

## **Introduction**

This is the sixth Annual Report of the Sexualized Violence Prevention and Response Office, for the academic year of 2023-2024. Since April 2022, the SVPR office has been staffed by two permanent full-time employees. In Fall 2023, SVPR expanded its capacity by adding a temporary SVPR Manager position, who contributed approximately 180 hours. The Manager's primary responsibilities included education/prevention programming and workshop facilitation. This increased capacity helped the office to extend its reach to an unprecedented 2,712 students, faculty, and staff, marking a milestone in the history of the office.

This report reflects work from May 1, 2023 through April 30, 2024.

## **Highlights**

### **Anonymous Reporting Project:**

In 2022, the Government of BC allocated funds to each post-secondary institution to design and execute a project related to anonymous reporting of sexualized violence in the institution's community. This was in response to student calls for anonymous reporting as there are significant barriers, risks and impacts connected with formally reporting an experience of violence to a person's institution.

SVPRO hired an external contractor with experience in sexualized violence in community and post-secondary contexts to conduct a literature review, analyze TRU policy, and host consultations to develop policy and education recommendations. Consultations were held with the Student Union, Support staff union representatives (CUPE), Faculty Union Representatives (TRUFA), Gender and Equity Committee, Indigenous Student Services, Kamloops Sexual Assault Counselling Center (KSACC), the Office of Student Affairs, the Legal department, and People and Culture. Five policy recommendations were provided to OSA for inclusion into the drafting of the amendments to BRD-25 to support anonymous reporting. Tool and training modules were also recommended for development into the 2024-25 academic year based on feedback from these consultations.

### **Red Zone Campaign:**

Post-secondary institutions across Canada and the U.S. recognize the first 6-8 weeks of classes as the Red Zone, when approximately 50% of sexual assaults happen, posing the highest risk to first-year students. From August 27 to October

8, SVPR explored different themes to educate the TRU community through the Red Zone awareness campaign. This year's campaign included:

- A movie night in the Alumni theatre, co-hosted with TRU Student Life, during which students received education and engaged activity around safer partying, consent and healthy relationships.
- 6 Consent Week tabling sessions
- 50 red decals posted at high-traffic areas on campus, directing students to the SVPR website for support and resources.
- 100 red flags placed across campus to raise awareness about the campaign.
- 200 Consent Week stickers and 250 educational postcards handed out to students.
- 3,000 views of social media posts (in partnership with TRUSU, TRU World, and Residence)

#### The Consent Tea:

SVPR supported the Wellness Centre in organizing the annual Consent Tea for the eighth consecutive year. This year's theme was Consent Across Cultures, and the conversations focused on the relationship between colonization and consent, emotional regulation and grounding, consent and communication, and online consent and relationships. The event, which lasted for three hours, drew a large attendance.

Internet Security Project: In December 2023, SVPR was invited to collaborate on a research project with Sina Keshvadi from the Faculty of Science. With support from two students and SVPR staff, Professor Keshvadi disseminated a survey across campus that explored student experiences of safety, harassment and abuse online. 58 students participated.

#### Collaboration with Gender & Sexual Diversity Office:

In January 2024, SVPR was invited to collaborate with TRU's new Gender and Sexual Diversity Manager to provide a virtual training opportunity to Trades students in Williams Lake. This provided SVPR staff to pilot a new one hour version of the 6 hour Tools for Change training. In November, SVPR and the GSD Manager tabled together on Student Street to raise awareness about the Transgender Day of Remembrance.

### International Women's Day Event:

In celebration of International Women's Day, SVPR collaborated with Kamloops Film Festival, Kamloops Sexual Assault Counselling Centre, and the Y Women's Shelter for a screening of *Barbie* at the Kamloops Film Festival. The screening, held at the Paramount Theatre downtown, was followed by a facilitated conversation about the film's cultural significance and its reception. Participants received education around consent, healthy relationships, and the relevance of gendered stereotypes and roles in our everyday lives. 250 people attended this event.

### Responding To Disclosures Training Module on Articulate Rise:

This year, SVPR revamped the training course for staff and faculty on Deltek, migrating it to the new platform, Articulate. This transition opened up access to a variety of interactive tools that can enrich the asynchronous training experience and enhance engagement and effectiveness. With Articulate's enhanced accessibility features such as screen reader compatibility and adjustable font sizes, the SVPR module is now more inclusive for participants. SVPR hopes that this module will ease training for newly onboarded staff.

### Tools for Change Training:

Each year for the last five years, every student in the Adventure Diploma program participated in a 6-hour "*Tools for Change: Preventing Sexualized Violence on Campus*" training. In addition to Adventure students, a diverse group of student leaders also regularly attend this yearly training, including but not limited to:

- Student Wellness Ambassadors
- PACE Leaders
- Writing Center Tutors
- Supplemental Learning
- Residence Advisors

Following requests from faculty members of the Culinary Arts program and the Engineering program, SVPR facilitated the *Tools for Change* training for all first-year culinary students as well as first-, second-, and fifth-year engineering students. In total, 96 students from Culinary and Engineering received this training across 11

sessions. Their faculty's commitment to making space in their classrooms for these comprehensive training sessions and ensuring student attendance reflects positive progress in the overall campus culture. Going forward, SVPR will continue to provide this yearly, mandatory training to Culinary students, Adventure Diploma students, first year engineering students, Residence Advisors and students engaged in mentorship programs.

### Community Engagement: KSACC's Sexual Assault Service Hub and VAWIR

- In August 2023, the Government of BC opened a bid process to fund Sexual Assault Centres to develop a co-located sexual assault service hub. SVPR collaborated with KSACC and contributed to their application with insights on survivor needs. The successful application secured funding, paving the way for the creation of a groundbreaking service hub for survivors of sexual assault. SVPR is sitting on the KSACC project Advisory Committee and will support with design charrettes and finalize plans for the hub's layout and programming.
- Violence Against Women in Relationships (VAWIR): SVPR sits on the VAWIR committee, a local community-based network of services responding to gender-based violence that meet monthly to discuss current trends, challenges, and initiatives.

### Practicum Students

SVPR accepted 3 practicum students from Human Services and Social Work programs, together contributing a total of 330 practicum hours. Under the supervision of an SVPR Manager, the students supported or led the coordination and facilitation of tabling events, movie nights, and educational workshops. Students also developed new educational resources related to alcohol and consent, online dating safety, policy consultation and responding to disclosures. Based on the success of practicum placements this year, SVPR was approved to pilot an SVPR Student Ambassador program in Fall 2024.

### Student Ambassador Pilot Project

The Student Ambassador program was developed as a response to policy consultation which indicated a desire for increased visibility of the SVPRO for students, faculty, and staff. This program will include two paid student positions equaling 60 hours per month per student. Student ambassadors will focus on high impact promotion and education opportunities in addition to supporting the newly established collaborative programming relationship with Residence. The Ambassadors will focus on tabling, social media content delivery and introductory SVPR presentations with the goal of increasing visible representation of the office.

### **SVPR Policy Revision**

Every three years, TRU is required to review and revise the Sexualized Violence Prevention and Response Policy, BRD-25-0. SVPR is now completing the third revision of the Policy. In February and March 2024, SVPRO hosted 6 In-person and virtual consultations with various collaborators that included: TRUFA Gender Equity Committee, TRUSU, CUPE, People and Culture, Legal Counsel, Indigenous Student Services, TRU Gender and Sexual Diversity, Williams Lake faculty, KSACC and students and individual TRU community members. Additionally, the SVPR website provided a webform to offer a channel for anonymous feedback. The working group is now drafting amendments to the policy while incorporating feedback from the consultation sessions. This round of Policy revision is expected to conclude by the early fall 2024.

### **Response Work**

SVPR provides personalized support services to all members of the campus community. Regardless of when or where the incident(s) occurred, SVPR ensures comprehensive assistance to all survivors of sexualized and domestic violence. This includes emotional support, safety planning, academic support, referrals to campus and community resources, information on reporting options, and support through formal processes. SVPR values feedback from community members to improve its services. Feedback mechanisms include a webform accessible on the SVPR website, as well as anonymous surveys at the end of each training session.

This past academic year, the number of individuals accessing at least one form of support remained consistent with the figures from the past three years. However, there was a notable increase in emotional support. Academic support and financial assistance requests also nearly doubled compared to the previous year.

i) Disclosures and Reports

|                                                                        |    |
|------------------------------------------------------------------------|----|
| Disclosures of sexualized violence                                     | 74 |
| Disclosure of domestic violence                                        | 10 |
| Number of formal reports to TRU                                        | 8  |
| Number of TRU Faculty/staff who have notified the SVPR of a disclosure | 16 |

ii) Supports Accessed

|                                                                                                                                                          |     |
|----------------------------------------------------------------------------------------------------------------------------------------------------------|-----|
| Individuals who accessed at least one kind of support                                                                                                    | 58  |
| Support sessions overall                                                                                                                                 | 101 |
| Emotional support, including written communication                                                                                                       | 123 |
| Safety planning                                                                                                                                          | 16  |
| Referrals to campus/community-based supports (counselling, housing support, outreach, advocacy, Victim Services, food security or substance/alcohol use) | 35  |
| Academic supports (WEC, DEF, etc.)                                                                                                                       | 41  |
| Medical supports (support accessing campus medical clinic or hospital, help accessing medication)                                                        | 1   |
| Accessibility supports (support accessing or referral to campus service)                                                                                 | 6   |
| Housing needs                                                                                                                                            | 4   |
| Financial supports                                                                                                                                       | 13  |
| Information about reporting options                                                                                                                      | 23  |
| Support through formal processes                                                                                                                         | 14  |
| Information about other support strategies or services                                                                                                   | 26  |
| Supporting the support person                                                                                                                            | 6   |

**Education and Prevention Work**

The Sexualized Violence Prevention and Response office has worked alongside campus and community collaborators to develop and deliver active and passive education and prevention programming to the TRU community. Topics included policy consultation, responding to disclosures, supporting survivors, bystander intervention, Tools for Change, Trans day of remembrance and healthy relationships. Initiatives took shape as web content, social media campaigns, print material, posters, workshops, and movie nights.

i) Overall Participants in Education and Prevention Programming

| Education/Prevention Programming | Students | Faculty/Staff | Total |
|----------------------------------|----------|---------------|-------|
| Education/Training Activities    | 1817     | 92            | 1909  |
| Awareness/Prevention Activities  | 732      | 21            | 753   |
| Deltek course (faculty/staff)    |          | 27            | 27    |
| Moodle course (students)         | 23       |               | 23    |
| Total                            |          |               | 2712  |

ii) Education and Prevention Activities:

| Training Content                                                              | Audience/Event                                                                           | Duration |
|-------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|----------|
| Tools for Change: Consent, Responding to Disclosures, Bystander Interventions | Adventure Students                                                                       | 6 hours  |
|                                                                               | Culinary Students                                                                        | 6 hours  |
|                                                                               | Peer Mentors                                                                             | 6 hours  |
|                                                                               | Residence Advisors                                                                       | 6 hours  |
|                                                                               | Software Engineering Students (1 <sup>st</sup> , 2 <sup>nd</sup> , 5 <sup>th</sup> year) | 6 hours  |
|                                                                               | Software Engineering Transfer Students                                                   | 6 hours  |
| Tools for Change (shorter version)                                            | Williams Lake Students                                                                   | 1 hour   |

|                           |                                                                         |           |
|---------------------------|-------------------------------------------------------------------------|-----------|
| Responding to Disclosures | Residence Life Coordinators                                             | 2 hours   |
|                           | Paladin Security Team                                                   | 2 hours   |
|                           | Culinary Faculty                                                        | 1.5 hours |
|                           | Engineering Faculty                                                     | 1.5 hours |
|                           | International Student Advisors                                          | 1.5 hours |
| Orientation to SVPR       | Geography Students                                                      | 1 hour    |
|                           | International Students Orientation (Fall, Winter, and Summer semesters) | 15 min    |
|                           | Adventure Students Orientation                                          | 15 min    |
|                           | Culinary Students Orientation                                           | 15 min    |
|                           | Law Students Orientation                                                | 15 min    |
|                           | ECE Students Orientation                                                | 15 min    |
|                           | PACE Leaders                                                            | 15 min    |
|                           | Visual Arts Students (4 Groups)                                         | 15 min    |

### iii) Awareness/Prevention Activities:

Every event held this year was open to all members of the TRU Community.

| Month   | Event                              | Format                                                                                                                                                                                                                       |
|---------|------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Aug     | New Faculty Orientation (Aug 23)   | <ul style="list-style-type: none"> <li>• Tabling</li> </ul>                                                                                                                                                                  |
| Sep-Oct | SVPR Movie Night Series #1 (Sep 8) | <ul style="list-style-type: none"> <li>• Live event by registration</li> </ul>                                                                                                                                               |
|         | Red Zone Campaign (Aug 27-Oct 8)   | <ul style="list-style-type: none"> <li>• Social media posts, posters</li> <li>• Consent Week tabling</li> <li>• Consent Week French Fries event</li> <li>• Closing Event tabling with KSACC &amp; Women's Shelter</li> </ul> |
|         | Trans Day of Remembrance (Nov 14)  | <ul style="list-style-type: none"> <li>• Tabling</li> </ul>                                                                                                                                                                  |

|                |                                                                          |                                                                                                                                                                                                                                      |
|----------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Nov-Dec</b> | 16 Days of Action Against Gender-Based Violence Campaign (Nov 25-Dec 10) | <ul style="list-style-type: none"> <li>• Social media posts</li> <li>• Tabling</li> </ul>                                                                                                                                            |
|                | SVPR Movie Night Series #2 (Dec 1)                                       | <ul style="list-style-type: none"> <li>• Live event by registration</li> </ul>                                                                                                                                                       |
|                | Dec 6 <sup>th</sup> Memorial for the Montreal Massacre                   | <ul style="list-style-type: none"> <li>• Drop in event</li> </ul>                                                                                                                                                                    |
| <b>Jan</b>     | Resource Fair                                                            | <ul style="list-style-type: none"> <li>• Tabling</li> </ul>                                                                                                                                                                          |
|                | Consent Tea (Jan 17)                                                     | <ul style="list-style-type: none"> <li>• Drop in event hosted on Student Street</li> </ul>                                                                                                                                           |
| <b>Feb-Mar</b> | SVPR policy revision campaign (Feb 12-Mar 3)                             | <ul style="list-style-type: none"> <li>• Social media posts</li> <li>• Posters in high-visibility areas</li> <li>• In-person and virtual meetings</li> <li>• Online (anonymous) feedback channel through the SVPR website</li> </ul> |
|                | International Women's Day: SVPR Movie Series #3 (Mar 1)                  | <ul style="list-style-type: none"> <li>• Live event by registration</li> </ul>                                                                                                                                                       |

## **Opportunities for Growth**

Like most institutions in British Columbia, matching the educational needs of campus with program and campus capacity can be challenging. The SVPR Office has noted some areas of interest that require ongoing attention:

### Staffing capacity

The SVPR policy review process highlighted continued requests by the TRU community for increased visibility of the office across campus. The sessions also emphasized a need for additional resources and education designed for support staff and faculty who access services. For the second year in row SVPRO hosted the highest number of education and prevention initiatives and requests for support sessions by survivors have also doubled over the last 4 years.

The Office is also anticipating new demands over the next 1-2 years, based on changes to the provincial legislation surrounding SVPR work in post-secondary. Changes are likely to influence support services, education, and prevention work, as well as investigation and reporting procedures. While the Office recognizes that the changes will reflect well researched and informed decisions, they will undoubtedly increase workload.

SVPR staff received multiple invitations to engage in research related projects with campus partners and provincial piloting initiatives. In 2023-24 SVPR was only able to participate in one project due to capacity. These opportunities could enhance TRU's public profile and SVPR's programming.

SVPR operates with a team of 2. As requests for substantive trainings increase alongside increasing numbers of victims/survivors asking for more services, SVPR faces the challenges of meeting demand with limited capacity. We hope to add a CUPE member to the SVPR who can support with training facilitation, promotion, and resource development to meet increased need.

### Mandatory training for faculty/staff:

Faculty and staff training is a mandatory requirement under policy BRD-25. While the SVPR mandatory training is now integrated into the Orientation Handbook for

incoming employees, it remains a challenge to ensure that all current employees complete the training. An accountability mechanism or process needs to be developed to ensure that onboarded employees complete the mandatory training. Action items include planning with People and Culture and administrative leaders to develop a method of oversight for new employees being onboarded.

## APPENDIX

### i) Disclosures and Reports

Year over year data (Note: There was no report submitted to the board in 2021)

|                                                                        | 2018 | 2019 | 2020 | 2022 | 2023 | 2024 |
|------------------------------------------------------------------------|------|------|------|------|------|------|
| Disclosures of sexualized violence                                     | 66   | 82   | 68   | 66   | 71   | 74   |
| Disclosure of domestic violence                                        | 3    | 9    | 8    | 3    | 10   | 10   |
| Number of formal reports to TRU                                        | 9    | 6    | 6    | 9    | 5    | 8    |
| Number of TRU Faculty/staff who have notified the SVPR of a disclosure | 7    | 28   | 47   | 7    | 22   | 16   |

### ii) Supports Accessed

|                                                                                                                                                          | 2018 | 2019 | 2020 | 2022 | 2023 | 2024 |
|----------------------------------------------------------------------------------------------------------------------------------------------------------|------|------|------|------|------|------|
| Individuals who accessed at least one kind of support                                                                                                    | 34   | 48   | 41   | 66   | 60   | 58   |
| Support sessions overall                                                                                                                                 | N/A  | N/A  | N/A  | N/A  | 110  | 101  |
| Emotional support, including written communication                                                                                                       | 18   | 40   | 41   | 62   | 87   | 123  |
| Safety planning                                                                                                                                          | 19   | 11   | 11   | 13   | 20   | 16   |
| Referrals to campus/community-based supports (counselling, housing support, outreach, advocacy, Victim Services, food security or substance/alcohol use) | 33   | 31   | 41   | 53   | 35   | 35   |
| Academic supports (WEC, DEF, etc.)                                                                                                                       | 12   | 12   | 4    | 17   | 21   | 41   |

|                                                                                                   |     |     |     |     |    |    |
|---------------------------------------------------------------------------------------------------|-----|-----|-----|-----|----|----|
| Medical supports (support accessing campus medical clinic or hospital, help accessing medication) | N/A | N/A | N/A | N/A | 4  | 1  |
| Accessibility supports (support accessing or referral to campus service)                          | N/A | N/A | N/A | N/A | 4  | 6  |
| Housing needs                                                                                     | 2   | 1   | 1   | 6   | 10 | 4  |
| Financial supports                                                                                | N/A | N/A | N/A | N/A | 7  | 13 |
| Information about reporting options                                                               | 30  | 22  | 22  | 49  | 32 | 23 |
| Support through formal processes                                                                  | N/A | N/A | N/A | N/A | 11 | 14 |
| Information about other support strategies or services                                            | N/A | 13  | N/A | 6   | 34 | 26 |
| Supporting the support person                                                                     | N/A | N/A | N/A | N/A | 8  | 6  |