

# Sexual Violence Prevention and Response Report to the Board of Governors

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## **Territorial Acknowledgment**

*The University of Waterloo acknowledges that much of our work takes place on the traditional territory of the Neutral, Anishinaabeg and Haudenosaunee peoples. Our main campus is situated on the Haldimand Tract, the land granted to the Six Nations that includes six miles on each side of the Grand River. Our active work toward reconciliation takes place across our campuses through research, learning, teaching, and community building, and is centralized within the Office of Indigenous Relations. Sexual violence was, and continues to be, a tool of colonialism, the impacts of which continue today as highlighted by the National Inquiry into Missing and Murdered Indigenous Women and Girls.*

## **Introduction**

This reporting period brought a time of transition from remote, to hybrid, to in-person activities, and this transition allowed for greater options to provide support to our campus community. During this time we found that students were often prompted to seek our support by the anticipation of being in shared spaces with those who had caused harm either recently or before remote learning, and the impacts associated with this. Many survivors appreciated being able to choose between meeting virtually for support or meeting in-person.

Cases coming forward during this timeframe were increasingly complex in nature, requiring a greater degree of case management and reliance on campus partners to co-create opportunities for care within our system. The SVPRO deeply values our partnerships with other departments and units on campus, which serve not only to streamline referrals but also provide opportunities for new and enhanced ways of offering

support. These partnerships also allow us to address the needs expressed in a way that considers the student holistically and acknowledges that the impacts of sexual violence can affect many parts of a survivor's life.

Whether in person or virtually, the SVPRO endeavoured to deliver exceptional direct service and educational opportunities while also maintaining and identifying new campus partnerships. Throughout this timeframe, we continued to expand our educational and training offerings, engaged in a more comprehensive data collection and evaluation strategy, and began piloting a new role embedded within Cooperative and Experiential Education (CEE).

Our reporting structure also shifted in January 2022, with the SVPRO now reporting into the Associate Provost, Students portfolio. Being under the student services portfolio will allow us to amplify our work in meaningful ways, find synergies, and seek to create a consent culture on campus.

## About the Sexual Violence Prevention & Response Office (SVPRO)

The Sexual Violence Prevention and Response Office (SVPRO) commits to addressing sexual violence on campus, including supporting all UW community members that have experienced, or been impacted by sexual violence. This includes students, staff, faculty, and visitors across UW's main campus, satellite campuses, and affiliated and federated Institutes and Colleges.

The SVPRO is guided by anti-oppressive, survivor-centered, intersectional, trauma-informed, evidence-based, and collaborative approaches. We apply these approaches to our work across direct service delivery, education, and evaluation. Our services include, but are not limited to the following:

- Providing supportive responses, delivering education, training, and awareness initiatives, and offering consultations and recommendations that are guided by our approaches.
- Working with individuals from a trauma-informed framework and seeking to embed principles of trauma-informed care and response in policies and procedures.
- Engaging current legislation, literature, research, and promising practices on sexual violence response and prevention.
- Consulting with, and prioritizing the lived experiences of, those impacted by sexual violence.
- Evaluating and measuring institutional interventions addressing campus sexual violence – engaging in data collection and analysis, and utilizing findings to identify trends, gaps, and recommendations for future directions.
- Building strong collaborations with campus partners, Kitchener-Waterloo community organizations, and provincial and federal networks of those addressing gender-based violence on campuses.

- Utilizing a public-health approach to campus sexual violence prevention.

We concurrently prioritize response and prevention, both of which are necessary to build a culture of consent and reduce the occurrence of campus sexual violence. We hope to continue to build capacity to support and meet the needs of students and other UW community members, in both response and prevention-oriented ways, as our office heads into its fifth tenure. This includes growing our prevention efforts across campus focusing on community-level prevention interventions to promote a safe and healthy campus community.

We recognize that building institutional capacity to engage in prevention-oriented initiatives requires continued and new campus collaborations. This reporting period saw an increase in collaborative efforts with other campus spaces, as it relates to sexual violence services, education, programming, and evaluation. The deliverables achieved during this reporting period include initiatives with Engineering, Athletics & Recreation, Campus Housing, and Co-operative Education. These initiatives show promise for expansion as we continue to standardize joint offerings and develop scaffolded education programming that engages the student through their academic life course and considers the unique campus spaces and identities they occupy.

In early 2022, the SVPRO began a strategic planning process regarding sexual violence prevention and are concretizing future directions for action through continued campus dialogue and engagement. We are excited to harness community expertise and grow efforts across multiple campus spaces as we seek to mitigate risk factors that enable campus sexual violence, and build a protective environment that advances health promotion and consent.

## SVPRO Highlights: What's New?

This reporting period marked the Sexual Violence Prevention and Response Office's fourth year serving the University of Waterloo community, bringing new and exciting changes, some of which are highlighted below.

### **Sexual Violence Prevention and Response Office Moves to APS Portfolio**

The Human Rights Equity and Inclusion Office (HREI) underwent an external review from December 2021 to May 2022, to evaluate the HREI portfolio and better understand its organizational structure, leadership, partnerships, internal collaborations, and delivery of services and programs. A recommendation that emerged out of the review's report was for SVPRO to be moved under the Associate Provost, Students (APS) portfolio, which includes six other student-facing units focused on student services and support. Following the dissolution of HREI, SVPRO officially moved to the APS reporting structure.

### **Launch of Active Bystander Intervention (BSI) training**

In April 2021, the Sexual Violence Prevention and Response Office introduced the role of the Sexual Violence Prevention Project Coordinator to develop an active bystander intervention program (acronymized 'BSI'). Community-based prevention efforts, including bystander intervention training, have been recommended as effective primary prevention sexual violence strategies, where strategies target the root causes of sexual violence through intervention, and prevent it before it occurs. Bystander intervention encourages active awareness and action in situations that pose imminent risk of harm to others, identifying problematic behaviour that can lead to an incidence of sexual violence. When evaluated, bystander intervention programming has been shown to be an effective prevention strategy in raising awareness on sexual violence, decreasing rape myths, fostering a culture of consent, increasing protective environments, and encouraging pro-social behaviour. Within the university context, campuses with bystander intervention programming have been shown to increase the likelihood that student participants will step in and intervene when they see problematic behaviour. The piloting of this training began in February 2021 and was measured for effectiveness by the SVPRO's Evaluation Specialist. Findings from the pilots' performance monitoring and evaluation data demonstrate positive changes across all evaluation indicators, including an increase in respondents feeling they have the appropriate skills to intervene in a situation of sexual violence, an increase in likelihood to intervene if respondents noticed a situation of someone experiencing sexual violence, increased confidence to intervene, and correct identification of effective intervention strategies. BSI training will now serve as a standardized, prevention-focused offering by the SVPRO, with official rollout this Fall 2022.

### **New role cross-appointed with CEE: *CEE Workplace Student Violence Education Coordinator***

In partnership with Cooperative and Experiential Education (CEE) the SVPRO hired a contract role in December 2021, to dedicate resources within CEE to provide education, training, and consultation with co-op students, staff and faculty. This new role focuses on workplace sexual misconduct and applying learning within a co-op placement context. Other priorities include identifying further opportunities for programming, providing resources for co-op student employers, and supporting the overall education needs of the SVPRO, including the development of targeted co-op student workshops which started being delivered in Spring 2022. The addition of this resource allows for continued collaboration with key campus partners to work towards systemic change.

### **Policy 42 Changes – Ministry Requirements**

In September 2021, the Ontario government passed a regulation amendment to O. Reg. 131/16 (Sexual Violence at Colleges and Universities), mandating publicly-assisted post-secondary institutions to update their sexual violence policies to reflect two new requirements. The requirements focused on areas related to alcohol use and sexual history. The University of Waterloo's Policy 42, *Prevention of and Response to Sexual Violence*, was revised and amended in February 2022 to ensure that these requirements were reflected under section 5, *Principles and Commitments*. The alcohol use and sexual history protections captured under policy include provisions to (1) prevent asking irrelevant questions, such as those related to past sexual history or sexual expression, during an investigation, and (2) to prevent discipline against a student who is found to have violated the institution's drug and alcohol policies when such a violation is disclosed during good faith efforts to report sexual violence (note that the alcohol use provision was already in place under Policy 42, prior to this regulation amendment).

# Services & Statistics

This section provides an overview of the SVPRO’s direct service delivery reach.

## 2021 Calendar Year

<b>Student Supports and Services</b>	<b>2021</b>
Total Direct Service Provision (unique individuals) - survivors	89
Carry over*	10
Consultations with others on campus	59
Formal Complaints under Policy 42	3

*\*Carry over refers to the number of students who “carried over” from the prior year(s) and continued to access services and support from SVPRO.*

## Spring and Fall 2021, Winter Term 2022

	<b>Spring 2021</b>	<b>Fall 2021</b>	<b>Winter 2022</b>
<b>Direct Service:</b>	20	48	29
<b>Consultations</b>	11	26	32
<b>Formal Complaints</b>	0	3	3

<b>Student Experiences of Sexual Violence*</b>	<b>Spring/Fall 2021, Winter Term 2022</b>
Sexual Assault	58
Sexual Harassment	27
Other forms of Gender Based Violence (Including stalking, voyeurism, indecent exposure, sexual exploitation, intimate partner violence)	12

*\*some individuals may have sought support for more than one type of harm*

## Trends

SVPRO noticed a slight increase in direct service requests over the last reporting period, with several being due to the shift back to in-person learning and the concerns with sharing space with those who had caused harm. We also believe that the number of referrals continued to be impacted by COVID-19. Further, the nature of cases became increasingly complex, with students facing an increase in barriers to accessing supports due to the ongoing impacts of COVID-19, financial distress, mental health issues, and an increased need in accommodations within the academic setting. The case management side of direct service provision became a strong priority in our work, collaborating with campus partners in support of students.

It is important to note that some individuals seeking support may only come to our office one time, where many others may require continued support and case management. Our office seeks to center survivors and prioritize direct service requests to remain as responsive as possible to our campus community.

## Accommodations & Support

Due to the rise of in-person learning and work in Winter term 2022, the accommodation and support needs in the Fall 2021 and Winter 2022 terms centered around impacts related to trauma including difficulty with concentration, decreased ability to focus, sleep challenges, loss of social connections, and more. Many students reported that the sexual violence they experienced exacerbated pre-existing challenges in their lives. A priority for most focused on creating an increased sense of safety in the learning environment and anticipating challenges in the academic space. Accommodation and support options are available to anyone that we are supporting and are determined on a case-by-case basis. The top three accommodation requests over this report period were:

- Academic accommodations (supported through AccessAbility Services and facilitated by a referral from the SVPRO)
- Letters of support for petitions
- Safety planning (planning with the student for how to get to and from classes, where to sit while in class, sources of support before, during and after class, and navigating campus)

### **Other supports and recommendations discussed and offered (when appropriate):**

- Counselling and/or treatment supports that are either local to the person who experienced the harm or available through the University
- Coping and managing strategies, including grounding techniques, provision of fidget toys and other coping items
- Support in preparing Policy 42 complaints

Referrals for continued support are always provided as an option. This is not an exhaustive list and depends on individual needs. The top three referral requests where a warm hand-off is provided include:

- UWaterloo Counselling Services
- Sexual Assault Support Centre of Waterloo Region
- Conflict Management and Human Rights Office

**Other services often discussed and offered (when appropriate):**

- Victim Services of Waterloo Region
- Off-campus counselling services
- Peer Support Groups on Campus (Women's Centre, Glow, RAISE)
- Sexual Assault/Domestic Violence Treatment Centre
- Community Justice Initiatives
- UWaterloo Special Constables or Waterloo Regional Police Service (where appropriate)

## Understanding the Numbers

### **Direct Service Requests**

As noted above, there was a slight increase in direct service requests during this reporting period, which could be attributed to the shift back to on campus activities in the Winter term, as well as increased education and awareness-raising activities. We believe that direct service requests do not reflect the number of incidences of sexual violence experienced by our campus community, but rather the capacity for our members to seek support from the SVPRO at any given time. Coming forward to disclose an experience and seek additional information or potential pathways can be an overwhelming consideration when students, staff, and faculty are managing many other stressors in their lives. The impacts of sexual violence are especially pronounced for students, whose well-being and academic outcomes may be adversely affected by their experience(s).

### **Consultations**

The number associated with consultations is reflective of initial consultations and do not demonstrate the ongoing nature of many of these interactions. Consultations may include: debriefing a disclosure that was received or an incident that was witnessed, discussing how to navigate next steps when a disclosure or complaint has come forward, sharing resources and supports available to both the person who received the

disclosure as well as the person who disclosed, helping those receiving disclosures to determine when their limits to confidentiality may apply, and more. It is also an opportunity for SVPRO staff to offer support to those who have received disclosures, as this can be impactful as well.

### **Formal Policy Complaints**

The formal complaint pathway under Policy 42 is not often the preferred method of addressing harm for many reasons. In fact, it may be accessed only as a result of other options not meeting a survivor's needs. In many instances, survivors seek to mitigate the impacts they are experiencing solely through means that relate to themselves, such as workplace and/or academic accommodations and referrals to supports and services. In other circumstances, our policy may not apply (for example, if the person who caused harm is not a part of our campus community). In yet other instances, an informal process has been pursued and met the needs of the survivor which did not necessitate the need for a formal complaint. In some cases, a joint complaint has been put forward by more than one survivor regarding the same individual of concern.

### **Sexual Violence and Gender-Based Violence Defined**

The Ontario government defines sexual violence as “any sexual act or act targeting a person’s sexuality, gender identity or gender expression, whether the act is physical or psychological in nature, that is committed, threatened or attempted against a person without the person’s consent, and includes sexual assault, sexual harassment, stalking, indecent exposure, voyeurism and sexual exploitation” (Sec. 17, Ministry of Training, Colleges, Universities Act, 2016). This definition is also reflected in University of Waterloo Policy 42 – Prevention of, and Response to, Sexual Violence.

We have included the broader language of gender-based violence to acknowledge and capture those forms of sexual violence which are not reflected within the above definition. Gender-based violence can be defined as “any form of violence that is committed against someone based on their gender identity, gender expression or perceived gender” (Status of Women Canada). This umbrella term may include, but not be limited to: intimate partner violence, emotional abuse, human trafficking, reproductive coercion, technology-facilitated violence, forced marriage, financial abuse, stealthing or non-consensual condom removal, threats of violence to coerce sex, and other forms of harm.

We recognize that sexual violence remains a prevalent and ongoing problem across Canadian post-secondary institutions, including the University of Waterloo. Women disproportionately experience gender-based and sexual violence, including on campus, with Indigenous, racialized, 2SLGBTQ+, poor, non-status women, and women with disabilities particularly at risk, where prevalence and experience of sexual violence differ across these (intersectional) lines, and necessitate unique protective factors and institutional interventions to mitigate risks for harm.



## SVPRO Initiatives & Engagement

This section provides metrics capturing SVPRO's campus reach across its initiatives/offerings (education, training, awareness-raising) and online programming administered for this reporting period.

### Overall reach

Indicator	Metric
Number of unique initiatives/offerings offered	66
Total reach across all initiatives/offerings, by number of participants	2780

### Trainings

Indicator	Metric
Total number of trainings administered	13
Total reach across trainings, by participants	265

### R2D training

Indicator	Metric
Number of trainings administered	10
Number of participants	182
R2D train-the-trainer program – number of new trainers	16
R2D community of practice (CoP) membership	28
Number of units/departments/offices represented in R2D CoP	23

### BSI training pilots

Indicator	Metric
Number of trainings administered	3
Number of participants	83

### Online programming: Sexual Violence Awareness: Referral and Support (SVPRO101) via Waterloo LEARN

Indicator	Metric
Total number of interactions with course, by participants	1174

## SVPRO Initiatives

This reporting year, SVPRO administered 66 offerings, consisting of various education, training, and awareness-raising initiatives as well as online programming. This translated into an overall reach of 2780 participants. We highlight some of our initiatives/offerings in the chart below, though it is not an exhaustive list.

Offering	Audience	# of participants	Term
<p><b>Responding to Disclosures Training (R2D)</b>            A training designed to educate on best practices for supportively responding to disclosures of sexual violence, including building confidence in preparedness for response. The training focuses on the following: understanding sexual violence, rape myths, where to seek support, how to examine one’s own behaviors and beliefs, and how to ensure survivors are treated with respect and dignity, receive support needed to feel comfortable remaining a part of our campus community, and continue their path towards healing.</p> <p>As an extension, SVPRO administers a Responding to Disclosures Train-the-Trainer (R2D TTT) program, which trains employees on R2D content and delivery, so they may administer R2D training within their own department, unit, or office. The Responding to Disclosures Community of Practice (R2D CoP) was developed to create a collaborative space for facilitators to share knowledge, resources, experience, support skills-building and confidence for training delivery.</p>	<ul style="list-style-type: none"> <li>▪ Staff</li> <li>▪ Faculty</li> <li>▪ Centre for Teaching Excellence</li> <li>▪ Student leaders</li> <li>▪ Teaching assistants</li> </ul>	182 10 sessions  16 employees trained via the R2D Train-the-Trainer program  28 Community of Practice (CoP) members	Spring 2021 Fall 2021 Winter 2022
<p><b>Ballet After Dark: Strength &amp; Healing Through the Arts</b>            A screening of <i>Ballet After Dark</i>, an acclaimed short documentary film produced by Tribeca Studios, was included as part of May’s Sexual Violence Awareness Month. The documentary film tells the story of a young woman who finds the strength to survive following an experience of sexual violence. The woman’s experience served as an impetus for her organization, one that encourages dance therapy for survivors to find healing after trauma. This screening and follow-up discussion aimed to create space to explore creative and restorative paths to healing.</p>	<ul style="list-style-type: none"> <li>▪ All campus community members</li> </ul> <p><b>Collaborative partner:</b> Equity Office</p>	20	Spring 2021

<p><b>Reclaim Your Voice with Jungle Flower</b> A series of survivor-focused workshop for students, facilitated by Jungle Flower, inviting participants to get in touch with their selves in nurturing ways. Jungle Flower provided a performance in May 2021 utilizing storytelling, spoken word poetry to share her experience of intimate partner violence. In the Fall 2021 she facilitated 3 workshops: Letters To and From our Bodies; Inner Critic &amp; Self Compassion; My Restorative Rights</p>	<ul style="list-style-type: none"> <li>▪ Students</li> </ul> <p><b>Collaborative partner:</b> Jungle Flower</p>	<p>13 4 sessions</p>	<p>Spring 2021 Fall 2021</p>
<p><b>Policy 42 &amp; You</b> A session focusing on the University of Waterloo’s Policy 42, <i>Prevention of and Response to Sexual Violence</i>, including understanding the jurisdiction and scope of Policy 42, the different institutional pathways that exist for survivors who experience sexual violence on campus, the formal complaint process under Policy 42, how to distinguish between a disclosure and report of sexual violence, and understanding SVPRO’s role in supporting those impacted by sexual violence.</p>	<ul style="list-style-type: none"> <li>▪ Staff</li> <li>▪ Faculty</li> </ul>	<p>15 1 session</p>	<p>Spring 2021</p>
<p><b>Picture a Scientist: Screening and Discussion</b> A piloted screening and post-discussion of the documentary film, <i>Picture as Scientist</i>, which sheds light on the experiences of sexual violence, in all of its forms, by women scientists in STEM. The film educates on the prevalence of sexism in STEM, and shares perspectives on how to make science more diverse and equitable. A follow-up discussion focused on film takeaways, gender bias, and male allyship. The goal of the session is to prompt consideration of ways to advance equity in engineering at UW, counteract the ‘leaky pipeline’, and best-support women-identifying and other marginalized students who are underrepresented in STEM.</p>	<ul style="list-style-type: none"> <li>▪ Students</li> </ul> <p><b>Collaborative partner:</b> Engineering</p>	<p>231 4 sessions</p>	<p>Spring 2021 Fall 2021 Winter 2022</p>
<p><b>BSI Focus Groups</b> In anticipation of piloting a new bystander intervention program at UW, SVPRO’s Sexual Violence Prevention Project Coordinator and Evaluation Specialist conducted focus groups to gather data and inform program development. These sessions gauged awareness of SVPRO (institutional support for those impacted by sexual violence), policy, and appetite for bystander intervention programming on campus. Findings were used to identify gaps in</p>	<ul style="list-style-type: none"> <li>▪ Students</li> </ul>	<p>36 2 sessions</p>	<p>Spring 2021</p>

<p>students' campus awareness of supports and understand preference for formatting and delivery of potential training.</p>			
<p><b>Orientation Leader Training</b> Training provided to orientation leaders on understanding sexual violence, unpacking rape culture, best practices for responding to disclosures, and creating a consent culture on campus.</p>	<ul style="list-style-type: none"> <li>Orientation leaders</li> </ul>	22	Fall 2021
<p><b>Know Your Stuff: Policies &amp; Guidelines for Graduate Students</b> A workshop designed to educate graduate students on sexual violence, Policy 42, <i>Prevention of and Response to Sexual Violence</i>, and supports available for those impacted by sexual violence, including support provided by SVPRO.</p>	<ul style="list-style-type: none"> <li>Graduate students</li> </ul>	83	Fall 2021
<p><b>Don Training: Creating a Consent Culture Training</b> Training provided to student leaders within Campus Housing on understanding sexual violence, unpacking rape culture, best practices for responding to disclosures, and creating a consent culture on campus.</p>	<ul style="list-style-type: none"> <li>Main Campus Residence Dons</li> </ul> <p><b>Collaborative partner:</b> Campus Housing</p>	150	Fall 2021
<p><b>Knowledge, Consent, and Support = Power Training</b> A first-time standalone offering, Knowledge, Consent, and Support = Power, is a training designed for first-year female athletes, educating on sexual violence, consent, rape myths, and bystander intervention, with an emphasis on encouraging consent culture.</p>	<ul style="list-style-type: none"> <li>First year female athletes</li> </ul> <p><b>Collaborative partner:</b> Athletics and Recreation</p>	122 10 sessions	Fall 2021 Winter 2022
<p><b>Engineering Wellness Module – Sexual Violence component</b> A series of ten online modules designed to educate engineering students on sexual violence. It covers the importance of learning about sexual violence, particularly for engineering students, the intersection between truth, reconciliation, and sexual violence, sexual violence, myths about sexual violence, sexual harassment in the workplace and classroom, consent, consent culture, sexual violence culture, best practices for responding to disclosures, active bystander intervention strategies, and information about supports provided by SVPRO.</p>	<ul style="list-style-type: none"> <li>Engineering students</li> </ul> <p><b>Collaborative partner:</b> Engineering</p>	N.A	Fall 2021

<p><b>Don Booster Training</b> A booster session for dons is designed to refresh understandings of sexual violence and their role as a don in supporting those impacted by sexual violence, with an emphasis on clarifying their duty and course of action when they receive a disclosure from a student or peer.</p>	<ul style="list-style-type: none"> <li>▪ Dons</li> </ul> <p><b>Collaborative partner:</b> Campus Housing, Residence Life</p>	11	Fall 2021
<p><b>Art With Impact</b> Included as part of Consent Week, SVPRO partnered with <i>Art With Impact</i>, a non-profit organization, to offer a film-based workshop. <i>Art With Impact</i> promotes mental wellness and community by creating space for young people to learn and connect through art and media. The event included screening award-winning short films, mindfulness activities, a panel discussion with students, and sharing of mental health resources.</p>	<ul style="list-style-type: none"> <li>▪ Students</li> </ul> <p><b>Collaborative partners:</b> Art with Impact SASC</p>	73	Winter 2022
<p><b>Bystander Intervention Training</b> A training designed to educate on sexual violence and equip campus community members with relevant knowledge and skills to intervene in a situation or harm, or where sexual violence is imminent. This includes teaching on sexual violence, sexual violence culture, consent, intersectionality, identifying the role of an active bystander, five strategies for intervention, and how to safely and effectively intervene.</p>	<ul style="list-style-type: none"> <li>▪ Students</li> </ul>	83 3 sessions	Winter 2022
<p><b>Setting and Maintaining Healthy Boundaries</b> Presented as part of the Advisors Conference, this interactive session focused on creating and maintaining healthy boundaries around supportive work for students, while demonstrating empathy and care. The session sought to educate on how to create and maintain healthy boundaries with students, the ripple effect that incidents of harm, like sexual violence, have on campus communities, how to engage in community care, and the effects of vicarious trauma.</p>	<ul style="list-style-type: none"> <li>▪ Staff advisors</li> </ul> <p><b>Collaborative partner:</b> Student Success Office</p>	57	Winter 2022
<p><b>Campus Housing RLST: Crisis Support</b> A session designed for campus housing residence life staff on how to offer crisis support as it relates to sexual violence, including best practices for responding to a disclosure, and who to seek support with on campus, both within Campus Housing and SVPRO when offering support for those impacted by sexual violence.</p>	<ul style="list-style-type: none"> <li>▪ Residence life staff</li> </ul> <p><b>Collaborative partner:</b> Campus Housing, Residence Life</p>	44	Winter 2022

<p><b>Responding to Disclosures: Refresher</b> In wake of the anticipated uptake and interest for the administration of <i>Responding to Disclosure</i> training with the shift back to more hybridized or in-person work and learning on campus, a refresher session on R2D content, activities, and facilitation strategies for community of practice members was offered.</p>	<ul style="list-style-type: none"> <li>Responding to Disclosures Community of Practice (CoP) members</li> </ul>	9	Winter 2022
<p><b>Public Education Agreement with Sexual Assault Support Centre of Waterloo Region (SASC)</b> SVPRO continued the public education agreement with SASC which includes education on campus as well as assistance and guidance on events run through the SVPRO. Additionally, SASC is regularly welcomed into classes, student services, and student clubs to provide interactive learning on ending sexual violence, practicing consent, bystander intervention, male allyship, and more.</p>	<ul style="list-style-type: none"> <li>Students</li> </ul> <p><b>Collaborative partner:</b> SASC</p>	6 sessions	Spring 2021 Winter 2022

<b>SVPRO Annual Awareness-Raising Events</b>	<b>Event purpose</b>	<b>Term</b>
<b>Sexual Violence Awareness Month</b>	Events in May designed to raise awareness about the prevalence of sexual violence, sexual violence culture, and how to move towards a consent culture.	Spring 2021
<b>Take Back the Night</b>	In collaboration with SASC, Take Back the Night (TBTN) consists of a solidarity mark to stand with survivors of gender-based and sexual violence. TBTN is an international event and non-profit organization with the mission of ending sexual, relationship, and domestic violence, in all forms.	Fall 2021
<b>16 Days of Activism Against Gender-Based Violence</b>	Each year, the University of Waterloo joins with organizations, governments, and groups worldwide to participate in 16 Days of Activism Against Gender-based Violence to encourage actions in everyday life to stop gender-based violence. 16 Days begins on November 25, coinciding with the International Day for the Elimination of Violence Against Women, and concludes on December 10, on International Human Rights Day.	Fall 2021

<b>Purple4Prevention</b>	#Purple4Prevention invites students and employees to take a stand against sexual and gender-based violence, and to show solidarity with survivors by purchasing and wearing a customized purple t-shirt.	Fall 2021
<b>Consent Week</b>	A week of events to normalize dialogue about consent, explore how to engage in healthy, positive, respectful relationships, and embed consent in everyday life and practices.	Winter 2022
<b>Safe Love Week</b>	A week of events through the GSA focusing on sexual education, including self-love, healthy relationships, and safe relations.	Winter 2022

## Evaluation Research on Trainings: Key Findings

This reporting year brought new efforts to measure the effectiveness of SVPRO offerings and initiatives, including designing evaluation plans, conducting evaluation research, and producing reports of findings based on analysis of collected data. This reporting period saw the design of 12 new evaluation instruments and the generation of 7 reports of findings, allowing the SVPRO to produce an evidence base of internal research, and engage in evidence-based decision-making surrounding the development of education, training, and programming.

### Findings by training type

We share some of the key findings that emerged out of our evaluation research for our two standardized trainings, which demonstrate positive trends across all indicators used to measure training effectiveness. As a result, SVPRO is keen to administer these trainings more extensively across mixed and diverse campus spaces, and is seeking to reach high representativeness across campus with its active bystander intervention training (which is moving out of the piloting phase and into its official rollout next reporting year).

### Responding to Disclosures (R2D)

Survey data demonstrates positive increases in the following areas: (1) understanding of myths related to sexual violence that perpetuate victim blaming; (2) knowing what consent means and looks like; (3) confidence in ability to support someone who has experience sexual violence/harassment; (4) ability to respond supportively and non-judgmentally to a survivor who has disclosed sexual violence; and (5) understanding of sexual violence. In addition, data demonstrated that 100% of respondents were able to correctly define sexual violence, 98% of respondents were able to correctly identify key components of a supportive response to a disclosure, and 96% of respondents felt prepared to respond to a disclosure of sexual violence.

### **Active Bystander Intervention (BSI)**

Results from survey data indicate an increase in respondents' understandings of the key concepts including: active bystander, sexual violence, rape culture, community, consent, and intersectionality.

Findings also demonstrated the following:

- Positive increase in the number of strategies respondents were aware of to intervene in situations of harm or potential harm.
- Positive increase in respondents feeling that they have the appropriate skills to intervene in a situation of harm or potential harm on campus.
- Positive increase in likelihood to intervene if respondents noticed a situation where someone was experiencing harm or potential harm on campus.
- Most respondents were correctly able to characterize each bystander intervention strategy, between 94-100%, part of the 5D Active Bystander model (direct, delay, delegate, distract, and document), by matching each strategy with its description.
- Most indicated confidence on positive ends of the likert scale, in their ability to intervene in a situation of harm.
- 88% of respondents would recommend the training to a colleague.

### **Policy 42**

Research was conducted on Policy 42, *Prevention of and Response to Sexual Violence*, to better understand its institutional effectiveness. The evaluation research utilized two methodologies: (1) a content analysis identifying key indicators (characteristics, features, approaches, provisions) of an effective institutional sexual violence policy, based on literature, research, and promising and best-practice, and (2) stakeholder interviews with campus groups that interact with, or apply policy. Findings from the evaluation research informed policy recommendations centered around five key areas and identified factors impacting consistency in policy application. This research will assist with the 2022-2023 revisions of Policy 42, alongside insights and survey data from students during the student consultation period.