



SUBJECT	UBC Sexual Violence Prevention & Response Office – Annual Report
SUBMITTED TO	People, Community & International Committee
MEETING DATE	September 13, 2023
SESSION CLASSIFICATION	Recommended session criteria from Board Meetings Policy: OPEN
REQUEST	For information only - No action requested
LEAD EXECUTIVE	Marcia Buchholz, Vice-President, Human Resources Ainsley Carry, Vice-President, Students
SUPPORTED BY	Janet Mee, Managing Director, Student Affairs Adam Charania, AVP Human Resources

PRIOR SUBMISSIONS

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

[March 2022](#) (OPEN SESSION)

EXECUTIVE SUMMARY

The Sexual Violence Prevention and Response Office (SVPRO) is a confidential place for students, faculty, and staff on both UBC campuses who have experienced or been impacted by any form of sexual or gender-based violence, harassment, or harm. SVPRO acts as a central point of contact to receive disclosures, minimize harm and re-traumatization, support individuals who are pursuing complaint(s) through the various processes, support academic and workplace success, health, safety, and healing and resilience.

SVPRO has two main functions: Education and Prevention, and Support Services.

The overarching goal of the Education and Prevention work is to build the capacity of the UBC community to respond to and prevent sexual violence/harm using an intersectional and healing centred (trauma informed) approach. The strategies for prevention are multi-faceted and include outreach, event planning, support, panel participation, presentations, Q&A sessions, workshops or training, and consultations are designed to work toward attitudinal, behavioural, social, and systemic change. During this reporting period, SVPRO Vancouver offered 131 education and prevention sessions in this reporting period (4 Passive, 16 primarily primary prevention, 55 primarily secondary prevention, and 56 primarily tertiary prevention sessions). Over 1,800 unique students, faculty and staff participated in education and prevention initiatives in this reporting period.

Support Specialists provide support to staff, faculty and students who have experienced or been impacted by any form of sexual or gender-based violence, harassment, or harm. Support Services sessions are collaborative, often complex processes between the Specialist and Client, where the support provided is responsive, respectful, and centered around the unique identities, histories, geographies, and experiences of the individual seeking care. SVPRO Vancouver provided one-on-one support services to 244 new clients and provided 997 support sessions during this reporting period.

Looking ahead, SVPRO will be focused on a comprehensive campus wide assessment initiative to build a better understanding of the current campus culture, knowledge levels, and attitudinal markers to inform education and

prevention activities. With respect to support services, priorities include expanding group support services and offering counselling support through the SVPRO.

SVPRO has changed its reporting period from the fiscal year to the period of July 1 to June 30 going forward to better capture the work during the full academic year. As a result, this report includes the period from April 1, 2022 until June 30, 2023.

Finally, given the ongoing situation in the Okanagan, the annual report for the SVPRO Okanagan office will follow at a future meeting.

APPENDICES

1. SVPRO – UBCV Annual Report

Sexual Violence Response and Prevention Office, UBC Vancouver

Annual Report

April 1, 2022 – June 30, 2023

Submitted: August 21, 2023

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Introduction to the Sexual Violence Prevention and Response Office

In 2017, the province of British Columbia enacted the *Sexual Violence and Misconduct Policy Act*, which required that all post-secondary institutions in British Columbia have a stand-alone sexual misconduct policy. As required by the *Act*, UBC established its Sexual Misconduct Policy and response offices: the IO and the Sexual Violence Prevention and Response Office (SVPRO) in 2017.

SVPRO is a confidential place for students, faculty, and staff on both UBC campuses who have experienced or been impacted by any form of sexual or gender-based violence, harassment, or harm. SVPRO acts as a central point of contact to receive disclosures, minimize harm and re-traumatization, support individuals who are pursuing complaint(s) through the various processes, support academic and workplace success, health, safety, and healing and resilience, recognizing that each individual is the expert of their own experience and deciding on the type of support that best suits their needs. SVPRO aims to be a safer space for all by respecting each person's unique and multiple identities and experiences. All genders and sexualities are welcome at SVPRO.

SVPRO has two main functions, one being Education and Prevention and the second being Support Services.

The overarching goal of the Education and Prevention work is to build the capacity of the UBC community to respond to and prevent sexual violence/harm using an intersectional and healing centred (trauma informed) approach. Safety, care, and respect are essential to an equitable experience of belonging and community at UBC. The strategies for prevention are multi-faceted and include outreach, event planning, support, panel participation, presentations, Q&A sessions, workshops or training, and consultations are designed to work toward attitudinal, behavioural, social, and systemic change.

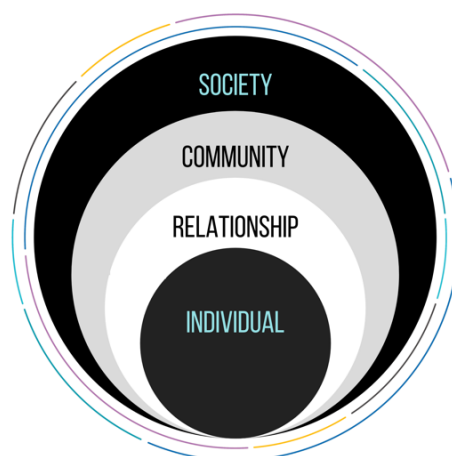
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SVPRO's response support and prevention education work together to achieve this change. The individuals and communities disclosing to us provide our Office with essential information about risks, systemic barriers, and response patterns; we collect and utilize that information to design education, training, and communications that are tailored specifically to what is happening in our UBC community.

Strategic Framework

The work of SVPRO is grounded in decolonial, intersectional feminist, anti-oppression, strengths-based, and healing-centred engagement. Education and prevention programming is designed using a multi-disciplinary approach, drawing from the fields of public health, education, psychology, social work, critical race studies, community planning, and public policy.

The Social Ecological Model (SEM), used to examine social health problems and identify solutions, is employed by SVPRO. The SEM demonstrates 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.



SOCIAL ECOLOGICAL MODEL OF CHANGE- SPHERES OF INFLUENCE

The following strategic plans and frameworks also inform the SVPRO’s priorities:

- Shaping UBC’s Next Century: UBC’s Strategic Plan
- StEAR Framework¹
- Indigenous Strategic Plan
- Student Strategic Plan
- Focus on People Plan

¹ The StEAR Framework guides the implementation of equity and anti-racism priorities, including those set out in the Inclusion Action Plan, Employment Equity Plan, Canada Research Chair Equity, Diversity and Inclusion (EDI) Action Plan, Dimensions Action Plan for EDI in Research, Task Force on Anti-Racism and Inclusive Excellence (ARIE) Final Report, Trans, Two-Spirit and Gender Diversity Task Force Report and UBC’s forthcoming accessibility plan.

Priorities and Progress

One-on-One Support Services

SVPRO provides support to staff, faculty and students who have experienced or been impacted by any form of sexual or gender-based violence, harassment, or harm. Client sessions may include emotional support, information, reporting options and accompaniment, forensic evidence collection accompaniment, safety planning, academic concessions, workplace accommodations, and referrals. Support Specialists coordinate requests such as appeals of failed years, support letters for student loan services, and accompaniments to court, police and hospital.

Support Services sessions are collaborative, often complex processes between the Specialist and Client, where the support provided is responsive, respectful, and centered around the unique identities, histories, geographies, and experiences of the individual seeking care.

Support Specialists work directly with community organizations where we commonly refer clients to ensure they are healing, and survivor centered. Specialists also act as case managers and help the individual who experienced harm navigate institutional systems, both on and off campus.

When working with staff and faculty, our support team works on supporting their healing path by creating a healing map and safety planning. We also help staff and faculty clients navigate conversations with Human Resources and their Unions or Associations, and if relevant to access workplace accommodations and support. Support Specialists also provide one-on-one support to UBC community members who have received disclosures of sexual and gender-based violence. In collaboration with the education team, specialists also hold virtual one-on-one support spaces during long presentations, offering a virtual Zoom space where folks impacted by the information shared in the presentation can debrief and access support.

Support Group Services

Breaking Bread: In the summer of 2022, the support team created a support group focused on food and healing called "Breaking Bread". This was a 6-week-long support group that addressed collective healing and provided tools for grounding and building relationships after an incident of sexual violence. Some of the feedback received from this group was that members were able to build friendships, create healing connections, and not feel isolated in their experience of harm.

Queer, Trans, Gender Diverse & 2S Drop-in Group: Our support team is currently designing a drop-in support group whose aim is to create a healing space for queer, trans, gender diverse and 2-Spirit students, staff and faculty who experienced or have been impacted by harm. This group will have separate drop-ins for students, staff, and faculty and will explore expressive healing through art-based and other creative techniques.

Support Statistics

	2019/20	2020/21	2021/22	2022/23
Number of Support Sessions*	854	742	917	997
Number of New Clients	221	135	261	244

* Each appointment also corresponds to an additional hour of follow-up work to meet the needs of each client's requests.

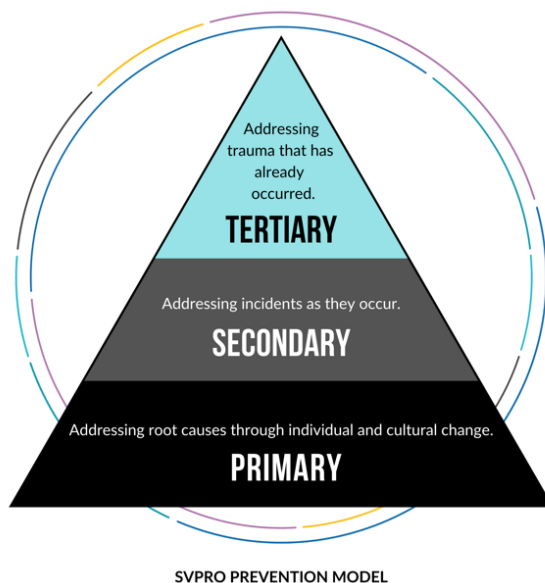
Presenting Issues (Percentages by Year)	01-May-2020 to 30-Apr-2021	01-May-2021 to 30-Apr-2022	01-May-2022 to 30-Apr-2023	01-May-2023 to 30-Jun-2023 *
Sexual Assault	34.0%	35.4%	30.5%	16.0%
Sexual Violence	26.0%	21.4%	22.8%	6.0%
Sexual Harassment	10.0%	12.1%	10.0%	6.0%
Intimate partner violence	8.0%	6.8%	10.4%	3.0%
Stalking	4.0%	2.9%	8.9%	10.0%
Physical violence	4.0%	3.6%	4.6%	3.0%
Child Sexual Abuse (past)	2.0%	2.1%	2.7%	3.0%
Supporting discloser experiencing sexual violence	4.0%	5.0%	2.3%	0.0%
Threats to harm/kill	2.0%	1.1%	1.5%	6.0%
Gender-based violence	0.0%	0.0%	0.8%	26.0%
Distribution of sexually explicit content	0.0%	0.0%	0.4%	0.0%
Rape	0.0%	1.4%	0.4%	0.0%
Groping	0.0%	1.4%	0.4%	0.0%
Sexual Grooming	0.0%	1.8%	0.4%	3.0%
Stealthling	0.0%	0.4%	0.4%	0.0%
UBC Respectful Environment issue(s)	4.0%	1.1%	0.4%	3.0%
Technology-facilitated violence	0.0%	0.0%	0.0%	3.0%
Sexual Exploitation	0.0%	0.7%	0.0%	0.0%
Other	2.0%	2.9%	3.1%	10.0%

- Statistics represent three months of support to provide accurate comparisons of data

Education and Prevention

Under Policy SC17, SVPRO’s prevention education mandate includes a call for cultural change to address “broader social attitudes regarding gender, sex, and sexuality that normalize sexual misconduct and undermine equality.”

SVPRO’s 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

Key Priorities and Progress

SVPRO continues to develop and deliver customized programming to student groups and student staff, working with teams to understand and embrace their roles within their organizations and as individuals in prevention before, during, and after harm occurs. 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.

With the work of our Indigenous Support Specialist and Educator, SVPRO has made substantial progress working with the different communities across this campus and in developing a partnership with First Nations House of Learning (FNHL) staff. Sponsoring 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.

As a result of these initiatives, we have seen an increase 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.

SVPRO has worked to connect with more staff and faculty through the development of resources and outreach. In the past year, SVPRO has met with the Senior HR Leaders that represent all Faculties and Administrative Units, as well as meeting with the Associate Deans, Faculty to provide awareness and understanding of their services, so they can be a resource when needed. This team 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 building an understanding of the current environment, developing training and education plans, and working collaboratively to redesign departmental procedures and resources. In the past year, SVPRO has worked extensively with the various Faculties and Administrative Departments.

SVPRO has continued to expand the training available to instructors and teaching assistants (TAs). This training supports their ability to foster safer, inclusive, and respectful learning environments. Topics included: interrupting problematic behaviour or language in the classroom, creating emotional safety for people who have experienced or been impacted by harm, survivor-centered approaches to referral and service selection, including assessment of appropriateness of resources for specific identities, understanding and accommodating impacts of trauma, and UBC processes related to academic concessions, accommodations, and workplace supports.

SVPRO's campaigns and outreach, including social media, ensures 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.

Self-paced online training has been created as a complement to live programming. Topics included: Inclusive Event Planning (developed in partnership with the Wellness Centre with support from the EIO, the CFA, and the CSIC), Intro to Sexual Violence Prevention and Response, Championing Consent Culture, Sexual Consent and Culture of Consent, The Introduction to Sexual Violence Prevention and Response module for staff and faculty, and Allyship for Peer Programs.

SVPRO offered 131 education and prevention sessions in this reporting period (4 Passive, 16 primarily primary prevention, 55 primarily secondary prevention, and 56 primarily tertiary prevention sessions).

The following table shows the key priorities and achievements over the past 15 months:

Key Priorities	Stakeholder Highlights 2022-2023
<p>Build awareness of and engagement with SVPRO and Policy SC17, including an understanding of the role of SVPRO and the difference between a disclosure to SVPRO and a report to the IO, as well as demonstrated utilization of resources</p>	<ul style="list-style-type: none"> • AMS Undergrad Society executives • Athletics teams • Applied Science advisors, student leaders • First Nations House of Learning staff, students • Green College administration, staff, peer advisors • Residence Life managers, student staff • Teacher Education staff, students • Theatre-Film students, staff, faculty • Senior HR Leaders • Associate Deans, Faculty
<p>Educate Leaders and other Cultural Influencers about Policy SC17 commitments and procedures and on prevention of sexual violence/harm/misconduct</p>	<ul style="list-style-type: none"> • AMS Undergrad Society executives • Athletics staff and coaches • Applied Science student leaders • Green College administration • Theatre-Film leadership, faculty • Panhellenic (Sororities) leadership <p>Approximately 900 UBC V students, faculty and staff participated in this form of training during this reporting period.</p>
<p>Train Responders (key students, staff, faculty, and administrators) on how to recognize and respond to sexual violence/ harm and how to refer upon receiving a disclosure</p>	<ul style="list-style-type: none"> • AMS Undergrad Society executives • Arts Advisors • Applied Science Advisors • Campus Security • Green College staff, administration, peer advisors • Residence Life managers, student staff • Teacher Education staff, students <p>Approximately 1500 UBC V students, faculty and staff participated in this form of training during this reporting period.</p>
<p>Align Policies and Procedures with SC17 by working with key faculty, staff, and student leaders</p>	<ul style="list-style-type: none"> • AMS Undergrad Societies • Campus Security • Green College • Residence Life • Theatre-Film Department

Looking Ahead

In the upcoming year, we plan on broadening the reach of Education and Prevention

Initiatives:

Key Priorities	Next Steps for 2023-2024
Build awareness of and engagement with SVPRO and Policy SC17 , including an understanding of the role of SVPRO and the difference between a disclosure to SVPRO and a report to the IO, as well as demonstrated utilization of resources	AMS Club executives Additional Advising teams Additional tailored modules for other student leaders Green College residents Curriculum development with Theatre-Film Additional touchpoints with Collegia Advisors (student leaders) beyond annual August training
Educate Leaders and other Cultural Influencers about Policy SC17 commitments and procedures and on prevention of sexual violence/harm/misconduct	Associate Deans Ongoing work to action the audit recommendations for Theatre-Film Assessing effectiveness of actioning Green College resident recommendations Assessing effectiveness of Engineering student module Expansion of support and education with Greek Life leadership
Train Responders (key students, staff, faculty, and administrators) on how to recognize and respond to sexual violence/ harm and how to refer upon receiving a disclosure	Additional Advising teams AMS Club executives Mandatory SC17 training for students, faculty, and staff
Align Policies and Procedures with SC17 by working with key faculty, staff, and student leaders	Additional Departments and Faculties (e.g. Medicine)

Counseling and Support Groups – Plans are underway to expand the range of support groups offered in Vancouver. Following the UBCO office's lead, the Vancouver campus is exploring the opportunity to offer counseling services through SVPRO. The goal is to offer this resource to individuals with complex mental health needs relating to sexual violence, regardless of their role within UBC.

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), the goal is to develop a more fulsome understanding of the gaps in knowledge within our community. We envision a large-scale assessment project with faculty and administrative support.