

sexualized
violence
prevention
and response

SEXUALIZED VIOLENCE PREVENTION AND RESPONSE

2022 / 2023



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EXECUTIVE SUMMARY

This year has been characterized by learning, listening, and trying new activities in the Sexual Violence Prevention and Response (SVPR) Office. Last April, the SVPR Office received permanent funding for a second full-time position, and a new Director of Student Affairs began in July 2022. This past academic year was the longest period of time in which two of the same full-time staff worked alongside each other in the Office's history. With the additional capacity, SVPR endeavored to increase the Office's overall programming output and campus visibility, refined statistical information-gathering methods and developed a significant number of new print resources and community-specific workshops. As the Office adjusts to new staffing capacity and leadership, educational programming continues to grow, and response work remains steady.



"I appreciated how the SVPR team made everyone feel comfortable and welcome in their events and workshops. They offered safe spaces for learning and discussion. The lantern-making blended educational insights in a calming and creative atmosphere. The 'Breaking up with the Romcom' movie nights also made me reflect on how red flags and toxic traits are portrayed in popular culture, which can impact how we navigate or tolerate those behaviours in our real-life relationships."

– Robin Arundel, Student Storyteller

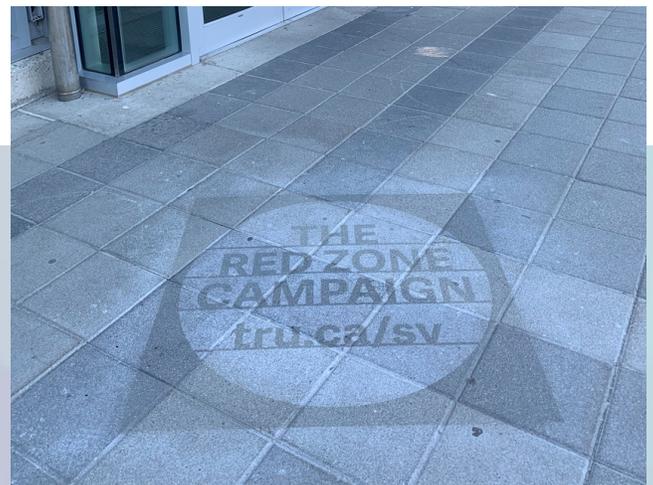


HIGHLIGHTS

The Red Zone

Post-secondary institutions across North America recognize the first 6-8 weeks of class as “the Red Zone”, a time in which approximately 50% of sexualized assaults occur and when first-year students are most at risk (Campus Sexual Assault Study, 2007; Matthew Kimble, Andrada Neacsu, et al., 2008). This year’s campaign was the most ambitious iteration of this long-standing campus event. Running from August 28th-October 15th, the campaign incorporated weekly workshops on specific topics like consent, healthy relationships, safer partying and digital safety, with corresponding educational social media posts.

Chalk-based “graffiti” stamps were installed at key locations across campus during the first week of class, and a red decal with a QR code was posted at 50 high-visibility locations and services across campus, raising awareness about this important time of year and directing students back to the SVPR website for support and resources.



Sexual Assault Awareness Month

This was the SVPR Office’s first year celebrating this campaign, which took place in January and included weekly events focusing on restorative, healing themes. Workshops included a sound bath, a creative workshop centered on hope, and two art-therapy workshops for survivors and responders focused on the importance of self-compassion. These events were well attended.

Breaking up with the Rom Com

In February, the SVPR Office piloted new programming focused on consent and healthy relationships called “Breaking Up with the Rom Com.” Popular romantic comedies were shown in the Clock Tower theatre, and staff used games and guiding questions to inspire meaningful conversations. Approximately 180 students attended.

HIGHLIGHTS



International Women's Day Event:

Two Social Work students initiated this event in partnership with female faculty from Engineering and the Makerspace. In alignment with the United Nation's theme for International Women's Day "DigitALL: Innovation and technology for gender equality," this event featured a panel of female Engineering faculty and community members discussing their experiences in the world of STEM. Hosted by the Makerspace, participants asked good questions, made connections and acquainted themselves with the incredible space that Makerspace has created. The SVPR Office looks forward to continued collaboration with this important campus community.

New International Students' Programming

The SVPR Office spent the year collaborating with Kamloops Immigrant Services (KIS) and staff from TRU World to develop 3 new resources tailored to international students. Honoraria were provided to two international students to provide feedback and insights on the content. These resources include:

- ✿ The International Student Handbook: Information and Resources on Sexualized Violence and Consent (Booklet)
- ✿ Just Don't Give Them Tea: a workshop for International Students about Consent
- ✿ Healthy Relationships: a workshop for International Students about Relationships
- ✿ A Beginner's Guide to Sexual Health (Booklet)
- ✿ A Guide to First Relationships (Booklet)

The workshops were delivered in both fall and winter semesters, co-facilitated by staff from KIS, TRU World and SVPR.

HIGHLIGHTS

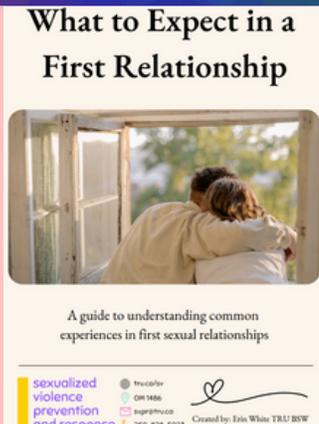
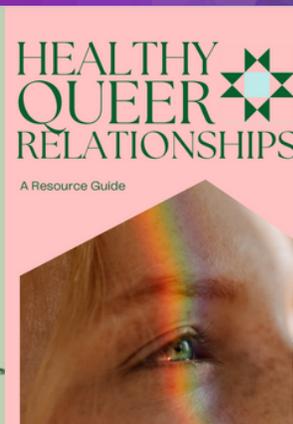
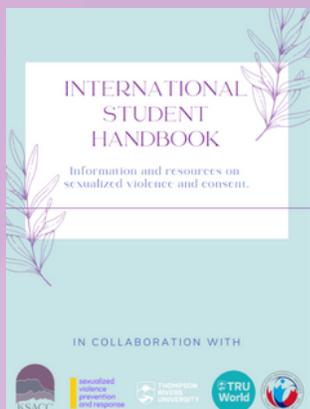


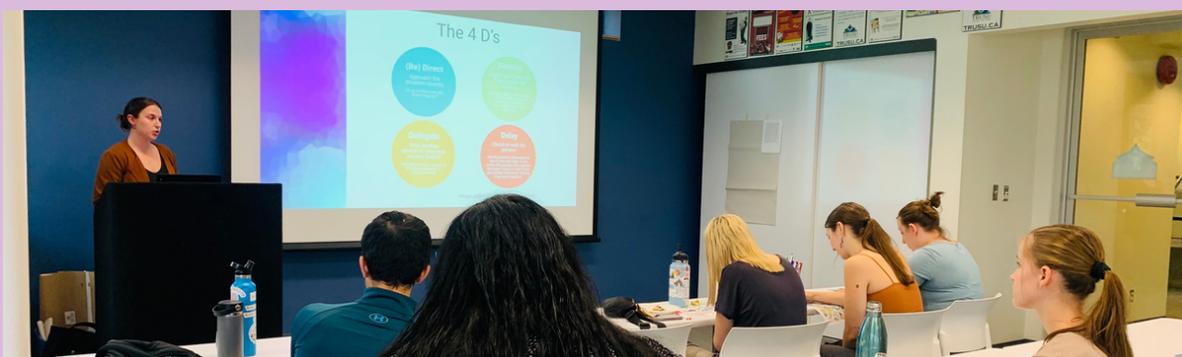
Resource Development:

The following list of resources were created collaboratively by SVPR staff, social work practicum students, nursing students, and staff from Counseling, TRU World and Kamloops Immigrant Services.



- ✿ Self Care for Survivors (Booklet)
- ✿ Walking Together: Survivor Support Group (Workbook)
- ✿ Safer Partying (Guide)
- ✿ Beginner's Guide to Sexual Health (Booklet)
- ✿ What to Expect in a First Relationship (Booklet)
- ✿ Helpful Tips to Practice Trans* Inclusion (Handout)
- ✿ How Can You Get Involved in SVPR's work? (Handout)
- ✿ Supports for 2SLGBTQ+ Survivors (Handout)
- ✿ Healthy Queer Relationships (Booklet)





AREAS OF CONCERN

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

✿ **Mandatory training for faculty/staff:** Under the Sexualized Violence Prevention and Response Policy, Mandatory training is required for all faculty, staff and administrators on the fundamentals of receiving a disclosure and providing support. TRU has over 2000 staff and no current mechanism to enforce mandatory training. Action items could include deliberate conversations and planning with relevant stakeholders like People and Culture around barriers to the development and implementation of such a mechanism, and resources needed.

Increasing demand for educational training: The office has limited staff capacity to provide increased numbers of training during peak times in the semester when survivor support requirements increase. This summer the SVPR staff will review the Tools For Change training in order to streamline the content for easier uptake on short notice.

✿ **Minimal uptake on drop-in workshops or trainings:** Students sign up for workshops and do not attend. This is consistent with the experiences of other programs on campus and in the Kamloops community. The SVPR Office will focus on other types of events and opportunities over the next academic year.

Requests for large group trainings: In order to create safety in conversations and meaningful, engaged experiences, the maximum participants in SVPR training is 40 (with the exception of short presentations at orientation events). Providing virtual asynchronous training is a tempting solution but colleagues' experiences suggest that this type of training method has not been effective. SVPR staff will work alongside experienced campus colleagues over the next year to strategize how to meet this need.

SVPR POLICY REVISION

Every three years, TRU is required to review and consider revisions to Policy BRD 25-0. This typically takes place during January-March of the winter semester, and was scheduled to occur in 2023. No substantial revisions to the policy were recommended to the Board of Governors in 2023. Given that the Ministry of Post-Secondary Education and Future Skills (MPSEFS) has been consulting on potential revisions to the Sexual Violence and Misconduct Act, the Office anticipates some consequent revisions may be brought to the Board in 2024.



MAEST STUDENT PERCEPTIONS OF SEXUAL VIOLENCE SURVEY 2022

The Sexual Violence and Misconduct (SVM) survey was created by the (then) Ministry of Advanced Education and Skills Training to evaluate and understand student perceptions of sexual violence and misconduct policies and programming at B.C. postsecondary institutions. Using this student response data, institutions are positioned to develop plans to better support, educate, and train students; create or improve reporting methods; and minimize the risk of sexual violence and misconduct on campus. The survey was sent through email to all eligible students using Qualtrics on January 17, 2022 and closed on February 27, 2022. Note that the semester prior to the survey's delivery was TRU's first semester on campus following the pandemic.



MAEST STUDENT PERCEPTIONS OF SEXUAL VIOLENCE SURVEY 2022

There were 8,875 TRU students invited to take this survey, and a total of 669 responded. Overall, TRU's participation rates and results align with those of other institutions in B.C. A few promising areas of interest were identified for our campus to take action on:

- ✿ Students want increased promotion and visibility of SVPR services. Information about reporting options, availability of support services, and educational opportunities were specifically referenced in student comments. From the responses, we can conclude that we need to focus on increased marketing of activities/actions already offered (e.g., a number of respondents suggested an online course for students, which is already offered through Moodle).
- ✿ The results indicate that we need to revisit mandatory training for faculty, staff and students and consistent ways for faculty and staff to increase visibility of SVPR services (e.g., via course outlines).

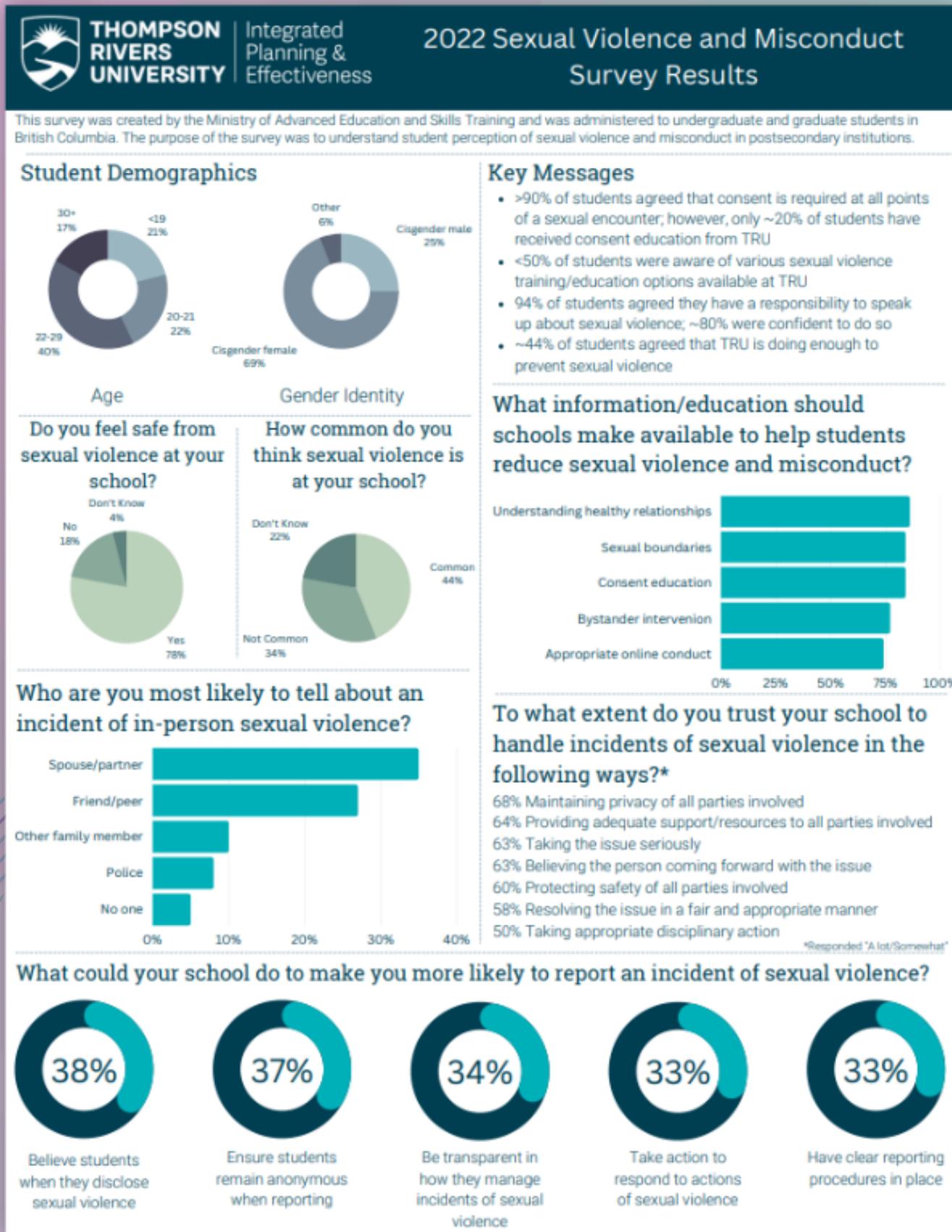
“

The training provided by the SVPR office has become an important part of what we provide to student-athletes and staff on an annual basis. We continue to work with the SVPR team on identifying enhanced training opportunities for team leaders, coaches, staff, and all student-athletes, with a focus on education, and understanding the TRU policy. Perhaps most important, the SVPR team makes sure all are aware of the supports available on campus. The SVPR team often field questions about sensitive topics and help our department navigate new situations. I am grateful for the support they provide our department and the over 200 student-athletes we serve.

- **Curtis Atkinson, Director, Athletics and Recreation**

”

TRU's Office of Integrated Planning and Effectiveness created the following infographic to further highlight key findings around trust in the institution to handle the issue, disclosures, and strategies to increase reporting:





You are
not
ALONE

IN RESPONSE TO THIS DATA THE SVPR OFFICE:

- ✿ Increased education prevention programming and utilized specific marketing and branding strategies to increase the visibility of the program.

Worked closely with Orientation and Transitions staff to increase SVPR content in their Moodle courses, pre-arrival newsletters, semesterly communications, and tabling events.

- ✿ Worked with People and Culture to identify key areas to focus on for employee training. The faculty/staff training module on Responding to Disclosures has been available on Deltek for a number of years. The SVPR Office provides this training virtually or in person, and has a number of staff teams that take this training annually. With support from People & Culture, an in-person training in Responding to Disclosures is available 3 times per year during new Employee Orientations and PD Week. As People and Culture changes platforms for online training, SVPR staff will work with P&C over the next year to modify the content for the new platform.

Anonymous reporting options: the SVPR Office has received funds from the Ministry to design and execute a project related to anonymous reporting over the upcoming academic year. A contractor was selected to support this initiative.

The full report from IPE is available in the appendix of this document.

RESPONSE WORK



The SVPR Office provides essential, tailored support services to all members of the campus community. Regardless of when the event occurred and whether it occurred on campus, SVPR staff provide support to all victims/survivors of sexualized and domestic violence. This includes emotional support, safety planning, academic accommodations, referrals to community services, information about reporting options and support through formal processes as well as accompaniment to relevant services and appointments.

Overall, there were not any notable differences in the statistics regarding the office's response work. This year the SVPR Office made alterations to methods for collecting data in order to better reflect the work being done. Rather than identifying how many individuals accessed a type of service, the Office now records how many times a service was provided. This better reflects the time needed to engage in one-to-one support work and acknowledges that survivors often access services multiple times over extended periods of time.

* Year over year statistics can be found in Appendix II



The student numbers left an impression and helped us understand that the emotional, physical, and mental strain students are going through, directly impact them academically. The training session was personable and highlighted the sensitivity surrounding our conversations. I thank SVPR for all that they do and the value of how they impact staff and students.

- Charlene Munro
Supervisor, Academic Advising Faculty
of Student Development



The numbers presented painted a picture and spoke to the impact on students. It illustrated the experiences student may bring into our appointments without a disclosure so the saying, 'everyone has a story to tell' is explicit in terms of what students are dealing with

- Academic Advising staff who attended
"Responding to Disclosures training"



DISCLOSURES AND REPORTS

Disclosures Of Sexualized Violence	71
Disclosures of domestic violence	10
Number of formal reports to TRU	5
Number of TRU Faculty/staff who have notified the SVPR of a disclosure	22

“ The value of bringing this material into the classroom are many; Adventure Studies students were give a safe place to explore difficult subjects that many have experienced with but are reluctant to discuss. We found many students would like the learn the skills of responding to disclosure, but do not know where to start. These workshops provided that starting point, and empowered students to take the next step towards making a difference.

”

- Craig Campbell
Associate Teaching Professor
Faculty of Adventure, Culinary Arts & Tourism



"The SVPR office provides extensive training to our Resident Advisors (RAs) annually. This training supported my student team in taking disclosures appropriately in residence and has a profound impact on the students who are making the disclosures. I also know that the training resulted in my student staff identifying sexualized violence and intervening as an active bystanders on more than one occasion."

- Brandon Jodoin, Residence Life Manager

SUPPORTS ACCESSED

Individuals who accessed at least one kind of support	60
Support sessions overall	110
Emotional support	87
Safety planning	20
Referrals to campus/community-based supports (may include services related to counselling, housing support, outreach, advocacy, Victim Services, mental health, food security or substance/alcohol use)	35
Academic supports (may include deferrals, withdrawing in extenuating circumstances, etc.)	21
Medical supports (may include support accessing campus medical clinic or hospital, help accessing medication)	4
Accessibility supports (support accessing or referral to campus service)	4
Housing needs	10
Financial supports	7
Information about reporting options	32
Accompaniment to services or through formal processes	11
Information about other support strategies or services	34
Supporting the support person	8
Group counseling (in partnership with FSD Counseling)	2

EDUCATION AND PREVENTION WORK

This last year's educational initiatives included trying new campaigns, being present in more visible spaces on campus, and responding to increased interest in collaboration from campus partners.

For the past four years, every student in the Adventure Diploma program has participated in a six-hour "Tools for Change: Preventing Sexualized Violence on Campus" training. In addition to Adventure Guide students, a diverse group of student leaders also attend this yearly training, including but not limited to:

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



In Spring 2023, the SVPR Office received invitations to facilitate this training with the Engineering cohort, equating to three-6 hour sessions over the next academic year. The SVPR office also received an invitation to train the incoming cohort from the Culinary Arts program. Interest in this type of substantive, regular programming demonstrates positive growth in overall campus culture and faculty members' care for their students.

OVERALL PARTICIPANTS IN
SV EDUCATION AND
PREVENTION
PROGRAMMING:

2504

*Does not include Deltek, SVPR Moodle Course, or Moodle content that Orientation and TRU World distributes.



OVERVIEW OF AWARENESS & PREVENTION ACTIVITIES:

Activity/ Event	Audience	Format
Welcome Booth	New students	Tabling, activities, resources
Student Athlete Orientation	Student athletes	Presentation/training
International Orientation	New international students	Short introductory presentation (Fall, Winter, and Summer semesters)
New Faculty Orientation	New faculty and staff	Tabling
Adventure Guide Orientation	Adventure Guide Program students	Presentation
Back to School BBQ	Students	Tabling
Winter Resource Fair	Students	Tabling
Open House	New students	Tabling
Red Zone Campaign	Staff and students	Social media, in person and virtual workshops
16 Days of Activism Against Gender Based Violence	Staff and students	Social media
December 6 Memorial	Staff and students	Event support, social media
Sexual Assault Awareness Month	Staff and students	Social media, virtual and in person workshops
Game Changers	TRU Wolfpack, students	Workshop, movie viewing
Breaking up With The Rom-Com	Staff and students	Movie viewing, workshop
TRUSU Pride Resource Fair	Staff and students	Tabling
Get Involved with SVPR	Staff and students	Art-based workshop
Consent Tea	Staff and students	Tabling
Self-Compassion for Survivors	Staff and students	Art-based workshop
Self-Compassion for Responders	Staff and students	Art-based workshop
Creating Light	Staff and students	Art-based workshop

As a faculty we decided to embed SV material into our programming to better equip our students. However one of the positive unintended consequences has been the eye opening culture shift that began across our entire learning community. These workshops have made us a better, safer and more aware faculty.

- Craig Campbell

Associate Teaching Professor • Faculty of Adventure, Culinary Arts & Tourism

OVERVIEW OF EDUCATION & TRAINING ACTIVITIES

Activity/ Event	Audience	Format
Eureka Science Program Staff Training	Eureka Science Staff	Training (Responding to Disclosures)
Wolfpack Staff Training	Wolfpack Staff	Training (Responding to Disclosures)
Residence Advisor Training	Residence Advisors	Trainings (Consent, Bystander Intervention, Responding to Disclosures)
Safer Partyng	Domestic Students	Workshop
Safer Partyng	International Students	Workshop
Safety Online	Staff and students	Workshop
Student Wellness Ambassador Team Training	Student Wellness Ambassador Team, Wellness Centre staff	Trainings (Consent, Bystander Intervention, Responding to Disclosures)
Consent Workshop	Staff and students	Drop in workshop
International Student Advisor Training	International Student Advisors	Trainings (Responding to Disclosures) and follow-up session
Peer Mentor Training	Peer Mentors	Trainings (Consent, Bystander Intervention, Responding to Disclosures)
Bystander Intervention (Red Zone)	Staff and students	Training (Bystander Intervention)
Healthy Relationships (X2)	International students	Workshop (Healthy Relationships)
Consent Workshop (X2)	International Students	Workshop (Consent)
Adventure Guide Training	Adventure Guide students	Trainings (Consent, Responding to Disclosures, Bystander Interventions)
Security Training	Security staff	Trainings (Responding to Disclosures)
FSD CUPE Staff Training	FSD CUPE Staff	Training (Responding to Disclosures)
UEPrep Staff Training	UEPrep Staff	Training (Responding to Disclosures)
Consent Workshop	East Village Residents	Training (Consent)
PD Week Training	Staff and Faculty	Training (Responding to Disclosures)
International Women's Day	Staff and students	STEM Panel Discussion
International Women's Day	Staff and students	Zine making workshop
Academic Advising Training	Academic Advisors	Training (Responding to Disclosures)



FEEDBACK

 Last summer, part of my Student Wellness Ambassador Team (SWAT) training was a full day of workshops lead by Amber and Nicole. Topics ranged from talking about consent, relationships and boundaries, being an active bystander, and supporting a survivor. During this workshop the knowledge I gained has become incredibly useful in my role as a SWAT member. Discussing these emotionally sensitive topics can be incredibly difficult. However, Amber and Nicole taught this material in a trauma informed and meaningful manner. In addition, the SVPR team ensured all individuals in the workshop were grounded and supported throughout the training. The knowledge I gained in this workshop has allowed me to feel confident discussing these topics.

- **Casey Hopper, Student Wellness Ambassador**

I thoroughly enjoyed participating and helping create svpr events and workshops at TRU. It was obvious that there is a clear need for more sexual health, relationship building workshops as they had a lot of traction with students and created positive conversations between students and and faculty. The events svpr puts on are crucial to TRU as they bring awareness to the office and the supports offered.

- **Erin White, BSW Practicum student**

 This workshop allowed for students to sit and watch a movie munching on popcorn and looking at characters and a storyline they had seen before, with a new lens. It was so much fun to be watching a movie but watching it for your bingo card [a game used to facilitate learning around healthy/toxic relationship behaviors]. Thoughts like "That's not consent" and "Wait, that's a red flag" would zip through my mind and I would whisper them to my colleague who was with me. It was great to see students engaged and understanding the realness of sexualized violence and consent, and how it's portrayed in pop culture movies. As an adult, it's been shocking to realize how much marketing has conditioned me think a certain way and how I've had to consciously change my own bias.

- **Stephanie Tate, International Student Advisor,**
Re: "Breaking Up with the Rom Com" movie nights

 I was extremely happy that SVPR made the time for us to talk. They listened and brought an understanding forward, of what students are going through.

Many times, academic transcripts present only a piece of the picture. When meeting a student for the first time, without disclosure, you do not understand 'why' grades have shifted the way they did.

The training opportunity we experienced with SVPR was open, supportive, and sensitive to anyone who may have had a personal experience. Additionally, the tools and strategies we learnt, have strengthened the confidence of our team; from our front counter service to the advisor working behind closed doors.

I would like to add, the way in which SVPR navigates students towards community supports and the level in which they engage, is incredible! Their disposition has given us strength to feel comfortable with the topics. Our team left the training feeling relieved and knowing they can tap into conversations with confidence. Simply by knowing SVPR is there to support, we can lean into the SVPR services and help student feel safe so they can heal.

The student numbers left an impression and helped us understand - that the emotional, physical, and mental strain students are going through, directly impact them academically. Overall, the training session was personable and highlighted the sensitivity surrounding our conversations. I thank SVPR for all that they do and the value of how they impact staff and students.

**- Charlene Munro, Supervisor, Academic Advising,
Faculty of Student Development (Responding to Disclosures training)**

 "The SVPR consent workshops were welcoming, inclusive, informative and a safe space. I loved the relaxing atmosphere and colouring worksheets."

- Taryn Walter, Student Storyteller





My practicum placement in the SVPR office led me to countless valuable teachings that I will take with me after receiving my social work degree. SVPR offered me a wide variety of opportunities to familiarize myself with anti-violence work, including (but not limited to) drafting reading materials, presenting at workshops, tabling, meet-and-greets with local agency staff, and assisting in putting on educational events. I always felt heard, and as though my input was valued, and I received incredibly thoughtful feedback and guidance. Perhaps most importantly, I learned the value of bringing myself, my intuition, and my unique skillsets to my future practice. I'm honoured to have spent a semester in the SVPR office, and that time spent has built a strong foundation for my future in social work.

- CB McCann, BSW Practicum Student

The way the training was framed, allowed me to pull specific tools for me to lean into if a disclosure was made. I was super uncomfortable prior to the session and following, I felt at ease knowing I can support a student in terms of a warm handoff to Amber's area knowing just how well they will be taken care of. This is super important to me.'

**- Academic Advising Staff
Attendee at "Responding to Disclosures Training"**



SVPR's Breaking Up with the RomCom movie nights was a fun and fabulous success."

**- Amna Qazi, Student Storyteller
Re: "Breaking Up with the Rom Com" movie nights**





APPENDIX I

Integrated Planning & Effectiveness - 2022 SVM Report

Please click the above link to access this report



APPENDIX II

DISCLOSURES AND REPORTS

Year over year data (note, there was no report submitted to the board in 2021)

	2018	2019	2020	2022	2023
Disclosures Of Sexualized Violence	66	82	68	66	71
Disclosures of domestic violence	3	9	8	3	10
Number of formal reports to TRU	9	6	6	9	5
Number of TRU Faculty/staff who have notified the SVPR of a disclosure	7	28	47	7	22

APPENDIX II

SUPPORTS ACCESSED

Year over year data (note, there was no report submitted to the board in 2021)

	2018	2019	2020	2022	2023
Individuals who accessed at least one kind of support	34	48	41	66	60
Support sessions overall	N/A	N/A	N/A	N/A	110
Emotional support	18	40	41	62	87
Safety planning	19	11	11	13	20
Referrals to campus/community-based supports (may include services related to counselling, housing support, outreach, advocacy, Victim Services, mental health, food security or substance/alcohol use)	33	31	41	53	35
Academic supports (may include deferrals, withdrawing in extenuating circumstances, etc.)	12	12	4	17	21
Medical supports (may include support accessing campus medical clinic or hospital, help accessing medication)	N/A	N/A	N/A	N/A	4
Accessibility supports (support accessing or referral to campus service)	N/A	N/A	N/A	N/A	4
Housing needs	2	1	1	6	10
Financial supports	N/A	N/A	N/A	N/A	7
Information about reporting options	30	22	22	49	32
Accompaniment to services or through formal processes	N/A	N/A	N/A	N/A	11
Information about other support strategies or services	N/A	13	0	6	34
Supporting the support person	N/A	N/A	N/A	N/A	8
Group counseling (in partnership with FSD Counseling)	N/A	N/A	N/A	N/A	2
Support through reporting options, on or off campus	5	7	5	17	N/A