



SUBJECT	UBC Sexual Violence Prevention & Response Office – Annual Reports
SUBMITTED TO	People, Community & International Committee
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REQUEST	For information only - No action requested
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PRIOR SUBMISSIONS

The subject matter of this submission has been considered previously by the People, Community & International Committee:

[September 9, 2020 \(OPEN SESSION\)](#)

EXECUTIVE SUMMARY

This report provides an update of the Sexual Violence and Prevention and Response Office for both Vancouver and Okanagan, for the reporting period from September 2020 to December 2021.

APPENDICES

1. SVPRO – UBCV Annual Report
2. SVPRO – UBCO Annual Report

PRESENTATIONS

1. SVPRO Presentation



THE UNIVERSITY OF BRITISH COLUMBIA

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UBC SEXUAL VIOLENCE PREVENTION & RESPONSE OFFICE -

Vancouver, Spring 2022

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The work of the Sexual Violence Prevention and Response Office (SVPRO) Vancouver is performed from the territories that we occupy on our campus. We recognize the privilege to be settlers and uninvited guests located on Musqueam, Squamish and Tsleil-Waututh traditional, ancestral and unceded territories. The impacts of colonization, as with racism, continue to permeate our society, as evidenced by the anti-Indigenous, anti-Black, anti-Asian racism, xenophobia, and religious persecution experienced by people of color living in Canada. We consider it our responsibility to be good to this land and good to each other.

SVPRO Philosophy and Framework

We teach toward the world we want to live in.

Social Ecological Model

The Social Ecological Model (SEM) is used to examine social health problems and identify solutions. The SEM indicates that social change happens throughout each ‘sphere of influence’. To effectively create change as we seek to challenge and disrupt harmful narratives, we need to engage at all levels across the social-ecological model, establishing consistency in our shared understanding of the problem—in this case sexual and gender-based violence, harassment, and harm. This involves everyone’s individual growth, the health of relationships, participation in communities, and transforming institutions and policies to center the safety and well-being of individuals and communities who have been oppressed.

SVPRO Strategy

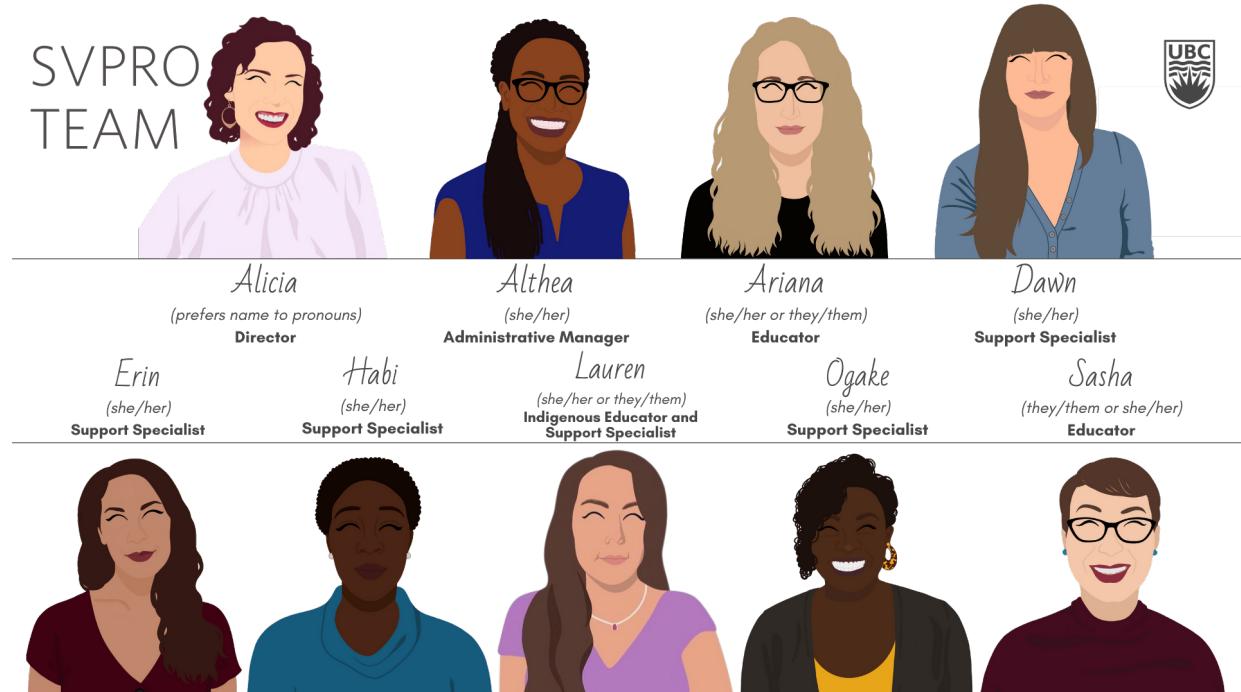
Our strategy for prevention is multi-faceted. Through outreach, event planning, support, panel participation, presentations, Q&A sessions, workshops or training, and consultations, we work toward attitudinal, behavioural, social, and systemic change.

Our work is grounded in decolonial, intersectional feminist, anti-oppression, strengths-based, and healing-centred engagement. We design our education and prevention programming using a multi-disciplinary approach, drawing from the fields of public health, education, psychology, social work, critical race studies, community planning, and public policy. This list is by no means exhaustive, but rather a sample of the influences we seek out to create programming that is relevant, effective, and new. We are committed to fresh and innovative programming that allows us to be responsive as we learn and grow.

To that end, we have adopted some new language. Healing-centred engagement replaces trauma-informed and 'person-centred' is used in place of survivor-centred. They may seem like small changes, but we believe linguistics are important as we are able to articulate with increasing clarity the meaning behind our work.

Staff Continuing Education

Staff at SVPRO have a wide variety of backgrounds related to the work of preventing and responding to harm. This diversity of knowledge and experience as well as our own identities, histories, and geographies inform the development of our person-centred approach.



As a team we are committed to our continuing education to access additional perspectives and information to incorporate into our services and better serve our clients. Some of the topics we've covered include:

- Rape Culture & Sexual Assault Law- WAVAW, Dalya Israel
- Two Spirit, Trans, Non-Binary: Considerations for Support- Holiday Simmons
- Disability, Sex and Consent- Jennifer Gagnon
- Meaningful Inclusion and Trans Services- WAVAW
- Sexual Assault Services Team (BC Women's Hospital)

- Decolonizing Support- Renée Avitan, UBC Counseling
 - Destigmatizing Substance Use- UBC Student Recovery Community
-

Response

We offer confidential, one-on-one support sessions and safety planning to everyone in the UBC community who has experienced or been impacted by sexual or gender-based violence, including assault, harassment, or other forms of harm related to sex, sexuality, gender, gender identity, or gender expression- regardless of where and when it occurred. We help with everything from academic concessions or workplace supports, to emergency housing and funding. People may access support through our office anytime, thanks to our new MOU with WAVAW Rape Crisis Centre, allowing SVPRO phones to be answered 24/7, including weekends and holidays. It is the choice of each individual how long, how frequently, and for what purposes they connect with us.

We provide information and accompaniment through any processes the person chooses to pursue, including hospital, police, court proceedings, and/or the reporting process to UBC's Investigations Office. We also coordinate many different campus services and supports, as well as community supports and resources, based on the needs identified. We recognize that not all services will be safe for all people. We do our best to only make referrals to places that we know share our values of trans and queer inclusion, decolonization, anti-racism, and accessibility. We share the information we have about available community resources to help identify culturally and identity-appropriate services specific to each individual.

Data

At the moment, we are in the process of migrating our data into a secure database. For a number of reasons, the data available is incomplete. Which is to say, it is under-representing the number of clients with whom we worked during the time period. During Jan 2021-Jan 2022, we had greater than 233 new clients and more than 59 continuing clients (carried over from the previous reporting period). In terms of appointment hours, this added up to greater than 1039 hours. Each appointment hour also

corresponds to an additional hour of follow up work to meet the needs of each client's requests. Once the data is fully migrated, the report will be amended with more accurate numbers.

In addition to our support work directly with clients, we provide consultations to faculty and staff which are tracked as separate appointment hours.

Support Trends

Please note that the below trends are representative of concerns that have been repeatedly disclosed by clients to SVPRO staff. Including them here is not intended to be a reflection of the complexity we use in our approach to addressing said concerns within our community

Public Disclosures

We have seen an increase in the number of public disclosures made on social media platforms. It has required us to think about best practices for engaging with these disclosures, in what capacity and on what platform. Additionally, we have seen some of these disclosures include the name of the person who caused them harm. We have noted distress from individuals not directly involved in the incident but who are part of the communities where the harm occurred (class cohorts, student orgs, etc). The impact of sexual violence does not stop with the individuals who caused or experienced harm. It also impacts the people who care about each person involved and the overall sense of safety, trust, and well-being in a particular environment.

Requests for alternatives to formal process

Clients working with SVPRO frequently consider their options for safety and resolution through a reporting process. While it is not necessarily a new trend, there is a clear interest in an alternative to formal reporting. Concepts like restorative and transformative justice are increasing in popularity and have therefore become more familiar to people who have experienced harm. The hunger is for accountability and repair instead of "justice."

Difficulty accessing workplace supports

Staff clients have increased from previous years. As such, we have seen a particular issue raised by multiple staff clients. Staff who have experienced harm from a colleague have reported feeling dissatisfied with the options available to them for their emotional and physical safety in their workplace. Employers are legally bound to protect the rights of employees, which limits the options

available to the person who was harmed. We have encountered an inability to remove the person who caused harm from the workplace without going through a formal process (and even then there are considerations, it is not automatic), which not everyone wants to do. This also extends to a formal process which resolves unfavorably for the complainant. The person on leave returns to work and the person who experienced harm again experiences their emotional and physical safety compromised.

COVID Impact

Since the start of the pandemic, we have seen an increased demand for more complex care. People are navigating multiple, intersecting traumas and it is not possible to address one and expect it to wrap up neatly. Because the issues intersect, each experience impacts the other and the overall result is a need for care that can address multiple things at once. At the same time, demand for counseling has increased, meaning there are fewer options available and still fewer if you narrow to counselors with particular identities and/or expertise. Clients have also reported financial difficulties resulting from job loss through the pandemic. This has led to instability in food and housing. Oftentimes it is difficult to process the trauma of sexual violence when you have more immediate needs for survival. Emergency funding has been essential for our clients.

No contact violations

Informal, bi-directional 'no contact' directives can be issued between individuals when (among other reasons) one person feels unsafe being around the other. These directives are put in place through student conduct and can be very helpful for some students. When a no contact directive is violated, there is no process in place to hold a person accountable for this violation. Therefore, there is no consequence for violation and thus no incentive (for those who are inclined to violate it) to follow the directive.

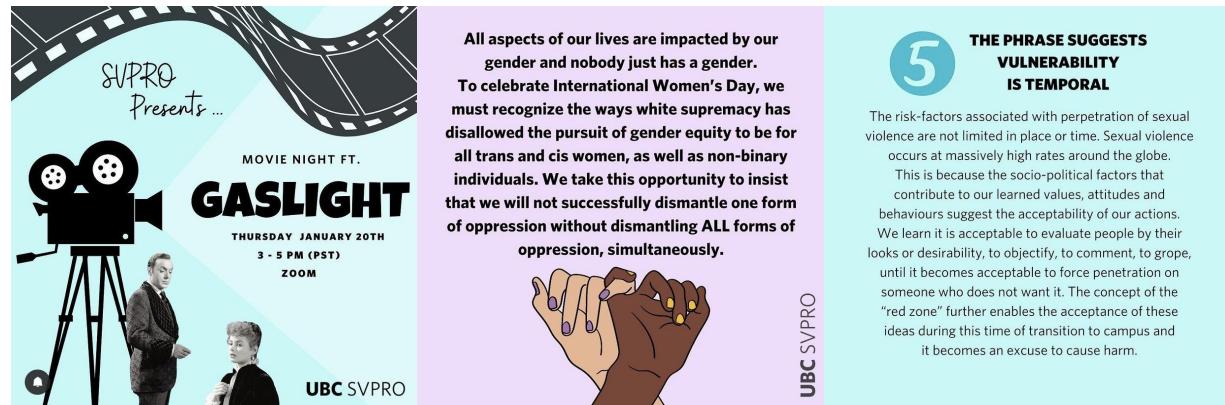
Prevention

We build our educational programs in-house so they fit our UBC communities. We have completed 113 outreach requests and hosted an additional eight media literacy events and 14 Sexual Assault Awareness Month Events (including Jan 21 and Jan 22). We hosted campus-wide events for Trans Day of Visibility and Trans Day of Remembrance. We helped build out the Province Wide

recommendations for Education based on our own educational programming. Our educational programming is divided into the following categories:

Primary Prevention

Addressing root causes through individual and cultural change. Topics include Media Literacy, Inequity and Power Dynamics, Culture Change, and Leadership & Organizational development.



Secondary Prevention

Addressing incidents as they occur through immediate and long-term behavioural and attitudinal change, sometimes initiated through upstander intervention. Topics include Upstander Intervention, Healthy Relationships, and Intoxication Impact.



Tertiary Prevention

Addressing harm that has already occurred. Topics include Neurobiology of Trauma, Supporting Survivors (Responding to Disclosures), and Accountability.

Disclosing VS Reporting

- Disclosure** is sharing your experience of sexual violence.
- You can disclose to anyone - a friend, a fellow student, a coworker, a staff member etc.
- A disclosure does not have to include significant or specific detail.
- A disclosure does not lead to a report unless you want it to.

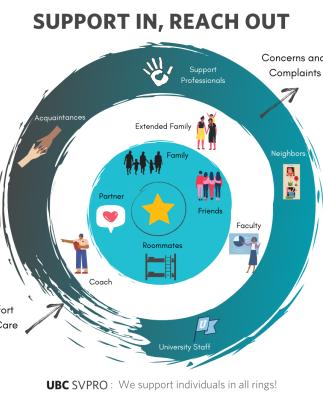
A report of sexual violence is made to the University or the local police.

A report launches a formal investigation and disciplinary process through the University.

A report includes significant and specific details of what happened, when, where and who was involved.

A report does not mean you need to share your story with anyone else.

UBC SVPRO



Knowing how to respond when someone discloses is not easy. The most important thing is to be authentic & respond with empathy.

Your response has 3 goals - that the survivor feels:

- 1) safe & supported**
- 2) believed**
- 3) informed & in control of what they do next**

If the survivor is open to it, sharing resources for further support is always a good idea. Whether they access them is their choice.

Why doesn't SVPRO Vancouver offer Healthy Masculinities Programming?

Because a number of similar organizations, including our sister office in the Okanagan offer this programming, we are frequently asked why we do not. It is an intentional choice on our part to avoid unintentionally reinforcing the gender binary that 1. Renders trans and gender diverse people invisible and 2. Perpetuates the idea that there is a "right" way to perform each gender. We absolutely offer programming that looks at the rigid socialization of gender norms and the impact this has on our lived experiences. We offer programming that questions the contradiction of gender performativity with our personal values and we connect it back to basic human decency. What we would ask of "good men" is the same that we would ask of a person of any gender.

We welcome the participation of cisgender men though choose not to prioritize it above the needs and participation of all other genders. To do otherwise would also reinforce the hierarchy of gender that we have been socialized to see as normal, privileging one group (cisgender men) over all others. A gender specific model is ultimately less compatible with UBC's Inclusion Action Plan, Indigenous Strategic Plan, and various other task forces examining lived experiences of identity-based oppression. This is because gender is not the only relevant factor in sexualized violence, but rather one factor alongside Indigeneity, race, sexuality, and other factors that contribute to power imbalances. In lieu of Healthy Masculinities, we offer Anti-Oppression and Culture Change programs to approach the same "problem" from a different angle.

Student-Facing Education

SVPRO undertakes formal curricula planning and delivery. SVPRO has developed and delivered customized programming to student groups and student staff. We work with teams to understand and

embrace their roles within their organizations and as individuals in prevention before, during, and after harm occurs. We've worked with numerous groups, including, but not limited to:

- AMS executive
- AMS Clubs
- GSS
- The Calendar
- Residence Life student staff
- First Year Experience student staff (Collegia, Indigenous Student Collegia, Orientation Leaders)
- Undergraduate Societies (Commerce, Engineering, Arts, Forestry)
- Peer Programs
- The Ubyssey
- Wellness Centre student mentors

Additionally, we have continued our work with all priority student communities identified through the original policy process, including: Greek life, athletes (all), LGBTQIA students, residents, first year students, international students, and Indigenous students.

Working with Indigenous Communities

With the work of our first Indigenous Support Specialist and Educator, SVPRO has made substantial progress working with the different communities across this campus. Some of that work has included:

- Developing a partnership with First Nations House of Learning (FNHL) staff and former Indigenous Collegium Advisors.
- Partnering with the FNHL, the Wellness Centre, and the UBC Student Recovery Community to host an annual mocktail event in September that creates space for Indigenous kin to talk about addiction, substance use, and its impacts within the safety of their own communities.
- SVPRO sponsors a lunch for Indigenous students, staff and faculty each term that creates space for staff from SVPRO to connect with the Indigenous community in a more casual and comfortable setting while sharing about the resources and opportunities for education.
- Partnering with the FNHL to create community and programming around the February 14th Women's Memorial March which included ceremony, support and education.

Their Spirits Live Within Us

Join the First Nations House of Learning, the Indigenous Collegium and UBC's Sexual Violence Prevention and Response Office at the 31st Annual Women's Memorial March

Free Transportation from the Longhouse Provided

When: February 14th (all are welcome from 9AM to EOD)
Where: UBC Longhouse - Transport will leave the Longhouse at 11AM - If going directly to the march, UBC students, staff and faculty will gather at the UBC Learning Exchange in the DTES and walk to the start of the march together



UBC Sexual Violence Prevention and Response Office

Sisters in Spirit



On October 4th, SVPRO joins the many family members, friends, loved ones and communities in remembering our Sisters in Spirit - the missing and murdered Indigenous women, girls and gender-diverse peoples whose futures have been taken. We mourn with you the lost hopes and dreams. And will continue fighting with you to end the violence against Indigenous women, girls and gender-diverse peoples. We honour you today, and every day.

UBC SVPRO

On this first annual National Day for Truth and Reconciliation, we at SVPRO want to share in the immense grief and loss that has brought us to this day, while simultaneously embracing Indigenous resistance. As grief needs collective, active acknowledgement — resistance deserves our collective celebration and participation.

UBC SVPRO

As a result of the ongoing relationships formed by our Indigenous Support Specialist and Educator as well as other members of the SVPRO team, we have seen a rise in the number of Indigenous survivors accessing support at SVPRO. While we know that this is not indicative of a rise in harm against Indigenous members of the UBC community, it is evident that those experiencing harm are more comfortable accessing support at SVPRO.

Faculty and Staff

We have customized resources available on the SVPRO website designed to meet the needs identified by faculty and staff who have worked with SVPRO. A key feature of the development of the resources detailed here was the strategic collaboration across diverse areas of expertise and lived experience among members of the SVPRO team to ensure that materials were thoroughly reviewed through lenses including Indigeneity, racialization, gender diversity, and many other identity factors.

Faculty and Staff Resources and Education

SVPRO has worked to connect with more staff and faculty through the development of resources and outreach including:

- Updated 'teal folder' (SVPRO folder)
- Online learning modules. Majority of faculty and staff who have utilized the WPL course have expressed increased confidence in their ability to respond and support survivors.

- Departmental Meetings with SVPORO. We have intentionally reached out to departments and units based on trends from Support Services, public conversations suggesting concerning behaviour, and places that typically are left out of this conversation both in terms of Identities that have been intentionally ignored by mainstream research in the anti-violence field and those who may not see the relevance to their own work (i.e.: STEM).

AFTER SEXUAL VIOLENCE
A Guide to a Supportive, Compassionate Response

FOR FACULTY & STAFF

2020 Policy Update Version

The Sexual Violence Prevention and Response Office (SVPORO) is a confidential place for those who have been impacted by any form of sexual or gender-based violence, harassment, or harm, regardless of where or when it took place. SVPORO aims to be a safer space for all UBC students, faculty, and staff by respecting each person's unique and multiple identities and experiences. All genders and sexualities are welcome.

What is sexual violence?
Sexualized violence, referred to in UBC policy as "sexual misconduct," includes sexual assault, harassment, and other forms of harm related to sex, sexuality, gender, gender identity, or gender expression. Other examples include indecent exposure, stalking, voyeurism, and recording or distributing photos or videos without consent.

SVPORO Services for Faculty:

- Confidential consultations related to disclosures of sexual violence, classroom climate, and development of teaching or researching content related to sexualized violence
- Support services for survivors*, including safety planning and the coordination of safety measures, academic concessions, workplace supports, and more
- Continuing Education opportunities towards the prevention of sexualized violence

* not all individuals who have experienced sexualized violence will identify with the term survivor. We use the term interchangeably with variations of "person who experienced harm" or "impacted individual" to make room for the different ways people choose to identify.

SVPORO is a survivor-centred space. Reporting is NOT required to access support

6565 Agronomy Road, 4th floor, Room 4071
Office Hours: Monday-Friday 8:30am-4:30pm
sapro.vancouver@ubc.ca | sapro.ubc.ca
604-822-1588 - now available 24/7 in partnership with WAVAW Rape Crisis Centre.

WE BELIEVE YOU
UBC Sexual Violence Prevention and Response Office

FOR STAFF

2020 Policy Update Version

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SVPORO Services for Staff:

- Confidential consultations related to disclosures of sexual misconduct, incidents, programs, trainings, events, and departmental climate
- Support services for survivors* including safety planning and the implementation of safety measures, academic concessions, workplace supports, and more
- Continuing Education opportunities towards the prevention of sexualized violence

* not all individuals who have experienced sexualized violence will identify with the term survivor. We use the term interchangeably with variations of "person who experienced harm" or "impacted individual" to make room for the different ways people choose to identify.

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WE BELIEVE YOU
UBC Sexual Violence Prevention and Response Office

Consulting services for faculty and staff

SVPORO provides departmental consultations by request to ensure consistent response to survivors, an understanding of confidentiality, and what it means to be trauma-informed. Departmental and organizational consultations are an in depth process which may include:

- Meeting with senior staff to get a sense of their concerns and perceptions.
- Hosting focus groups with staff at various levels to get a qualitative understanding of their experiences in the organization.
- Collecting data from all staff who choose to participate in a departmental-wide survey.

- Presenting information to senior staff with recommendations for training based on the responses from team members in their unit. Recommended trainings may include topics such as:
 - Anti-oppression and microaggressions
 - Harassment and bullying
 - Accountability practices
 - Role of leadership
 - Responding to Disclosures

Recommended continuing education is created by SVPRO with support and collaboration from relevant and appropriate partners. Academic Departments and other units should be encouraged to put in place protocols for responding to incidents and disclosures. Having such protocols in place enables SVPRO to more deeply collaborate with faculty and staff in priority areas.

Faculty and Teaching Assistant Training

The role of language matters and teaching content related to any type of trauma (including oppression-based) should be communicated in advance to support people in planning for their own safety and well-being while learning. In addition to Content Notes, syllabi should include UBC standards for creating safer learning and working spaces through communication of clear and consistent conduct expectations.

SVPRO Provides Training for faculty and TAs, including:

- Practice interrupting problematic behaviour or language in the classroom.
- Strategies that connect to the role of the person conducting an intervention.
- Understanding microaggressions as significant ongoing exposure to harassment.
- Creating emotional safety for people who have experienced or been impacted by harm.
- Survivor-centered approach to referral and service selection, including assessment of appropriateness of resources for specific identities.
- Communicating about privacy, confidentiality, and information sharing as part of collaboration with survivors.
- Understanding and accommodating impacts of trauma.
- UBC processes related to academic concessions, accommodations, and workplace supports.

Online Engagement

SVPRO's campaigns and outreach, including social media, have enabled us to ensure our programming has educational impacts beyond the scope of the different sessions and modules we offer. Recent efforts have included an increased focus on creating a culture of consent, and sustained attention to intersectionality, including the connections between racialized violence and sexualized violence, transmisogyny, and victim blaming.

SVPRO Website

New and updated content continues to be added to the SVPRO website to include clear articulations of our all genders, intersectional, healing focused, person centred approach and how it functions in our support and education work. New pages provide information about community services that are specific to identities and communities including 2SLGBTQIA+, Indigeneity, racialization, and disability. Resources have been compiled and added related to all SVPRO service areas, and in each case resources have been reviewed for inclusivity across these critical intersections. We have engaged with many campus partners to share the updated web and communications materials and feedback has indicated that the new content is helpful and well-used.

Asynchronous Training

Self-paced online training has been created as a complement to live programming. It is not intended to be an alternative or replacement. The subject matter is complex and nuanced which is difficult to convey in text alone. Still, we have created content as an introduction to a number of topics, including:

- Inclusive Event Planning (developed in partnership with the Wellness Centre with support from the EIO, the CFA, and the CSIC) – 115 people enrolled.
- Intro to Sexual Violence Prevention and Response – 227 people enrolled
- Championing Consent Culture
 - Athletics – 807 people enrolled.
 - The CUS – 206 people enrolled.
 - Panhellenic – 52 people enrolled.

- First Year Experience - 250 student staff automatically enrolled
 - Sexual Consent and Culture of Consent
 - Canvas Commons - 113 people enrolled.
 - First Year Experience - All 7000 first year students
 - The Introduction to Sexual Violence Prevention and Response module for staff and faculty - 108 UBC faculty and staff
 - Allyship for Peer Programs - 181 people enrolled
-

Looking Forward

Given the trends of the past 21 months, there are a number of identifiable goals for SVPRO to better support our community. While effectively addressing the broad needs of our communities will ultimately require appropriate fiscal resources, we are nonetheless actively engaged in working toward these long-term strategic goals.

Accountability

In order to effectively advance accountability in our communities, our scope of work needs to include individuals who believe they have caused harm. We have received numerous consults this year from individuals who have themselves contacted us to ask questions about how to do better. We firmly believe this should be fostered and encouraged. Housing this work in SVPRO allows us to centre survivors in the conversation, while helping someone do the challenging work of accountability. It is not intended to be Respondent Support because our vision is a process of self-referrals, outside of a formal process. Part of our responsibility with prevention is to help people who have caused harm to understand why what they did was hurtful and how to change behaviour patterns to create safer, more meaningful relationships.

Counseling and Support Groups

We would like to follow the lead of our sister office in the Okanagan to offer counseling through SVPRO. This may be through an embedded counselor, though this then makes the service available only to students. Ideally we would be able to offer this resource to individuals with complex mental

health needs relating to sexual violence, regardless of their role within our community. This would decrease the number of people sitting on waiting lists as well as the concerns about paying for care.

At the moment UBC V students have been attending virtual support groups hosted through UBC O. We are currently developing support groups at Vancouver related to alternative healing modalities, reconnecting with [your] body after trauma, and a space for queer survivors. Our biggest challenge is having enough people to cover these groups while also maintaining full caseloads of individual clients.

Paid Peer Educator Positions

SVPRO has run a very successful volunteer program for students the past two years. We have maintained groups of 6-10 throughout this time. Volunteers do outreach, tabling, and events. This year our volunteers and student staff received 14 90-minute trainings on various topics pertaining to sexual violence. It's a significant commitment for a person to make without compensation, both in terms of time and emotional labour. We know that students who have to work for financial reasons are less likely to have the availability to volunteer. We also know this disproportionately impacts IBPOC students. If we are able to convert our outreach program into a peer education program with paid student educators, we may increase access for individuals who do not have the flexibility to volunteer. Again, this becomes a capacity issue because all of our educators currently operate at capacity. We routinely have to schedule trainings two to three months ahead because our staff availability is limited.

Campus-wide Assessment

While surveys do not provide definitive information to shape our programming, they can be helpful for establishing a baseline of knowledge and attitudinal markers. Coupled with intentional opportunities for feedback provision (qualitative data), we may be able to gain a more fulsome understanding of the gaps in knowledge within our community. We envision a large-scale assessment project with faculty and administrative support.

Change does not happen over night. There are no easy fixes to sexual violence. But change is possible and we are committed to the long-term strategic vision toward structural and social change. We seek to build support for these changes in our UBC communities because we will need to work together to create the world we want to live in.



Sexual Violence Prevention and Response Office—UBCO Annual Report

The Sexual Violence Prevention and Response Office (SVPRO) recognizes that it is located on the unceded, ancestral and traditional territories of the Sylix Okanagan Nation. This land has been colonized without the consent of Indigenous peoples and it is ongoing today. Sexualized violence links back to Canada's own history of using violence against Indigenous peoples' land, bodies and culture. At SVPRO, we think about how we create structural change and cultures of care, respect and consent where everyone can work, study and live in an environment free from sexualized violence.

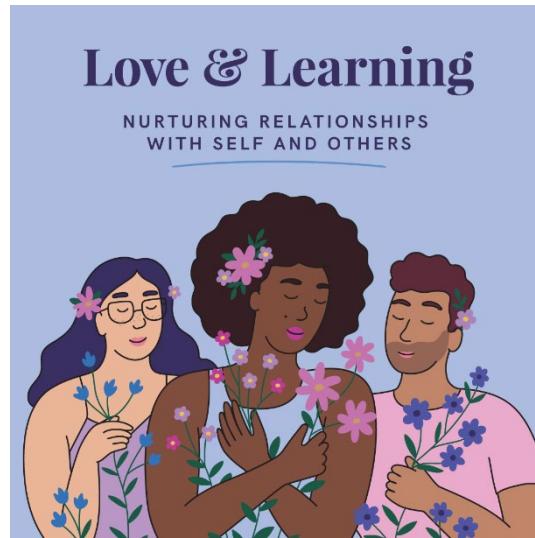
SVPRO employs a holistic framework that provides support services to individuals and the greater UBC community affected by sexualized violence, as well as, prevention at multiple levels. In the 2021-2022 budget request cycle, we were successful at receiving funding for a two-year Educator position. So, our team has grown from three to four full time staff: Director, two Support Specialists and one Educator. We also have expanded our student staff program through work study funding and have had five student staff employed working on various projects: Indigenous events, social media, healthy masculinities and student campaigns. Our AAPS positions were also reviewed this year and the support positions were reclassified to match with the Vancouver SVPRO roles. Collectively, we bring extensive expertise working in the anti-violence field and have various educational backgrounds with master degrees in public health, clinical counseling, social work, immigration studies and PhD degrees in gender studies, and Indigenous studies.

SUPPORT SERVICES

SVPRO supports students, staff and faculty who have been affected by sexualized violence and strives to minimize harm and re-traumatization and support learning, health, safety, healing and resilience both in the academic and workplace setting. From May 2020-April 2021, there were **98 new disclosures** and from May 2021-January 2022 we received **99 new disclosures** of sexualized violence. From previous years, we had 136 disclosures in 2019-2020; 114 disclosures in 2018-2019 and only 37 disclosures in 2017-2018. We provided options, information and referrals to counselling and health care, safety planning, academic concessions and workplace accommodations. We also supported and assisted folks who decided to make a report to the university or police (formal, information only and third-party reporting).

In addition to individual services we also provided group support: Healthy relationships group: Love & Learning; a trauma support group: Safety and Resilience, Art group for BIPOC survivors. Feedback from the groups were very positive; folks identified that the group was helpful in creating a community with shared experiences (i.e., not feeling alone) learning new tools to cope and fostering self-compassion.

The fluctuations in disclosures over the past few years doesn't necessarily mean that less or more sexualized violence is happening. We observed a decrease in the number of disclosures during COVID when school transitioned to online learning. However, since the school opened in person again in September 2021 we experienced an increase in the number of folks reaching out for support. More people are aware of the services when classes are in person and folks observe the SVPRO initiatives and campaigns.



EDUCATION

SVPRO uses comprehensive prevention strategies to address violence and re-traumatization at all levels. To effectively create change we utilize the Social-Ecological Model which considers the connection between individual, relationship, community, and societal factors. This involves everyone's individual growth, the health of relationships, participation in communities, and transforming institutions and policies to center the safety and well-being of individuals and communities who have been oppressed.

The diverse events, workshops and opportunities offered address prevention across all four levels. We did **125 hours** of education initiatives (77 total workshops) which have reached **2126** students and staff (exclusive of campaigns). Some examples include:

Individual. Prevention targeted at the individual level promotes attitudes, beliefs, and behaviours that prevent violence. Examples include: "Let's Talk about Sex...and other things," 12 educational sessions with over 600 students attending virtually during 2020-2021. This workshop explored concepts of sex, dating and consent in relationships and how their individual's understanding is rooted in rape culture and sex scripts through media, culture and society. These workshops aims to prevent harm at the individual level.

Relationship. Prevention at this level targets a person's close support systems such as their partners, peer group, and family members; examples include "Responding to Disclosures", a training that equips students, staff and faculty with tools on how to support survivors of sexualized violence. We do this training across several groups: Residence Advisors, Peer Mentors, Advisors, faculty members etc.

Community. Prevention at the community level aims to shift community-wide, workplace, institutional social norms. For example, our "We Believe You" campaign displayed through September and October which encourages everyone to get involved to end sexualized violence and believe survivors.

Queer Consent 101
Mon. Sept 27th, 5PM - 6:30PM

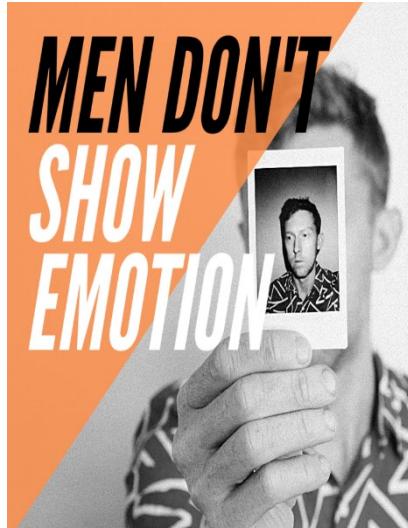


This workshop is for anyone who identifies as 2SLGBTQIA+ and wants to learn more about consent, respect, and how to prevent sexualized violence.

Registration link below

Healthy Masculinities Program

One of the root causes of sexualized violence is rape culture and toxic masculinity. SVPRO partnered with Health and Wellness to deliver educational programming to a small group of students. It is a closed group that is offered weekly for 9 weeks each semester. On average 10-15 students attend the group each semester. The group explores gender roles, stereotypes, masculinity, power and privilege, mental health (suicide, substance use, body image), stigma of getting help, dealing with anger and coping strategies, respectful relationships (intimate, sexual, friends and family), consent vs. coercion, and dealing with rejection.



MEN DON'T SHOW EMOTION

IT'S TIME TO RE-DEFINE MANHOOD

Join a group of men and masculine-identified people to talk about issues that matter: mental health, dating, consent, social expectations and more. Food provided.

Every Thursday @ 5:30 p.m.
starting February 6.

To join the group, email
Rob.Giardino@ubc.ca

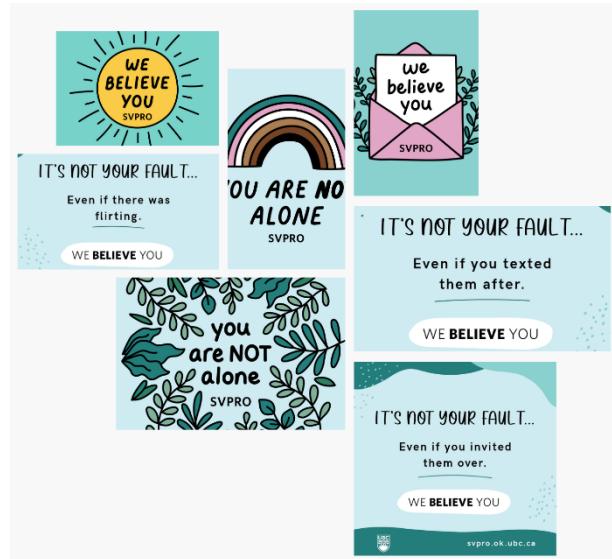


CAMPAIGNS

In addition to various workshops, we also organized several campaigns: We Believe You Campaign (August-October); Sexual Assault Awareness Month (January); Did You know Campaign (November).

We Believe You Campaign (August-October 2020 and 2021)

SVPRO runs the “We Believe You” campaign every year in Term 1. This campaign is designed to reduce the barriers and stigma of reaching out and getting help. During August and September, this campaign reached thousands of incoming and returning students. There was an art display, decals posted in bathrooms, sticker, chocolates, pens and pins distributed to students living on campus, student leaders and various departments across campus inclusive of Advising, Disability Resource Centre, Global Engagement Office and Indigenous Programs and Services.



Sexual Assault Awareness Month (January 2021)

At UBC, January is Sexual Assault Awareness Month (SAAM), a month-long series of events aimed at raising awareness and encouraging people to take action to prevent sexualized violence.

A promotional graphic for SAAM Week Two (January 18 to 22). It features a smartphone displaying a screen with the text 'Happening Now: End Racism x End Sexual Violence #UBCxSAAM2021' and a background image of two hands forming a heart shape with a gender symbol (a male and a female symbol) in the center. The phone is labeled 'UBC SVPRO'. To the left of the phone, purple text lists events: 'SVPRO Presents Calling My Spirit Back' (Wed. Jan 20th @ 5:00PM, Fri. Jan 22nd @ 10:00AM), 'Join us for a reading and discussion with Elaine Alec from her recent book titled "Calling My Spirit Back". It is about intergenerational trauma caused by colonialism and the hard work that goes into healing and breaking cycles, and how the teachings of a nation can be channeled to heal and strengthen communities.', and 'Generocksy x SVPRO: Let's Get Sexuated!' (Thurs. Jan 21st @ 6:00PM). A circular badge at the bottom right says 'WE BELIEVE YOU'.

SVPRO organized and collaborated across campuses and across Universities in BC to bring events under the theme: End Racism x End Sexualized Violence. The theme aims to address the root causes of sexualized violence: colonialism, racism, patriarchy, white-supremacy and other forms of systemic oppression.

SAAM is the product of the ongoing hard work and advocacy demonstrated by anti-violence allies and organizations. Particularly at UBC, SAAM is grounded in student leadership and activism. In order to promote involvement, we had funding available for students to host their own events with support and mentorship from SVPRO.

In total, 10 SAAM events were organized in collaboration with 7 student clubs, associations, and student support services.

Did You Know Campaign (November 2021)

SVPRO launched the first “Did You Know” campaign which aims to educate the UBCO community about the Sexual Misconduct Policy. The campaign highlighted some key points of the policy and translated them into more accessible, plain language. The campaign ran throughout the month of November, with each week focusing on a different policy point: intersectionality (1.2); prohibited relationships (1.11); immunity clause (1.10); and supports available (8.3). Each week, we hosted a fun community event, consisting of a hot chocolate table outside of the library. We provided various prizes supporting our local and IBPOC businesses for people who stopped by the table each week. We reached 526 people through this campaign.



SOCIAL MEDIA



SVPRO uses multiple platforms to provide information and resources through our website, advertise events, share articles through Facebook, and post photos and messages through Instagram to create a community of care, learning, empowerment and activism. Our social media aims to increase awareness of sexualized violence and SVPRO services, and reduce barriers in accessing SVPRO, especially for survivors who identify as disabled, Black, Indigenous and people of colour, queer, trans, two spirit, and non-binary. The social media accounts also promote local artists, community partners and local and global movements.

LOOKING FORWARD

In the upcoming year of 2022-2023 SVPROM will continue to create projects and programming in new, creative and impactful ways to address prevention and response in our UBC community.

We are wanting to develop a sexual health centre where students can come and receive information and support around sex, relationships, body anatomy, pleasure, birth control and STI prevention.

We are also working to increase the numbers of support groups to meet a growing demand of community connection. We are wanting to transition our groups to in person and focusing the partnerships within the Okanagan.

SVPROM is committed to taking an active role in combating racism, within our office, our institution, and from society. We will add our voices to the movement to end racialized violence, colonialism and racism in its entirety. We will speak up against racism and colonialism even if doing so is uncomfortable. SVPROM team members who occupy positions of privilege will commit to breaking the silence. We will work closely and seek feedback with our partners to shift our perceptions, programs and services to combat racism and colonialism.

S V P R O

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MAY 2020-DECEMBER 2021



THE UNIVERSITY OF BRITISH COLUMBIA
Sexual Violence Prevention and Response Office

S U P P O R T

**TRENDS &
CHALLENGES**

1. PUBLIC DISCLOSURES
2. INCONSISTENCY ACCESSING CONCESSIONS
3. REQUESTS FOR ALTERNATIVES TO FORMAL PROCESS
4. DIFFICULTY ACCESSING WORKPLACE SUPPORTS
5. COVID IMPACT
6. NO CONTACT VIOLATIONS



PERSON-CENTRED RESPONSE – Vancouver

233

New Clients

*Data migration still in progress.
Numbers include Jan 2021-Jan 2022

59

Continuing Clients

1039

Appointment Hours

PERSON-CENTRED RESPONSE – Okanagan

98

New Disclosures

May 2020 – April 2021

97

New Disclosures

May 2021 – January 2022



Support Groups

Safety and Resilience (Trauma Support Group)

48 Survivors attended the groups

Healthy Masculinities Group

36 masculine identified individuals
attended

Love and Learning (Healthy Relationships Group)

24 attendees

Arts Based Healing Group for BIPOC Community

14 attendees



31/103

ADDRESSING ROOT CAUSES
OF VIOLENCE, BEFORE HARM
OCCURS

PRIMARY

MEDIA LITERACY
ANTI-OPPRESSION
CULTURE CHANGE

24/103

RECOGNIZING AND
INTERRUPTING HARM AS IT
OCCURS

SECONDARY

UPSTANDER INTERVENTION
INTOXICATION IMPACT
HEALTHY RELATIONSHIPS

59/103

RESPONDING TO HARM
AFTER IT HAS OCCURRED

TERTIARY

RESPONDING TO DISCLOSURES
NEUROBIOLOGY OF TRAUMA
ACCOUNTABILITY



Online Learning

Introduction to Consent Culture

7000 First year students automatically enrolled, 115 through Canvas Commons

Championing Consent Culture

1113 Athletes, Greek Affiliated, First Year Experience Student Staff, the Commerce Undergraduate Society

Intro to Sexual Violence (Faculty & Staff)

108, Majority staff

Additional Modules

Inclusive event planning, 115; Allyship for Peer Programs, 181; Intro to SV (Students), 227



35/77

ADDRESSING ROOT CAUSES
OF VIOLENCE, BEFORE HARM
OCCURS

PRIMARY

MEDIA LITERACY
ANTI-OPPRESSION
CULTURE CHANGE

8/77

RECOGNIZING AND
INTERRUPTING HARM AS IT
OCCURS

SECONDARY

UPSTANDER INTERVENTION
INTOXICATION IMPACT
HEALTHY RELATIONSHIPS

34/77

RESPONDING TO HARM
AFTER IT HAS OCCURRED

TERTIARY

RESPONDING TO DISCLOSURES
NEUROBIOLOGY OF TRAUMA
ACCOUNTABILITY

