



SUBJECT	UBC Okanagan Sexual Violence Prevention & Response Office – Annual Report
SUBMITTED TO	People, Community & International Committee
MEETING DATE	November 21, 2023
SESSION CLASSIFICATION	Recommended session criteria from Board Meetings Policy: OPEN
REQUEST	For information only - No action requested
LEAD EXECUTIVE	Lesley Cormack, Principal and Deputy Vice-Chancellor, UBC Okanagan
SUPPORTED BY	Marcia Buchholz, Vice-President, Human Resources Ainsley Carry, Vice-President, Students Dale Mullings, Associate Vice-President, Students, UBC Okanagan Alex Bayne, Managing Director, Human Resources, UBC Okanagan Shilo St. Cyr, Director SVPRO, UBC Okanagan

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 UBC Okanagan Sexual Violence Prevention and Response Office (SVPRO) provides confidential, trauma informed, identity affirming, culturally safer support to UBCO students, staff and faculty of all genders who are affected by sexualized violence, harassment, domestic violence or harm regardless of where or when it took place. We actively create opportunities for people to explore safety, healing, accountability, justice, community and leadership. SVPRO delivers innovative programming and workshops to disrupt the root causes; address incidents as they occur; and build empathy and understanding of trauma to support survivors.

The Sexual Violence Prevention and Response has two main functions: Support Services and Prevention and Education services.

SVPRO has a team of 3 Support Specialists (2.8 FTE) that provides both crisis and long-term support. The Support Specialists respect each person’s unique and multiple identities, histories and experiences and are inclusive of all genders and sexualities. The team helps with safety planning; navigating the reporting process (UBC, Criminal or Civil); accessing academic and workplace accommodations. This year we observed a 31% increase in folks accessing SVPRO from the previous year. This year from May 2022 to April 2023, we received **146 new disclosures**, while from May 2021 to April 2022, we had 112 new disclosures. As we transition to a reporting cycle that spans from July 1, 2023 to June 30, 2024, it's important to mention that during the interim period of April to June 2023, we received an additional 28 new disclosures.

Our prevention programming addresses change at multiple levels, continuously engaging students, staff and faculty throughout their time at UBCO. This comprehensive approach is vital for transforming campus culture. In 2022-2023, we facilitated 105 workshops reaching a total of 2275 UBC members, a significant increase from the 30 workshops offered the previous year. From May-June 2023, we ran 16 sessions.

Looking ahead, we are prioritizing initiatives to bolster community inclusivity, with tailored programs such as an Arts Based group for Indigenous students and the relaunch of the Healthy Relationships group. Efforts will also enhance visibility of SVPRO services for those facing barriers like racism and transphobia, such as a queer clothing swap and dance classes for IBPOC community members. To address safety, SVPRO is emphasizing specialized training for student athletes and faculty supervisors, online harassment awareness campaigns, and trauma-informed curriculum expansions. We're partnering with Good Night Out in Vancouver to ensure safer campus club environments and are unveiling a strategic five-year plan to continually refine our sexual violence prevention curriculum.

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, totaling 174 disclosures for this period

APPENDICES

1. SVPRO – UBCO Annual Report

Sexual Violence Response and Prevention Office, UBC Okanagan

Annual Report

April 1, 2022 – June 30, 2023

Submitted: September 30, 2023

Executive Summary

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Introduction to Sexual Violence Prevention and Response Office

British Columbia introduced the Sexual Violence and Misconduct Policy Act in 2016, mandating all post-secondary institutions to develop policies to address and prevent sexualized violence. As a result, UBC established the Sexual Misconduct Policy in May 2017. The policy was reviewed and approved at the Board of Governors in 2020. It is slated for another review in the upcoming year, 2023-2024. Within this policy, UBC committed to creating a Sexual Violence Prevention and Response Office on both campuses. UBCO opened their office on December 5, 2017.

Since SVPRO's inception, the office has provided a private space for students, staff and faculty who have been affected by sexual or gender-based violence, harm or harassment. SVPRO serves as the main point of contact for folks who need information, support and resources. People don't need to keep telling their story to different departments or resources to get their needs met. We liaise with different departments to advocate and request for funding, academic concessions, emergency housing, safety planning, workplace accommodations etc. We also help people navigate the reporting process within the investigation's office. We provide support and assistance through sitting with them while they fill out the report, attending investigation meetings and attending to them while they read the report. In addition to UBC reporting, we also help folks navigate the criminal justice and civil processes. This centralized approach strives to prevent retraumatization and harm. SVPRO acknowledges and respects each individual's choice to either report or seek out resources and services.

Strategic Framework - Response

At SVPRO, our support work is deeply rooted in a decolonial and intersectional approach, centering individual agency. We believe that every person inherently knows what they need for their healing. Our strategy emphasizes a strengths-based empowerment, honing in on the innate capacities and strengths of each individual, and fostering resilience and empowerment. We respect and champion each individual's decision and actively support those choices. Continuously evolving, we embed feedback mechanisms and interdisciplinary collaborations to ensure the relevance and efficacy of our support systems.

Strategic Framework - Prevention

SVPRO is committed to providing comprehensive education and prevention programming to the UBCO campus community. Our work is grounded in an intersectional and anti-oppression model which recognizes the systemic and environmental root causes of sexualized and gender-based violence and aims to promote change at individual, relationship, community, and structural levels. Following best practice, our approach to prevention education is grounded in a socio-ecological theory of change, skills based, trauma-informed, and survivor-centered.

We take special effort to regularly engage students, campus partners, and other stakeholders in shaping curricula that are tailored and relevant to participants' lived realities. Furthermore, we share our work and receive feedback from various groups and communities of practice including a UBCO Equity Educators' community of practice, a provincial Sexual Violence Prevention Educators' community of practice, and Students for Consent Culture. We also regularly incorporate best practice from research and national organizations such as the Courage to Act Project.

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

- Shaping UBC's Next Century: UBC's Strategic Plan
- Indigenous Strategic Plan
- Student Strategic Plan
- Inclusion Action Plan
- Task Force on Anti-Racism and Inclusive Excellence (ARIE) Final Report
- Trans, Two-Spirit and Gender Diversity Task Force Report

Priorities and Progress

Support Services

One-on-One Support Services

During the period from May 2022 to April 2023, SVPRO experienced an increase in need for one-on-one support services, receiving 146 new disclosures compared to 112 in the previous year from May 2021 to April 2022. Among the emerging and concerning trends observed was the prominence of sextortion targeting international men, suggesting a dire need for heightened awareness and specialized interventions for this community. We also observed an escalation in the gravity of intimate partner violence cases that included severe physical violence. The office also noted an increase in stalking cases, emphasizing a growing challenge for the community. Many survivors sought various support and resources from SVPRO. There was an urgent need for emergency housing, emergency funding, food vouchers, and counselling referrals underscored our essential role in meeting the immediate needs of survivors and guiding them towards safety, health, and healing. We also provided 13 no communication requests to help prevent further contact and harm.

Support Group Services

Healthy Masculinities: In partnership with Student Wellness, we ran one group over the winter term to support male identified individuals to confront sexism, power and privilege and toxic masculinity. The group delves into topics of consent, non-violence communication, healthy emotional expression and coping strategies, mental health, bystander intervention and allyship. Through educational materials and discussions, members strive to redefine masculinity to ultimately reduce sexism and sexualized and gender-based violence in our community.

Together in Wellness: In partnership with Student Wellness, we held a gender-inclusive weekly closed support and coping skills space for UBCO students who have experienced or have been exposed to some interpersonal violence. Participants learned about trauma, coping skills, and emotional regulation. A caring, compassionate and safe space was created for the weekly sessions and discussions.

Support Statistics

Number of Disclosures from 2019-2023

	May 2019-April 2020	May 2020-April 2021	May 2021-April 2022	May 2022-April 2023	May-June 2023
Number of New Clients	136	98	112	146	28

Types of Violence Disclosed

Presenting Issues	May 2021-April 2022	May 2022-April 2023	May 2023-June 2023
Child Sexual Abuse (past)	2.3%	3.5%	
Intimate partner violence	7.5%	8.2%	
Physical violence	5.3%	1.2%	6.3%
Sexual Assault/Rape	30.1%	23.4%	25%
Sexual Grooming	2.3%	1.2%	
Sexual Harassment	12.8%	17.0%	31.3%
Sexual Violence	19.5%	18.1%	25%
Stalking	11.3%	10.5%	12.5%
Threats to harm/kill	1.5%	1.2%	
Voyeurism	0.8%	0	
Distribution of Explicit Images	4.5%	5.9%	
Supporting Someone who disclosed	2.3%	6.4%	
Sexual Exploitation/groping		3.5%	

Types of Supports Provided

Types of Supports (by number of individual requests)	May 1, 2021- April 30, 2022	May 1, 2022-April 30, 2023	May 1 2023-June 30, 2023
Academic Concession	94	123	11
Report under Sexual Misconduct Policy	10	16	1
Accompaniment to Hospital	2	11	1
Crime Victim Assistance Program	11	11	0
Emergency Housing	15	15	1
No Communication Requests	10	13	0
Formal Police Report	10	14	1
Informal Police Report	7	5	1
Tuition Refund	10	5	0
Workplace Accommodations	5	1	0

Education and Prevention

The Sexual Misconduct outlines that SVPRO's educational responsibility involves advocating for a cultural shift to challenge prevailing societal views on gender, sex, and sexuality that perpetuate sexualized violence and hinder equality. The educational initiatives of SVPRO are outlined: workshops, social media, campaigns and the volunteer program.

Workshops

Our educational programming is designed to promote change at multiple levels including individual attitudes and behaviours, relationships, community, and structural. In order to promote long-term change at multiple levels, it is essential for us to offer a range of educational programming to various audiences across campus. Educational programming must go beyond single-session initiatives for students at the beginning of their university experience. Rather, we aim to provide education that is spread throughout a students' time on campus and that is scaffolded to build on students' pre-existing skills and knowledge. We also aim to provide educational opportunities for staff and faculty since it takes a coordinated and broad approach to transform campus culture. We increased our offerings of workshops during **2022-2023 to 105 workshops, 19 outreach initiatives** as compared to the year (2021-2022), where we offered only 30 workshops and 28 outreach initiatives.

The question of SVPRO's impact on education and prevention initiatives is important, especially in light of the 31% increase in disclosures. This increase, while concerning at a first glance, may not necessarily indicate more incidents of violence. Instead, it could suggest that more individuals are becoming aware of and placing trust in SVPRO. The data from our educational efforts, such as the consent workshop, suggest an enhanced awareness of consent, coercion and the detrimental effects of dating scripts and stereotypes. Specifically in our jumpstart workshops, 95.2% and 95.7% of respondents stated that they "strongly agree" or "agree" that the workshop enhanced their understanding of consent and coercion, respectively. Moreover, the qualitative feedback from participants, with comments such as "I wished I had more this kind of experience during high school" and "amazing presentation, best class on consent I ever had," underscores the effectiveness and profound impact of the workshop. Thus, both quantitative data and anecdotal responses suggest that SVPRO plays an important role in increasing awareness and understanding of consent that could prevent violence in the future.

Education Statistics

	May 2021 – April 2022	May 2022 – April 2023	May – June 2023
Number of Education Initiatives	30	105	16
Total number of Participants	783	2275	419

Some of our major educational efforts include:

Type of Workshop	Description
Let's Talk About Consent	one-hour consent workshop that covers necessary components that make up affirmative consent, what consent looks like in practice, as well as an in-depth discussion of what coercion can look like and how to avoid coercion through healthy and respectful sexual communication.
Responding to Disclosures	2 to 3 hours training providing participants with the skills necessary to respond to disclosures of sexualized and gender-based violence in a supportive manner
Having Difficult Conversations in the Classroom	2-hour interactive training to empower educators to facilitate discussion on controversial, traumatic or complex topics utilizing anti-oppressive pedagogies and trauma informed approaches.
Bystander Intervention Training	2–3-hour practice and skill-based training that provides a range of intervention techniques suitable for people who are shy or more outgoing, ensuring everyone has an approach that feels right and can make an impactful difference.
Setting Boundaries with Friends and Family Workshop	1 hour participatory and arts-based workshop on exploring personal boundaries, communicating boundaries and general assertiveness
Gender-Affirming Care and Trans Allyship	This 1-hour workshop equips folks with practical skills necessary to support gender-diverse friends, family members and classmates. Folks learn all about pronouns, pride, and cisgendered privilege and unlearn harmful stereotypes and gender roles, discrimination and hatred as well as how to safely respond.

Sexual Harassment and Violence in the Workplace	A 2-hour workshop focused on preventing sexual harassment and violence in the workplace, based on legislation from BC's Human Rights Code and OHS regulation. It equips participants with knowledge to recognize and counter unacceptable behaviours, while also outlining the role of SVPRO, EIO, IO and Human Resources in responding to such incidents.
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Campaigns and Social Media

We create campaigns and develop various social media posts to ensure that our programming extends its educational influence beyond our workshops. Recent initiatives have been geared towards cultivating a culture rooted in consent, care, and community. Simultaneously, we have placed a heightened emphasis on intersectionality, drawing attention to the intersections of racialized and sexualized violence, transmisogyny, and victim blaming. Through these targeted efforts, we aim to foster a more informed, inclusive, and empathetic community. Some of the critical campaigns we offered throughout 2022-2023 are outlined below:

Campaign	Description
We Believe You Campaign	An initiative geared towards debunking victim blaming myths. Through strategic signage placement (i.e., in bathrooms across campus), the campaign not only raises awareness of sexualized violence but also sends a powerful message to survivors that SVPRO believes survivors.
Did You Know Campaign	A campaign that raises awareness of the Sexual Misconduct policy, using engaging visuals and innovative methods like QR-coded hot chocolate cups to reach hundreds, which led many survivors to seek SVPRO's support, with plans to continue this annual campaign, especially considering upcoming policy revisions.
Moosehide Campaign	In partnership with Indigenous Programs, Library, and Athletics, we supported the provincial "Moosehide Campaign," an Indigenous-led effort from BC, by distributing pins and hosting an event where leaders read the TRC's Calls to Action, emphasizing our collective duty to address violence and racism against Indigenous communities.
Red Dress	We recognized "Red Dress Day" by hosting events where students and staff created red dresses displayed across campus, to bring about awareness of the ongoing impacts of colonialism faced by Indigenous women, girls, and Two-spirit people in Canada.
Sexual Assault Awareness Month	SVPRO celebrated over a decade of "Sexual Assault Awareness Month" in January with a UBCO theme of "Healing the Planet through Community," hosting diverse events from film screenings to discussions on cultural healing, and supporting inter-university events, all aiming to strengthen community care against sexual violence

Volunteer Program

Consent Ambassadors Program – In 2022-2023, we reintroduced the Consent Ambassadors Program, training approximately 50 student volunteers in skills ranging from responding to disclosures to bystander intervention. These trained ambassadors actively participated in various SVPRO campaigns, such as the Did You Know Campaign and Sexual Assault Awareness Month. Their presence enhances SVPRO's connection to the student body, as survivors are more inclined to disclose to peers and trust student referrals to our support services.

Looking Ahead

Facing budgetary challenges for the 2023-2024 academic year, SVPRO will be leaning on governmental and institutional grants to spearhead essential initiatives to reduce systemic and institutional barriers in accessing SVPRO for support. We received a Civil Forfeitures Grant this year to develop supportive programming with Indigenous students, staff, and faculty. Our Indigenous student staff and Support Specialist are actively planning a variety of events, including Orange Shirt Day tabling; dance classes, art-based group activities, cooking traditional foods and Indigenous based land walks. We are also keen on expanding our support group programming, notably with the relaunch of the Healthy Relationships group. In addition, a significant emphasis will be placed on increasing the visibility and accessibility of SVPRO services, especially for individuals who might confront barriers stemming from racism, ableism, transphobia, and other discriminatory practices. As part of our commitment to foster community connections, we are facilitating diverse events like a clothing swap specifically for queer-identifying individuals and several social nights. Through these steps, we aspire to create a more inclusive and connected community.

Regarding our upcoming prevention and educational efforts for 2023-2024, SVPRO is focusing on several key initiatives to enhance safety and prevent violence on our campus, online and in our greater community. We have applied for institutional funding through the Student Strategic Plan, to implement some new projects this year. Pending funding, we will create specialized training workshops for student athletes on leadership and bystander intervention, as well as comprehensive training for faculty supervisors of graduate students, encompassing professional boundaries, student disclosures, and anti-oppression principles. With the rise in online harassment and sextortion, we are initiating a campus-wide awareness campaign, including social media efforts. We are also broadening our curriculum to include trauma-informed principles in departments like Health and Exercise Science and Human Resources. In partnership with Good Night Out in Vancouver, we are bringing training to clubs and bars on campus and in the community to enhance safety. Additionally, we will offer workshops on Sexual Health, covering topics from anatomy and safer sex practices to gender and sexuality understanding. In addition to all of these educational initiatives, we are launching a five-year educational plan to assess our current efforts, identify gaps, and refine our curriculum in line with sexual violence prevention best practices.