

Memorandum

Office of the Provost and VP (Academic)
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TO: Board of Governors

FROM: Angela Campbell, Associate Provost (Equity & Academic Policies)

SUBJECT: Annual Report on the Policy against Sexual Violence (2019-2020)

DATE: May 21, 2020

DOCUMENT #: GD19-67

ACTION REQUIRED: ☒ INFORMATION ☐ APPROVAL/DECISION

ISSUE & EXPECTED OUTCOME	The 2019-20 Annual Report on the <i>Policy against Sexual Violence</i> (“Policy”) is presented to the Board of Governors for its information.
BACKGROUND & RATIONALE	<p>The Policy calls for the Provost to report annually to Senate and the Board on the Policy’s implementation and application.</p> <p>This report addresses activities, cases, and developments under or in connection with the Policy for the reference period April 1, 2019 to March 31, 2020.</p>
ALIGNMENT WITH MISSION AND STRATEGIC PRIORITIES	McGill is committed to creating and sustaining a safe environment through proactive, visible, accessible and effective approaches that seek to prevent and respond to Sexual Violence. The University further recognizes the singular importance of striving toward an equitable environment in which all members of the University community are respected, safe and free from violence, especially Sexual Violence.
COMPLIANCE WITH UNIVERSITY POLICY	The Report was presented to Senate on May 13, 2020.
COMPLIANCE WITH LEGISLATION/ EXTERNAL REGULATIONS	This Policy fulfills the interests and needs of the McGill community and the requirements set by law with respect to Sexual Violence prevention and response in the University.
RISK FACTORS	N/A
SUSTAINABILITY CONSIDERATIONS	N/A.
IMPACT OF DECISION AND NEXT STEPS	The next annual report will be presented to Senate and the Board in the Spring 2021.
MOTION OR RESOLUTION	N/A

FOR APPROVAL

APPENDICES

Appendix A: 2019-20 Annual Report on the Policy against Sexual
Violence

Policy against Sexual Violence
Annual Report to McGill's Senate and Board of Governors
May 2020

Introduction

The present report is submitted to McGill's Senate and Board of Governors pursuant to section 50 of the University's [Policy against Sexual Violence](#) (Policy), which provides:

50. The Provost shall report annually to Senate and the Board of Governors on the implementation and application of this Policy. This report will include information about the number of Disclosures and received during the reporting period, and about measures taken to pursue the prevention and education objectives of this Policy. Subject to the University's obligations to respect the privacy rights of Members of the University Community, annual reports to Senate and the Board will include aggregated information on the number of Reports of Sexual Violence submitted during the reference period by or against students, faculty and staff, the number of Reports where the evidence was sufficient to find that Sexual Violence had occurred, the number of cases where the disciplinary officer followed or did not follow a recommendation of the Special Investigator in regard to imposing discipline, and the types of disciplinary and administrative measures imposed.

This Report covers a 12-month period: 1 April 2019 to 31 March 2020.

Objectives of the Policy

McGill's first *Policy against Sexual Violence* was adopted in December 2016. The Policy underwent a significant review in AY2018-19 leading to a revised Policy adopted on 1 April 2019.

This Policy pursues the following objectives:

- Sexual Violence prevention through education and other systemic and proactive efforts to promote awareness about the nature and effects of Sexual Violence;
- establishing and maintaining a climate and culture in which all members of the University Community enjoy a safe and respectful working and learning environment;
- support for Survivors; and
- effective and timely response to Disclosures and Reports.

Implementation Committee

The Policy (section 9) mandates the creation of a standing committee to oversee its implementation. This committee is known as the Implementation Committee and includes representation of students, academic staff, and administrative and support staff. The role of the

Implementation Committee is to examine the operation of the Policy in practice, in particular focusing on:

- Ensuring that McGill's Office for Sexual Violence, Response, Support & Education can carry out its work effectively in connection with education, survivor support, and confidential data collection about disclosures;
- Assessing campus sexual violence prevention and response education initiatives;
- Evaluating communications about the Policy and associated resources;
- Consulting with various relevant campus services and offices; and
- Making recommendations to strengthen the Policy and associated Procedures or resources.

In AY2019-20, the Implementation Committee met 5 times. The final meeting of the committee took place via Zoom since the University was closed in response to COVID-19.

The Committee submitted its report for 2019-20 to the Associate Provost (Equity & Academic Policies). It will be reviewed by the Working Group set by section 51 of the Policy in May 2020 and is included as **Appendix 1** to this Annual Report.

Educational Activities

Through the Policy, the University commits to a series of educational activities aimed at raising awareness about sexual violence and its impacts with a view to a reduction of occurrences. Educational efforts were rolled out throughout the reference period via a number of formats. The [Office for Sexual Violence Response, Support & Education \(OSVRSE\)](#) is McGill's central site for sexual violence education and support of all members of the University community. The OSVRSE leads most awareness-raising efforts at McGill in relation to sexual violence and consent.

Throughout the reporting period, OSVRSE led a multitude of awareness-raising activities and events, which are described in **Appendix 2**. These efforts focused on communication and education through various platforms that include in-person facilitated workshops, tabling at both campuses, and podcasts. Some events were organized in collaboration with student organizations.

The Policy requires mandatory training and orientation sessions for all faculty, students, and staff. The University worked to fulfill this obligation primarily through the [It Takes All of Us](#) (ITAOU) online program, which all students, faculty and staff were required to complete during AY2019/20. As of April 2020, ITAOU completion rates were:

- Students: 91.1%
- Tenure-Track and Tenured Academic Staff: 89.5%
- Other Academic Staff: 69% (not including nil-salary clinical)
- Administrative and Support Staff: 58.7%

The deadline for completion for all staff members has been extended until 31 May 2020.

In addition to the ITAOU learning modules and the activities set out in Appendix 2, members of the McGill community participated in in-person sessions specifically designed for:

- Incoming students (e.g., frosh and orientation)
- Students living in residences
- New faculty
- Academic leaders

Disclosures

The Policy defines a Disclosure as “the act of informing the Office for Sexual Violence, Response, Support, and Education about an incident of Sexual Violence for the purpose of seeking support.” [emphasis added]

Of note, then, is that a Disclosure under the Policy does not lead to an investigation unless the person who comes forward also chooses to launch an investigative process, whether under McGill’s Policy or with external authorities.

During the Reporting period, OSVRSE received 107 Disclosures from members of the McGill community. Disclosures were most commonly accompanied by requests for psychological support. Disclosures in some cases included requests for accommodations, safety measures, and information about/accompaniment during formal reporting processes.

Disclosures were most commonly made by students (93%). Disclosures typically involved cases of alleged harm inflicted by persons external to McGill.

Appendix 2 sets out the details regarding Disclosures in the reference period in detail.

Reports

The Policy defines a Report as “the act of informing the Special Investigator about an incident of Sexual Violence in accordance with this Policy for the purpose of investigation.”

Hence, unlike a Disclosure, which is confidential and primarily made to acquire support, a Report is made to trigger an investigation into a claim that sexual violence has occurred and can lead to disciplinary consequences for the party who is the Respondent to such report.

During the reference period, a [new website](#) was created to clarify reporting procedures at the University.

As of September 2019, all reports of Sexual Violence at McGill are investigated by a Special Investigator (SI) external to the University (that is, not a McGill employee). This decision was made to ensure the impartiality and competence of sexual violence investigations. Once the SI completes an investigation, a report is written that sets out findings based on the evidence

presented and considered, and conclusions. This written report is filed with the Provost. Where the Special Investigator's report yields a finding of Sexual Violence, the matter is referred to the appropriate disciplinary authority who determines what measures shall be imposed vis-à-vis the Respondent. The disciplinary stage of this process must abide by the requirements of all regulations, policies, and collective agreements in place at the University.

McGill appointed its first SI in September 2018. In the Fall 2019, this SI was required to slow down and eventually stop work. New SIs were appointed urgently to resume and begin new cases that had arisen during this period. The new SIs were recruited through law firms in Montreal and Toronto that have experience with and/or have led professional training on trauma-informed investigations in the context of harassment and sexual violence cases in workplace and university settings. Short-term service contracts with these SIs were set, then extended during the COVID-19 pandemic.

Student groups working directly with parties involved in Reports of Sexual Violence (SACOMSS, Student Advocacy) met with SIs who conducted investigations in recent months in April 2020 via videoconference.

1. Number of Reports and the parties involved

19 new Reports were initiated in the period April 1, 2019 to March 31, 2020.

The parties involved were as follows:

Survivor	Respondent	Total
Undergraduate student	Undergraduate student	9
Graduate student	Graduate student	3
Admin. staff	Admin. staff	1
Other*	Academic staff**	5
	Undergraduate student	1
		19

* Other = alumnus/a or anonymous reporter.

**Academic staff = tenure-track or tenured professor, contract academic staff, and course lecturer.

2. Form of Sexual Violence Reported (more than one form of sexual violence may be alleged)

Sexual Assault	11
Sexual Harassment	8
Sexual Exploitation	1

3. Gender of the Parties

In all cases initiated during the reference period, the survivor was a woman and the respondent a man.

4. Outcomes of Investigations

All Reports proceeded to investigation (that is, none were resolved through mediation). The outcomes of these 19 Reports are as follows:

Founded	8
Not Founded	4
Ongoing as of 31 March 2020	7

All investigations concluded during the reference period were completed within the 90-day delay set by the Policy.

5. Disciplinary Measures Imposed

Where the investigation yielded a finding of sexual violence (8 cases), discipline was imposed except for two cases where this was not possible because the Respondent was no longer a member of the University community at the time the disciplinary process occurred.

Disciplinary measures imposed in these cases included:

- Campus exclusion
- Cease and desist communication orders
- Notation on student record
- Conduct probation
- Admonishment
- Formal Reprimand
- Suspension without pay

Disciplinary measures were often accompanied by administrative measures (e.g., measures to avoid contact between the parties, training and educational requirements).

Conclusion

The first year of the implementation of McGill's revised Policy saw extraordinary work in this area taken up across multiple sectors of our University. The Provost's Office continues to commit to ongoing efforts to build a campus community that is safe, respectful, and inclusive for all. This will be achieved through the provision of services and resources for continuous education and awareness-raising, robust support for survivors, and professional, trauma-informed and procedurally fair investigation procedures.

APPENDIX 1

2019-2020 Policy against Sexual Violence Implementation Committee Final Report April 20, 2020

Introduction

In Spring 2019, the Policy against Sexual Violence Working Group (“Working Group”)¹ developed Terms of Reference for a standing committee to oversee the implementation of the newly revised [Policy against Sexual Violence](#) (“Policy”).² This standing committee is known as the Policy against Sexual Violence Implementation Committee (“Implementation Committee”).

In September 2019, the composition of the Implementation Committee was finalized and its first meeting took place in October 2019.³ In total, the Implementation Committee met five times over the course of academic year 2019-2020 to evaluate the operation of the Policy. Pursuant to its Terms of Reference, the Implementation Committee submits this final report containing its evaluation and recommendations to the Working Group.

Evaluation and Recommendations

The Implementation Committee’s Terms of Reference divide its work into five main activities:

1. Ensuring that the Office for Sexual Violence, Response, Support & Education can carry out its mandate effectively in connection with education, survivor support, and confidential data collection about disclosures so that the University will have a robust understanding of the nature and scope of sexual violence incidents affecting University community members;
2. Assessing campus sexual violence prevention and response education initiatives;
3. Evaluating communications about the Policy and associated resources;
4. Consulting with various relevant campus services and offices to ensure that protocols and measures reflect and further the Policy’s objectives; and
5. Making recommendations to strengthen the Policy and associated Procedures or resources as the Implementation Committee deems appropriate.

This report addresses these areas in turn, noting the Implementation Committee’s findings and recommendations for each one.

1. The Office for Sexual Violence Response, Support and Education (OSVRSE)

The Implementation Committee was tasked with evaluating whether McGill’s Office for Sexual Violence Response, Support and Education ([OSVRSE](#)) can carry out its mandate effectively in connection with education, survivor support, and confidential data collection about disclosures.

The Implementation Committee identified the following as issues affecting OSVRSE’s ability to carry out its mandate effectively:

¹ See section 51 of the [Policy against Sexual Violence](#) for more information about the Working Group.

² For the full Terms of Reference, see Appendix 1. The mandate for the Implementation Committee is also found at section 9 of the Policy.

³ See Appendix 2 for the composition of the Implementation Committee and its meetings dates during academic year 2019-2020.

Education Initiatives

- OSVRSE has a broad educational mandate for the entire University community, but it has limited capacity to develop new trainings or engage in heightened outreach.
- Relatedly, OSVRSE has limited capacity to reflect on how it engages with the McGill community and determine future priorities for engagement.
- OSVRSE relies on partner engagement to leverage outreach and awareness, but it has secured few yearly agreements for workshops and trainings. Partners across the University are vital to the success of OSVRSE's mission, and visibility is a particularly pertinent issue at Macdonald Campus.

Survivor Support

- The vast majority of McGill members accessing support services at OSVRSE are students. There seems to be low awareness of services available to staff.
- The number of McGill community members accessing OSVRSE support services has increased and there is concern that current OSVRSE resources may be insufficient to meet growing demand for its services.
- There is demand for identity-focused programming, such as support groups for racialized students and for queer students. OSVRSE has limited capacity to meet such demand.
- There is no official University response team to coordinate University responses to disclosures and reports, which may require measures across learning, living, and/or working environments within the University.
- There is currently no systematic review of the procedures for those who may respond to disclosures in an official University capacity, such as the University members listed in section 10(f) of the Policy. This raises concerns about the consistency and efficacy of responses.

Confidential Data Collection

- OSVRSE does not have case management software to help maintain increasing numbers of files and track services provided to individuals.
- OSVRSE activities are presented to Senate as part of reporting on the University's Policy Against Sexual Violence. However, it does not produce independent annual reports for the University community on its programming, services, or number of users.

Recommendations:

- Obtain and implement case management software for OSVRSE.
- Establish guidelines and regular meetings for University members who respond to disclosures or reports in an official capacity.
- Increase annual partnerships between OSVRSE and key partners at both the downtown and Macdonald campuses to enhance outreach, awareness, and coordination of services. Partners include academic leadership, HR, Residences, Athletics, and Student Services.
- Evaluate OSVRSE resources and staff capacity to meet growing demand for services, including specialized services.

2. Campus sexual violence prevention and response education initiatives

In its evaluation of campus sexual violence prevention and response initiatives, the Implementation Committee focused on McGill's first mandatory University-wide sexual violence education program: *It Takes All of Us: Creating a Campus Community Free of Sexual Violence* ("It Takes All of Us"). Through this online education initiative, McGill aims to increase awareness of sexual violence,

ensure that its campus culture is based on respect and consent, and help create a community free of sexual violence. The program is mandatory for all McGill students, staff and faculty and, due to the size of McGill's population (approx. 50,000 individuals), the program was rolled out in phases over the course of academic year 2019-2020.

Although the Committee focused its evaluation and recommendations on *It Takes All of Us*, the Committee wishes to highlight that there are other important prevention and response education initiatives at McGill. These include University-wide initiatives led by OSVRSE, programming in Residences led by Our Shared Spaces, and long-standing student movements and activities such as Sexual Assault Awareness Week, which is hosted annually by the Sexual Assault Centre of the McGill Students' Society (SACOMSS).

The Implementation Committee received positive feedback about *It Takes All of Us*, but also identified the following as areas of concerns:

- The University's capacity to implement feedback received from the community and to update the program as needed is unclear.
- The program's design allows users to drag the cursor and skip through the training quickly, which diminishes meaningful engagement.
- Implementation of this online program is particularly difficult in certain areas of the University, e.g., Athletics reports a large number of contractual staff, which presents logistical difficulties. Implementation is also difficult where individuals are required to do the training twice, e.g., the Office for Students with Disabilities reports that it employs many student invigilators.
- The University's ability to implement compliance measures to ensure staff members complete this program may be limited.
- There may be uncertainty for individuals who wish to access accommodations or exemptions from the required training as to what they need to disclose and to whom.

Recommendations:

- Mandate an annual review of the online training program and ensure adequate resources are allocated to address needs identified.
- Reassess ways for vulnerable individuals to obtain accommodations or opt out of the online training.
- Ensure that areas of the University facing unique challenges to implementing the online training program receive adequate support.
- Incorporate *It Takes All of Us* into the onboarding of new employees, including contract staff.

3. Evaluating communications about the Policy and associated resources

As the Implementation Committee evaluated the Policy's operation in academic year 2019-2020, it noted several areas of concern in terms of communications about the Policy and associated resources:

- Responsibility for communications about the Policy and associated resources should not rest with OSVRSE or any one University office alone. In addition, messaging must be consistent and updated regularly across University units.
- There should be a University-wide communications campaign, with equal attention to students and staff, to clearly explain to community members how to report and how to respond to a disclosure. Macdonald Campus must receive equal attention. It was also noted

that if there are increased communications about the Policy and associated resources, then these resources must have capacity to meet the increasing demand that is likely to result.

- Communications should be available in multiple, widely accessible formats, and should avoid relying heavily on acronyms or jargon.
- Producing annual reports for the University community about the operation of the Policy and associated resources will enhance transparency and communications efforts.

Recommendations:

- Produce annual reports for the University community about the operation of the Policy, and ensure that these reports and other communications about the Policy have a wide distribution network.
- Communicate any significant developments in relation to the Policy and associated resources to the University community in a timely manner.
- Improve the website on reporting sexual violence so that the most common questions and misunderstandings are clearly addressed.
- Enhance University-wide communications through multiple, widely accessible formats to ensure a broad understanding among community members about reporting, support, and educational initiatives. Both individuals seeking support and individuals who receive disclosures should be aware of relevant University resources.

4. Consulting with various relevant campus services and offices to ensure that protocols and measures reflect and further the Policy's objectives

The Implementation Committee met with members of the Policy against Violence Working Group in order to engage and consult with stakeholders. The Working Group was invited to this meeting because it includes representatives from nearly twenty McGill associations, unions, and offices and because these representatives are particularly well informed about the Policy and associated resources.

The Implementation Committee received the following feedback from this consultation:

- Stakeholders signalled a strong interest in receiving contemporaneous updates about developments related to the reporting and investigation process. As an example of such a development, the number of special investigators increased this academic year.
- There does not appear to be a strong consensus about an investigation model, i.e., whether McGill should continue with a model in which all cases go to external investigators or whether to adopt a hybrid model with some cases investigated internally and others externally. What is apparent, however, is that a single investigator is not a sustainable model due to the volume of cases that must be investigated.
- There is interest in developing metrics to measure the success of the Policy's operation.
- Disciplinary authorities should receive specific guidance and training about discipline in matters of sexual violence. Other important stakeholders, e.g., HR advisors, should also receive yearly guidance and training about the Policy and its associated resources.

Recommendations:

- Ensure there is a clear understanding of the separate mandates of the Working Group and the Implementation Committee to clarify the roles and responsibilities of these two important groups. This will strengthen future consultations with key stakeholders.
- Facilitate engagement and consultation with stakeholders by developing ways for them to solicit and collect feedback from constituents about the Policy and associated resources on a yearly basis.
- Ensure that the Procedures can be adjusted swiftly to meet developing needs related to the reporting process.
- Examine the possibility of specialized training for a select group of disciplinary authorities who respond to sexual violence disciplinary matters. Alternatively, a special committee or advisor could review all sexual violence disciplinary matters to ensure consistency in discipline.

Conclusion

The Implementation Committee's recommendations focus on strengthening the work of OSVRSE and campus sexual violence prevention and response initiatives, enhancing communications about the Policy and associated resources, and bolstering mechanisms for the Implementation Committee to receive feedback from key stakeholders regarding the Policy's operation. Although anecdotal information is important, it is also critical to ensure that the Implementation Committee receives quantitative information about whether and how University community members are using the Policy and associated resources as well as the outcomes for these users.

Overall, the Implementation Committee finds that the operation of the revised Policy in its first year has been promising and the Committee looks forward to further improvements to the Policy and associated resources for members of the University community.

Appendix 1: Terms of Reference

The Terms of Reference for the Implementation Committee were created by the Policy against Sexual Violence Working Group in Spring 2019. More information about the Working Group can be found in section 51 of the Policy. The Terms of Reference are as follows:

McGill's [Policy against Sexual Violence](#) (Policy) mandates the creation of a standing committee to oversee its implementation. The mandate of this committee is set out at s. 9 of the Policy, which provides:

9. This Policy's objectives shall be pursued and monitored by a standing implementation committee that includes representation of students, academic staff, and administrative and support staff. This committee will evaluate and report on:
 - a. the allocation of resources for pursuing the Policy's objectives, including provision for appropriate and accessible physical space for the OSVRSE;
 - b. the appointment of adequate and qualified staff within the OSVRSE with capacity to respond to, and develop awareness about, the impact that potentially intersecting factors, such as racial, religious, gender and sexual identity, may have on experiences of Sexual Violence;
 - c. the establishment, within the OSVRSE, of services to inform and support Survivors, especially in connection with navigating Disclosure and Reporting processes;
 - d. the development of a confidential monitoring framework, which includes recording the number of Disclosures and Reports, to ensure ongoing assessment of the effectiveness of the University's responses to Sexual Violence, and to inform Senate reporting and the triennial review of this Policy;
 - e. the review and strengthening of existing support, education, communication, prevention, and training measures and resources, including those provided through existing orientation sessions for students, academic staff, and administrative and support staff;
 - f. educational strategies and initiatives, bearing in mind the University's obligation to ensure training for all Members of the University community about Sexual Violence, its prevention, and University resources for responding to Disclosures and Reports;
 - g. stakeholder engagement and consultation (for example: SSMU, PGSS, MACES, MCSS, SACOMSS, McGill Equity Education Advisors, JBSCE, AGSEM, AMURE, AMUSE, MAUT, MUNACA, MUNASA, MCLIU, SEU);
 - h. the review, through consultation with Security Services, of University infrastructure and safety measures to maintain the physical safety of the campus premises, notably in University residences.

Accordingly, an Implementation Committee (IC) shall be struck and mandated to carry out the responsibilities set by the Policy, section 9. The IC's central activities will include:

6. Ensuring that the Office for Sexual Violence, Response, Support & Education can carry out its mandate effectively in connection with education, survivor support, and confidential data collection about disclosures so that the University will have a robust understanding of the nature and scope of sexual violence incidents affecting University community members;
7. Assessing campus sexual violence prevention and response education initiatives;
8. Evaluating communications about the Policy and associated resources;
9. Consulting with various relevant campus services and offices to ensure that protocols and measures reflect and further the Policy's objectives; and
10. Making recommendations to strengthen the Policy and associated Procedures or resources as the IC deems appropriate.

The IC will meet at least four times annually, beginning in Fall 2019. Where the IC deems that revisions to the Policy or to its associated Procedures or resources are required for the Policy's

implementation, the IC shall make recommendations to the Working Group established by s. 51 of the Policy.

Composition

- Senior Equity & Inclusion Advisor (Chair)
- Representative, Human Resources
- Representative, OSVRSE
- Representative, Campus Security Services
- Representative, Communications
- Representative, Student Housing and Hospitality Services
- Representative, Health & Wellness
- Representative, Student Services
- Representative, Athletics & Recreation
- One member of academic staff
- One member of administrative and support staff
- 4 students, including representation from undergraduate, graduate, continuing studies and Macdonald Campus students
- One postdoctoral fellow

Appendix 2: Committee Composition and Meetings

Committee Members

- Sinead Hunt, Senior Equity & Inclusion Advisor (Chair)
- Francis Desjardins, Director, Labour and Employee Relations, Human Resources
- Émilie Marcotte, Sexual Violence Response Advisor, OSVRSE
- Shaquiera Hamilton, External Coordinator, SACOMSS
- Chris Carson, Associate Director, Campus Public Safety
- Pierre Boisseau, Senior Director, Institutional Communications
- Erin Wynn, Residence Advisor / Kristin Robinson, Residence Life Manager, Student Housing and Hospitality Services
- Vera Romano, Director, Student Wellness Hub / Kathleen Bateman, Associate Director Wellness & Outreach, Student Wellness Hub
- Teri Phillips, Director, Office for Students with Disabilities, Student Services
- Sylvie Beliveau, Senior Advisor Varsity Program, Athletics & Recreation
- Robin Beech, Associate Dean, Graduate and Postdoctoral Studies
- Rebekah Elkerton, Administrative & Student Affairs Coordinator, Indigenous Studies Program
- Jysiane Cardot, student representative
- Seham Elgazzar, student representative
- Chloe Kemeni, student representative
- Kit Mitchell, student representative
- Francesca Capozzi, postdoctoral fellow representative

Committee Meetings

The Implementation Committee met five times during academic year 2019-2020:

- October 7, 2019
- November 22, 2019
- January 24, 2020
- February 21, 2020
- April 16, 2020

APPENDIX 2

Sexual Violence Prevention & Response: OSVRSE Overview

April 1st 2019-March 31st 2020



McGill

OFFICE FOR
SEXUAL VIOLENCE
RESPONSE, SUPPORT
and EDUCATION



BUREAU
D'INTERVENTION,
DE PRÉVENTION ET
D'ÉDUCATION EN MATIÈRE
DE VIOLENCE SEXUELLE

Awareness-Raising Initiatives

Visibility



- [OSVRSE Website](#)
(French translation of website added in Winter 2020!)
- Social media
[Facebook](#) 1,290 followers
[Instagram](#) 570 followers
- [OSVRSE Newsletter](#)
136 subscribers
1x/month September-April

Visibility



- **Kiosks/Tabling:**

Between **April 2019 -April 2020** we hosted **30 kiosks** across campus including at all major orientation events.

Over **1,300** students, staff and faculty directly engaged with our kiosk.

The total number of people who engaged with kiosks does not include the many people who saw our kiosks at different events and locations across McGill campuses.

Annual #ConsentMcGill Campaign



September 23 - October 5, 2019

In-Person Events:

- Over **10 events** were organized this year.
- Collaborations with on-campus partners included: Queer History Month, the First Peoples House, the Wellness Hub, Black Student Network, and the School of Social Work.
- Total number of participants for all Consent Campaign events: **648**

Annual #ConsentMcGill Campaign



September 23 - October 5, 2019

Online Reach during campaign

Facebook: (average)

- Daily engaged users: **34** (likes)
- Daily total reach: **577**
- Daily organic reach: **365**
- Daily total impressions: **429**
- Daily organic impression: **999**

Instagram: feed (not story)

Daily average likes: **46**

Daily average reach (views): **549**



Events April 2012-April 2020

- **Fall:**
13 events
676 participants
- **Winter:**
6 events
143 participants

Events focused on diverse topics including: self-care, gender and sexuality, mental health and wellbeing, consent, sexual violence awareness and prevention, survivor support, sex positivity, support resources, healthy relationships, trauma and identity, etc.

Collaborators included student groups and associations, McGill Services and units, SACOMSS, external organizations and services. (It's On Us, HeforShe, Ladies Let's Talk about Sex, Our Shared Spaces, PGSS, SSMU, Nightline, Peer Support Center, Vent Over Tea and many more.)



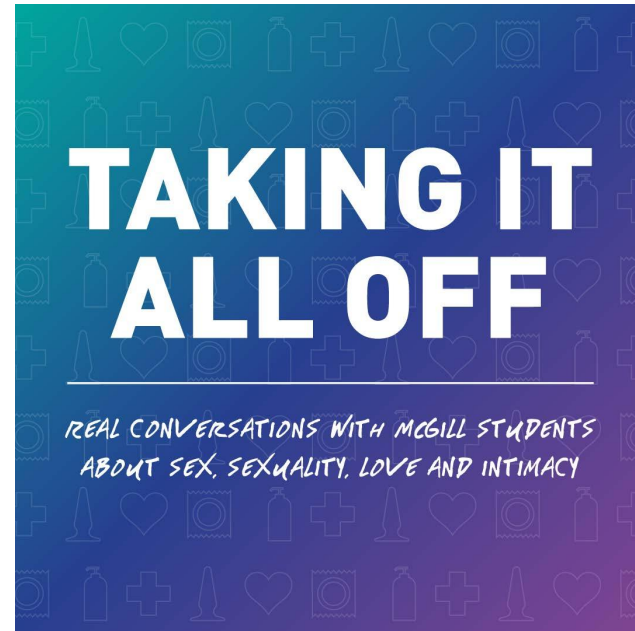


Podcast Taking it All Off

18 Episodes

1,867 listens

Created in collaboration with
student groups, services and
external organizations.



Educational Initiatives

Consent McGill Peer Educator Team

30 undergraduate &
graduate student
volunteers for
2019-2020.

From September - April volunteers:

- Host educational events
- Run peer-facilitated workshops
- Organize social media posts
- Table across our campuses

In September, volunteers receive a **28 hour training** followed by **3 hours** of professional development training **per month** throughout the year.



Educational Programming

We offer ongoing workshops on myinvolvement and adapted workshops by request.

- Becoming an Active Bystander
- How to Respond to Disclosures
- About Sexual Violence
- Info Sessions (OSVRSE, Policy, Reporting)
- Consent and Sexual Violence
- Healthier Relationships

Educational Collaborations

- Frosh & Carnival
 - Content consultant for the revision of the Frosh Leader Training Program
 - (reaches over 800 leaders)
- Residences:
 - Floor Fellow Training
 - Content consultant for the revisions of the Our Shared Spaces program
- PGSS Certificate Program:
 - Sexual Violence Response Training
- It Takes All of Us
 - Member of the Working Group



It Takes All of Us In-Person Workshops

A collaboration between the OSVRSE and the It Takes All of Us Program to provide in-person sessions for people who cannot complete the online version of the program.

This is an ongoing process. To-date in-person trainings were provided to:

- McGill Security Services (Downtown & Mac Campus)
- School of Continuing Education (Students & Staff)



Workshop Stats - April 2019-April 2020

Mandatory workshops: *TOTAL Workshops (27), TOTAL Participants (1,039)*

Staff and faculty: 7 workshops, 259 participants

Graduate students: 5 workshops, 128 participants

Undergraduate students: 15 workshops, 652 participants

Non-mandatory workshops: *TOTAL Workshops (22), TOTAL Participants (245)*

Staff and Faculty: 4 workshops, 92 participants

Graduate Students: 6 workshops, 71 participants

Undergraduate students: 12 workshops, 82 participants



Workshops: Feedback April 2019- April 2020

“I think it did a lot to debunk the notion that people in the McGill administration are ALL incapable of handling situations like this with the appropriate actions and made me more confident in responding to situations like this should they arise.”

“The concept of fight, flight or freeze was very helpful in understanding the feelings of guilt after a situation of assault. Thank you for this workshop! It is very appreciated.”

“Thank you very much for this presentation! Very thorough and useful. You created a wonderful, interactive learning environment where people felt comfortable.”

“I loved how interactive and engaging the workshop was. Also really appreciated the diversity of the case scenarios.”

Support Services: Responding to disclosures

Direct Support:

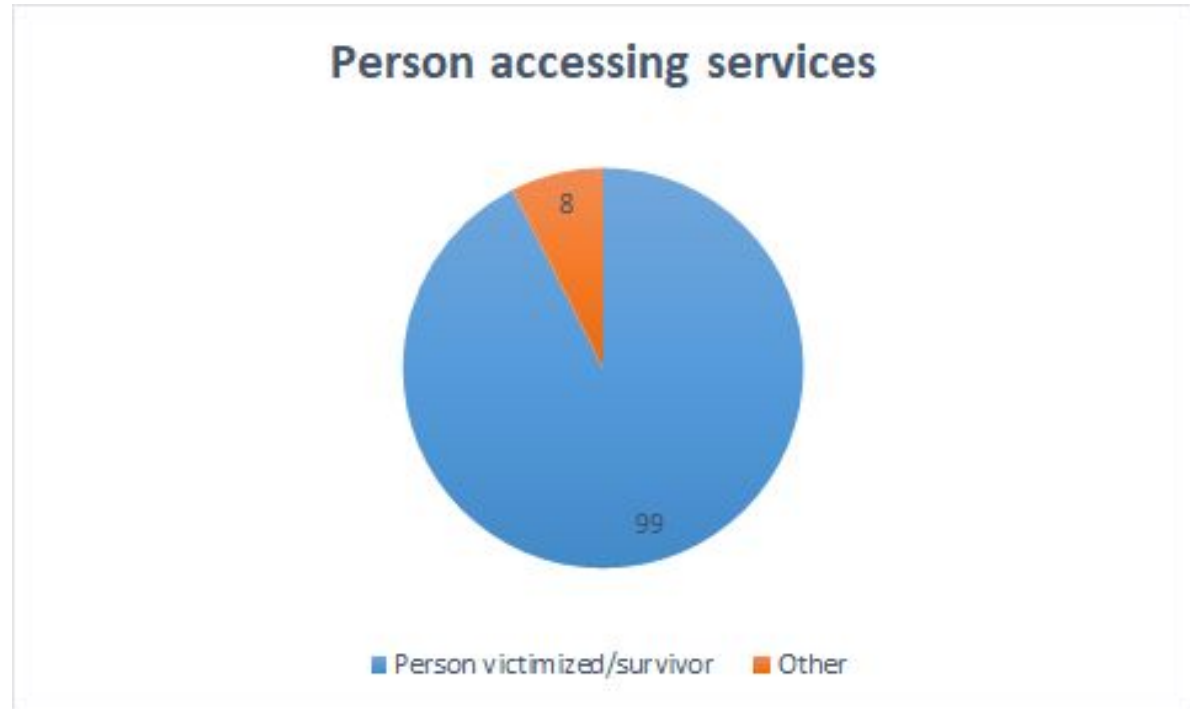
Individual Case Management

- Crisis intervention and psychosocial support.
- Coordination of and/or referrals to psychological, academic and medical services both on and off campuses.
- Coordination and support accessing academic and housing accommodations.
- Direct accommodations for the It Takes All of Us program.
- Coordination of safety planning and informal agreements with campus partners.
- Information and support on internal and external reporting processes.
- Consultation for on-campus partners receiving disclosures.

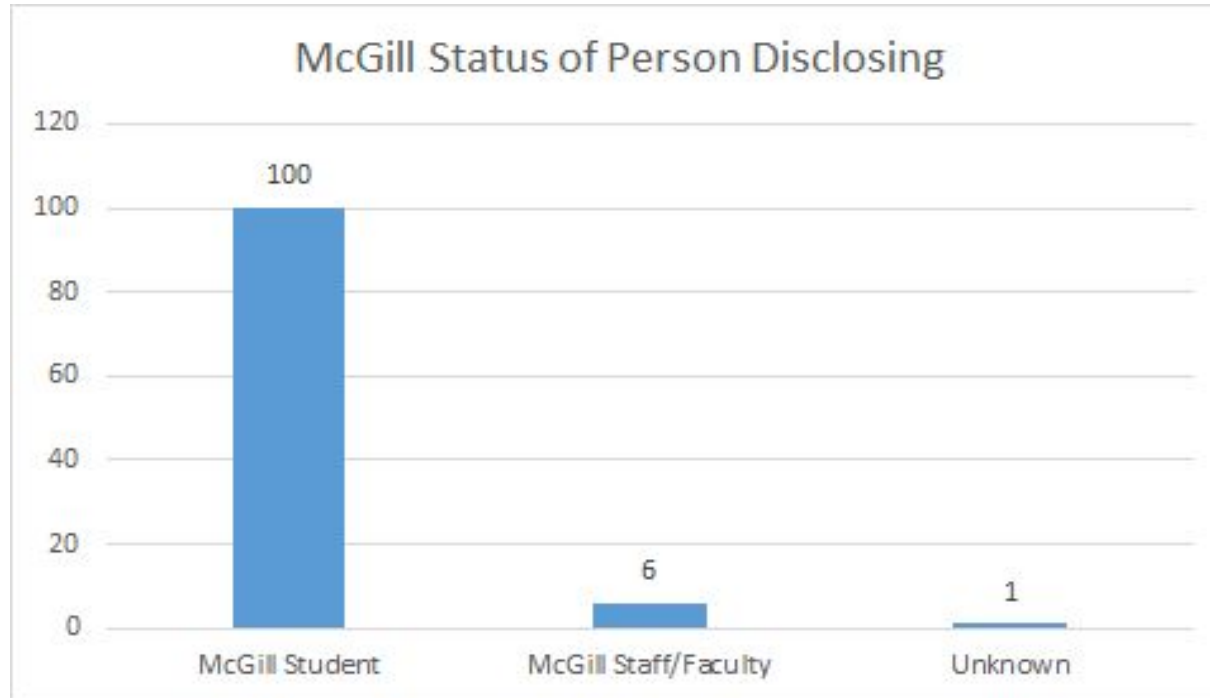
Case Management: April 1st 2019 - March 31st 2020

107* disclosures
(service requests)

*Please note that this
number does not
include consultations &
requests for
information

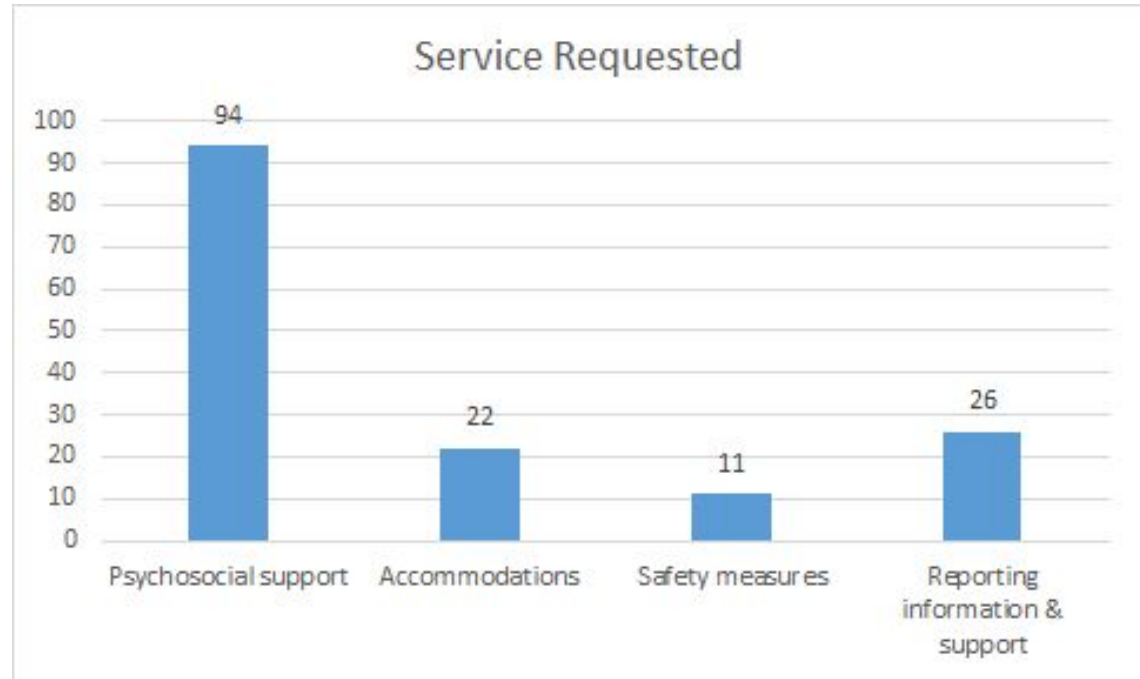


Case Management: April 1st 2019 - March 31st 2020



Case Management: April 1st 2019 - March 31st 2020

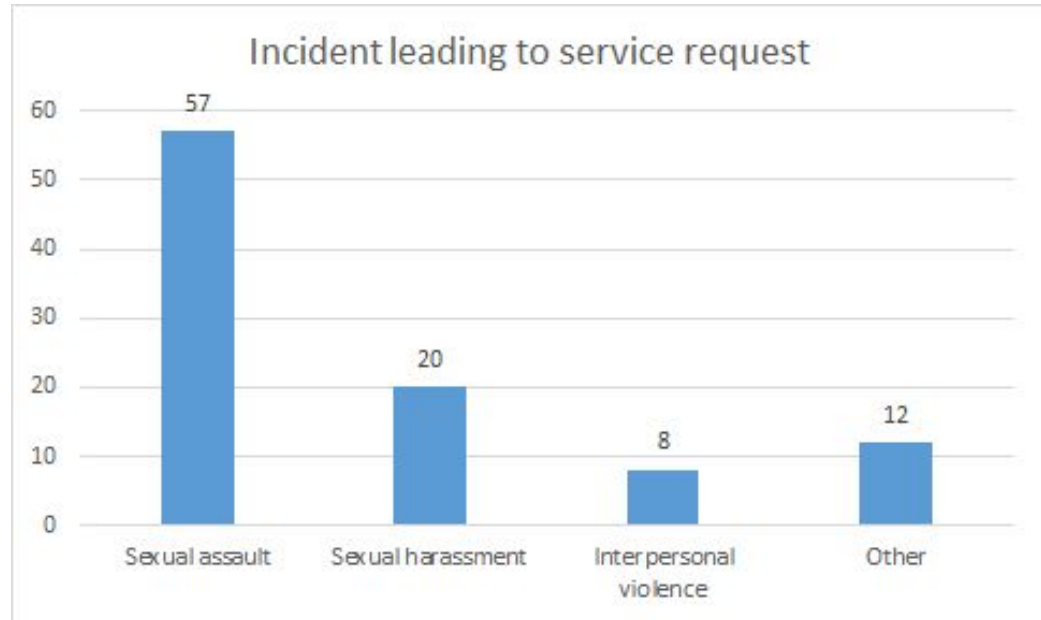
Type of service noted at time of service request. Please note that there may be more than 1 type of service requested per person.



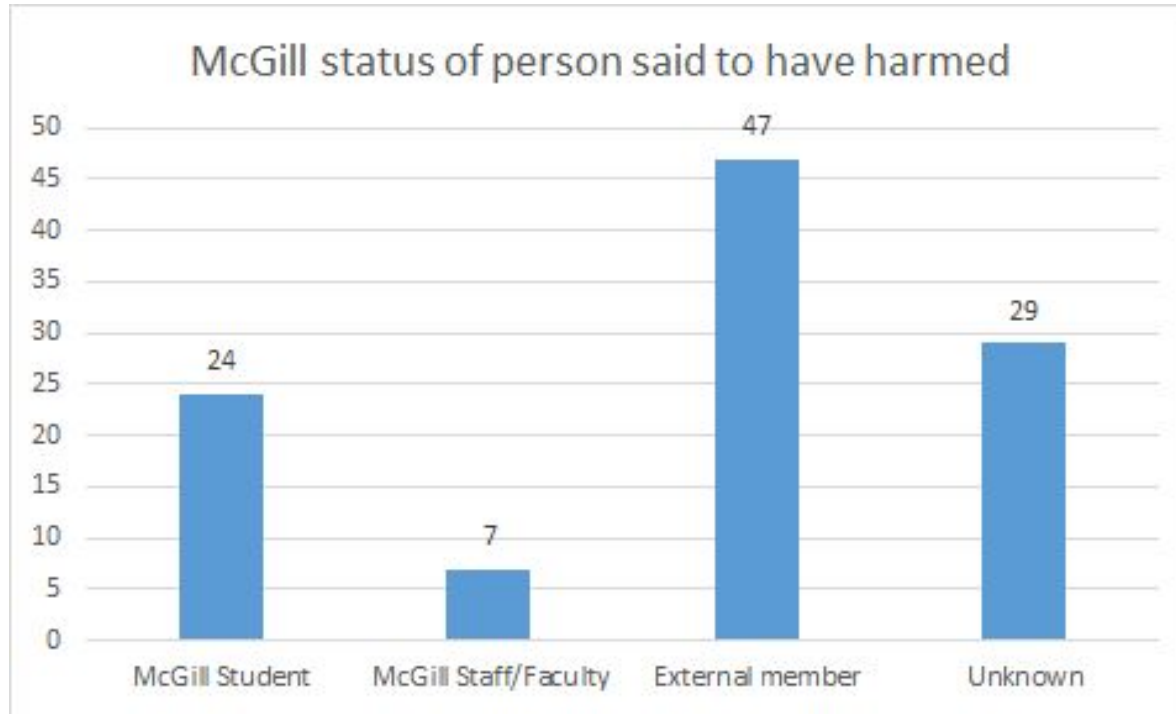
Case Management: April 1st 2019 - March 31st 2020

Incidents noted at time of service request. Please note that there may be more than 1 type of incident per person.

The category other includes gender-based violence, cyberviolence, sexual abuse in childhood and stalking.



Case Management: April 1st 2019 - March 31st 2020



Direct Support Programming:

Psychoeducation & Self-Care

- Group for female identified survivors with PTSD symptoms (Fall - Wellness Hub Collaboration)
- Unpacking the intersections between queerness and trauma group (Winter)
- Trauma sensitive yoga (monthly); essential oils workshops
- It Takes All of Us Completion Sessions (Downtown & Macdonald campuses)
- Open group for racialized students (Winter- Wellness Hub Collaboration)



Direct Support: Feedback

“You gave me peace of mind and air in a moment where everything seemed to be moving too fast and I didn’t feel like I had any control on what was happening.”

“Once again thank you; meeting with you made me feel listened to and understood in a way that in and of itself has made this process more bearable than I imagined it would be.”

“This group helped me address my trauma and feel more comfortable moving in the world than I even thought was possible since the trauma event.”

“Thank you for giving me a wonderful space to explore and address my sexuality and gender identity (...) to connect with folks dealing with similar experiences. Thank you everyone at OSVRSE.”

“This is an amazing group. I’ve learned how to ask myself questions about myself that I didn’t know I could even formulate. I learnt to draw doors in places I did not even know were walls”

“OSVRSE is very inclusive – support groups are well organized and greatly mediated.”

