

Agenda and Materials

April 26, 2021

1:30 – 3:00 pm

1. Welcome and Introductions 5 minutes
 - a. Approval of Agenda
 - b. Approval of Minutes from March 25 meeting
2. Business Arising
 - a. Questions arising from materials circulated at last meeting – appended to Agenda?
 - b. Questions about [EIO Annual Reports – 2019/20 Report?](#)
3. New Business
 - a. Presentation from EIO followed by time for Q&A 45 minutes
 - o Sexual/Gender-Based Violence Policy Framework Context [Arig al Shaibah] 10 min
 - o Sexual Violence Prevention & Response Training Highlights [Wil Fularczuk] 15 min
 - b. SVPR Strategy (Appendix I)
 - c. [Gold Folder](#): Sexual Violence Response Guide – Recognize, Respond, Refer Protocol
- 4.
5. Other Items?

Minutes

March 25, 2021

11:00 am – noon

1. Welcome and Introductions

Members were introduced to one another. Arig reported that we are still securing incoming representatives for the McMaster Student Union, the Graduate Student Association, and the Varsity Leadership Committee.

Action: Arig will update the membership list when all representatives are identified.

2. Terms of Reference

Discussion: All members had an opportunity to provide feedback on the Terms of Reference.

Action: Arig to update Terms of Reference for next meeting.

3. Sexual Violence Policy and Legal Framework (See Appendix I)
4. Key Considerations for Policy Response and Prevention Education (See Appendix II)
5. McMaster's Policies and Response Accountabilities (See Appendix III)
6. McMaster's Sexual Violence Programs and Services (See Appendix IV)

Discussion: Arig referenced the materials appended to the agenda and fielded questions.

Actions: Arig and Wil will present information on the provincial framework guiding post-secondary response policies and the prevention education content generally delivered to campus audiences.

Action: Arig will share the draft Campus SVPR Strategy for the Task Forces' input. The Strategy will guide the planning, implementation, and evaluation of actions to achieve SMART¹ objectives.

7. [EIO Annual Reports – 2019/20 Report](#)

The Annual Report was referenced for information and future discussion.

¹ SMART – Specific, Measurable, Achievable, Relevant, Timebound

Appendix I
DRAFT
Campus Sexual Violence Prevention and Response Strategy

Goal:

The purpose of the Campus Sexual Violence Prevention and Response Strategy is:

- To support the development of personal capabilities, establishment of organizational structures, and promotion of cultural norms which enhance individual, institutional, and community capacity to effectively address campus sexual violence prevention and response.

Objectives:

An annual strategic Action Plan will address two interrelated objectives:

(1) Prevention Education Programs

- Develop, implement, and evaluate evidence-based sexual violence prevention education programs which are tailored to different campus community audiences and contexts.

(2) Response Policy Tools

- Develop, implement, and evaluate sexual violence response policy tools which are adherent to best practices in a post-secondary context.

Guiding Principles:

Strategic actions will be guided by the following principles:

- **trauma-informed**, recognizing that the experience of Sexual Violence can be traumatic with negative immediate and/or longer-term effects on an individual's holistic (physical, mental, sexual, emotional, spiritual, social) health and wellbeing, and being cognizant of sexual violence biopsychosocial effects of sexual violence, knowledgeable about the sociocultural dynamics/myths that create barriers to disclosure/reporting, and empathic in the provision of holistic services and supports
- **anti-oppressive, intersectional, and culturally relevant approach**, recognizing that Sexual Violence intersects with other forms of social inequities and oppression (e.g., racism, sexism, homophobia, transphobia, and ableism for instance).
- **procedurally fair** for all parties, and adherent to natural justice (right to be heard and to impartiality) and due process (respect for the legal rights owed to persons) as well as recognizing need for timelines of process and maintenance of confidentiality and privacy in accordance with legislative and policy guidance
- **community-engaged and collaborative**, recognizing the need to build communities of practice and mobilize collective efforts to change individual behaviours and shift the culture
- **evidence-based**, recognizing the need to be informed by current scholarship and best practices within the broader social context in which gender-based and sexual violence occur

Actions: Examples from Best Practices:

- Statement of Commitment to Campus Sexual Violence Prevention and Response
- Message from President
- Website presence
- Task Force
- Recruitment and Training of SVPR Personnel
 - Intersectional, Trauma-Informed, Anti-Oppressive, Culturally Relevant
- Campus Community Tiered Counselling Support and Referral to Local Resources
 - Crisis/urgent intervention (leveraging security and local 24/7 support)
 - Individual brief counselling via trauma informed wellness counsellors
 - Group psychoeducational support via social workers
 - Peer support via peer student support programs
- Campus Community Prevention Education and Response Training

Topics:

- Continuum of Sexual Violence in Social Context
- Definitions and the Law
- Statistics with an Intersectional Lens
- Myths and Facts
- Effects and Trauma-Informed Approaches
- Gender-Based Nature and Healthy Masculinity
- Consent Culture and Healthy Relationships
- Bystander Intervention

Audiences:

- Senior Leaders
 - People Managers (Associate Deans, Chairs, Directors, Managers)
 - Faculty and Staff at large
 - Student Leaders (MSU, GSA, Faculty Societies, SRA, Group/Service Leaders)
 - Student Athletes
 - Students at large
 - Student services practitioners
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- Accessible Resources and Information
 - Regular Evaluation of Programs and Services
 - Annual Report
 - Regular Climate Surveys and Policy Review

April 1, 2021 – March 31, 2022 Action Plan:

(1) Prevention Education Programs

- Develop, implement, and evaluate evidence-based sexual violence prevention education programs which are tailored to different campus community audiences and contexts.

Specific Action	Timelines	Measures (Outputs/Outcomes)
<p>(i) Develop Health Relationships training module in collaboration with Student Wellness Centre for student leaders involved with Archway, Residence Life, and Residence Orientation</p> <p><u>Lead:</u> Wil Fujarczuk Connor Blakeborough (SWC) Zeinab Khawaja (SWC)</p> <p><u>Consult with:</u> Hagar Akua Prah Chris Eley (ResLife) Tara Roberts (ResLife)</p>	<p>- complete training design plan by April 28, 2021</p> <p>- complete research and design of content by May 14, 2021</p> <p>- complete consultation on and revision of content before dry-run on June 16, 2021</p> <p>- complete delivery of training workshop by September 30, 2021</p> <p>- complete evaluation and report on training program by October 31, 2021</p>	<p>- new module that can be replicated for other student leader groups or open community workshops</p> <p>- 100% of Residence Life, Archway, and Residence Orientation student staff trained in healthy relationships as a form of primary sexual violence prevention</p> <p>- improved confidence among student leaders in identifying personal boundaries and communication skills (as measured by change in self-reported post-pre-surveys)</p>
Specific Action	Timelines	Measures (Outputs/Outcomes)
<p>TBD</p> <p><u>Lead(s):</u></p> <p><u>Consult with:</u></p> <p><u>Resource(s)</u></p>	TBD	TBD
Specific Action	Timelines	Measures (Outputs/Outcomes)
<p>TBD</p> <p><u>Lead(s):</u></p> <p><u>Consult with:</u></p> <p><u>Resource(s)</u></p>	TBD	TBD

(ii) **Response Policy Tools**

- Develop, implement, and evaluate sexual violence response policy tools which are adherent to best practices in a post-secondary context.

Specific Action	Timelines	Measures (Outputs/Outcomes)
<p>(i) Develop and distribute resource for faculty and staff to better recognize, respond, and refer disclosures of SV</p> <p><u>Lead:</u> Hagar Akua Prah</p> <p><u>Consult with:</u> Arig al Shaibah Sexual Violence Response Team Wil Fularczuk</p> <p><u>Resource</u> Media Production Services (MPS)</p>	<p>- complete content development and send to MPS by September 2020</p> <p>- MPS to complete design by December 15, 2021</p> <p>- launch tool (Gold Folder) by January 31, 2021</p>	<p>- new Gold Folder posted to SVPRO website</p> <p>- 100% of faculty and staff receive link to digital resource</p> <p>- improved confidence and skills among faculty and staff to recognize, respond and refer disclosures of sexual violence</p>
Specific Action	Timelines	Measures (Outputs/Outcomes)
<p>TBD</p> <p><u>Lead(s):</u></p> <p><u>Consult with:</u></p> <p><u>Resource(s)</u></p>	TBD	TBD
Specific Action	Timelines	Measures (Outputs/Outcomes)
<p>TBD</p> <p><u>Lead(s):</u></p> <p><u>Consult with:</u></p> <p><u>Resource(s)</u></p>	TBD	TBD