2020

Like the rest of Toronto, Ontario, and Canada, the Spring and Summer of 2020 saw a radical shift in how the Committee and the Centre conducted its work. The COVID-19 pandemic paused the work of the Committee, as members recalibrated their personal, academic, and professional obligations.

Fall 2020

The Committee received an update on the status of operations at the Centre, in light of operational shifts relating to COVID-19.

In addition to receiving information on the current program offerings from the Centre (e.g. workshops, orientation training and programming), the committee provided strategic and high-level feedback on the role of the Centre. The Committee discussed the role of the Centre in members' communities, identified challenges and opportunities,

and discussed strategic priorities for the Centre in the months and years to come. These conversations inform the Centre's forthcoming five-year strategic plan, which will be brought back to the Committee for consideration.

Future

Broad direction from the committee has focused on encouraging the Centre to explore:

- education for key audiences, including graduate students and international students;
- how to identify priority audiences and priority areas to deploy resources;
- strategic partnerships with community organizations to increase access to sexual violence trauma specific counselling for clients of the Centre;
- internal partnerships (e.g. student and employee union leaders) to raise awareness of the Centre amongst their respective constituencies;
- which further resources are in demand to enhance the services of the Centre and maintain a sustainable operation;
- how to build capacity within the University on how to build out training and curriculum in partnership with community members
- program evaluation of Centre activities and programs
- how the University will adapt not only to the methods of support for clients, but also how to adapt to the possible increased incidents of sexual violence during COVID-19

Sexual Violence Prevention and Support Annual Report

The Centre's Annual Report includes broader information on the activities of the Centre over the last year. The Annual Report (included as part of this University Affairs Board agenda) continues to include metrics pertaining to:

- the number of times that supports, services, and accommodations were availed to community members;
- communication initiatives relating to supports and services;
- education initiatives designed to enhance community ability to understand, respond to, and prevent sexual violence;
- the number of reported incidents.

Timeline

March 2015	Bill 132 (Sexual Violence and Harassment Action Plan) enacted
February 2016	Final Report of the Presidential and Provostial Advisory Committee on Prevention and Response to Sexual Violence
April 2016	Response to the Final Report of the Presidential and Provostial Advisory Committee on Prevention and Response to Sexual Violence
May 2016	Expert Panels convene to guide the University's Response to Sexual Violence U of T's Action Plan on Sexual Violence Prevention and Support
August 2016	Recommendations of the Expert Panel on Sexual Violence Policies
December 2016	Policy on Sexual Violence and Sexual Harassment approved by Governing Council
January 2017	Creation of the Sexual Violence Prevention and Support Centre
May 2017	Principles of the Exert Panel on Education and Prevention of Sexual Violence
January 2019	Companion to the Policy on Sexual Violence and Sexual Harassment
May – September 2019	Review of the Policy on Sexual Violence and Sexual Harassment
September 2019	Creation of the Tri-Campus Advisory Committee on Sexual Violence Prevention and Support
December 2019	Updated Policy on Sexual Violence and Sexual Harassment approved by Governing Council

Appendix A

Tri-Campus Advisory Committee on Sexual Violence Prevention and Support Terms of Reference

Context

Sexual violence is a serious issue that undermines the health, well-being and security of individuals, communities and society. Addressing the causes and consequences of sexual violence requires the deliberate and collective efforts of governments, institutions, and citizens. The University believes that all members of our community should have the ability to study, work, and live in a campus environment free from sexual violence.

The University's *Policy on Sexual Violence and Sexual Harassment* came into effect in January 2017. It outlines the University's commitment, as well as the steps it is taking and will take, to continue to address incidents of sexual violence. It also articulates that supports, resources, and accommodations that are provided to members of the University community who have been affected by sexual violence.

To support the implementation of the *Policy*, the University created the Sexual Violence Prevention and Support Centre, which has locations and dedicated, full-time staff on all three campuses. The Centre is a primary resource and support for students, staff, and faculty members who have experienced sexual violence or sexual harassment, or who have questions about sexual violence and the processes supporting the *Policy*. The Centre offers a variety of education and training opportunities on sexual violence prevention and to raise awareness about the services and supports that are available. The Centre's approach to education and outreach is guided by the recommendations of the University's Expert Panel on Education and Prevention of Sexual Violence.

Mandate

The Tri-Campus Advisory Committee on Sexual Violence Prevention and Support will advise the Director, Sexual Violence Prevention and Support and their team on the implementation of both the *Policy* and the recommendations of the Expert Panel on Education and Prevention of Sexual Violence. The committee will also assess the sufficiency of the *Policy*, assess the effectiveness of current programs and services to combat sexual violence on campus, and provide advice on additional steps that the University may take to ensure a safe environment for all.

The committee will provide advice to the Director on approaches for fostering a culture of consent on campus and on supporting individuals who have been affected by sexual violence. This committee will provide feedback on the Centre's strategies for engaging the campus community and for preventing and responding to sexual violence on campus. When providing its advice, the committee will consider national

and international best and promising practices in higher education on preventing and responding to sexual violence. The University will report on the committee's work when requested and as required, including to Governing Council and the Ministry of Training, Colleges and Universities.

The committee will not discuss individual cases or become involved in case management or direct support for individuals who have been affected by sexual violence. This committee will not act as an investigative or adjudicative body responsible for receiving or investigating reports or complaints about incidents of sexual violence.

Membership

The committee will be made up of eight members, including the Chair. Membership will include representation from students, staff, and faculty members across the three campuses. The Director, Sexual Violence Prevention and Support will act as Chair. Committee membership will strive to represent the diversity of the University campus community. Membership will be for one year (September – August), with the possibility of renewal.

Membership

- Director, Sexual Violence Prevention and Support (Chair)
- Sexual Violence Prevention and Response Coordinator
- Faculty
- Faculty
- Staff
- Staff
- Student (Graduate/Professional)
- Student (Undergraduate)

Timeline

The committee will meet four times per year, with additional electronic communication or meetings as needed.