



## Sexual Violence Prevention Advisory Committee 2022-23 Annual Report

### Executive Summary

The Sexual Violence Prevention Advisory Committee (SVPAC) was formed in October 2017 in recognition of the need to better coordinate activities on campus, improve education and training to prevent and respond to sexualized violence, and to respond to concerns raised regarding the Mount's [Policy Against Sexual Assault](#). The committee is also working to ensure the Mount successfully implements the 10 recommendations made in Nova Scotia's [Changing the Culture of Acceptance: Recommendations to address sexual violence on university campuses](#).

This year, the SVPAC focused on updating the Policy Against Sexual Assault with key changes such as adding a support person for the respondent. They supported campus programming including ManMade, Waves of Change, and consent content in Orientation. They hired a student educator again this year to assist with programming. The education working group developed a plan for Waves of Change facilitator training and program rollout on campus, as well as added a consent module to Mount 101 that launched in Fall 2022.

### 2022-23 Membership

Committee Member	Role
Dr. Keltie Jones (Chair)	Associate Vice-President, Student Experience
Kelly Gallant	Associate Vice-President, University Relations
Lauren Leal	Manager, Marketing, University Relations
Carson Cameron	VP Advocacy, Students' Union
Katerina Allan	President, Students' Union
Jessica Bailey/Lillian Flynn	Student Representative: Student sexual health & safety educator
Dr. Deborah Norris	Faculty Representative
Dr. KelleyAnne Malinen	Faculty Representative
Caryn Small Legs-Nagge	Harassment & Discrimination Advisor
Kim Healy	Director, Human Resources
Jillian Rankin	Manager, Counselling Services
Lisa MacNeil	Intake Counsellor, Counselling Services
Jill Hurlbert/Shannon Fenelon	Manager, Residence Life
Joe Kippax	Manager, Security
Shannon Pringle (until October 2022)	Sexual Violence Prevention Resource Consultant
Dr. Marisha Caswell (starting February 2023)	Transition & Retention Program Manager
Kyle Cleversey (starting February 2023)	Counsellor, Counselling Services; Provincial ManMade Coordinator
Sydney Trendell	Community Resource: Post-Secondary Sexual Violence Prevention Coordinator
Olivia Landry	Community Resource: Waves of Change Program Coordinator

#### Meeting Dates:

Date	Time	Location
Tuesday, August 9, 2022	10:30am – 12:00pm	McCain 302 and Microsoft Teams
Tuesday, October 4, 2022	10:30am – 12:00pm	Rosaria Boardroom and Microsoft Teams
Wednesday, December 7, 2022	10:30am – 12:00pm	McCain 201B and Microsoft Teams
Wednesday, February 15, 2023	9:00am – 10:00am	McCain 201B and Microsoft Teams
Friday, April 21, 2023	9:30am – 10:00am	McCain 201B and Microsoft Teams

#### Policy Against Sexual Assault

Last year, a working group was formed to update the Policy Against Sexual Assault, and they continued their work throughout the 2022-23 academic year. Some of the changes included clarifying definitions, the addition of a support person for the respondent who can help guide them through the process, and culturally relevant resolution provisions; a fuller description can be found in the briefing memo appended to this report. The revisions and all consultations were completed by Summer 2023; consultations included external legal review, Students' Union, Black Student Advisor, Faculty Union, and L'nu Advisory Circle. Next steps are to submit the new policy to the Board for their first meeting in Fall 2023, print and promote it, and to create a roster of supporters.

#### Working Group Members:

Committee Member	Role
Dr. Keltie Jones	Associate Vice-President, Student Experience
Shannon Pringle	Sexual Violence Prevention Resource Consultant
Kim Healy	Director, Human Resources
Caryn Small Legs-Nagge	Harassment & Discrimination Advisor
Jillian Rankin	Manager, Counselling Services
Lisa MacNeil	Intake Counsellor, Counselling Services
Joe Kippax	Manager, Security
Maxine Brewer	Manager, Health & Wellness

#### Meeting Dates:

Date	Time	Location
Wednesday, May 11, 2022	10:00am – 11:30am	Microsoft Teams
Wednesday, July 13, 2022	10:00am – 12:00pm	Microsoft Teams
Tuesday, July 26, 2022	9:30am – 11:00am	Microsoft Teams
Monday, August 15, 2022	3:00pm – 4:30pm	Microsoft Teams

#### Education Working Group

This year the SVPAC Education working group focused on two concerns: adding a consent module to Mount 101, and planning a campus-wide Waves of Change rollout. The consent module was proposed by Marisha Caswell at the end of the 2021-22 academic year and the group met over the summer to prepare the content for release. The module was successfully incorporated into the mandatory "Exploring the Mount" portion of Mount 101 for Fall 2022 and was well-received by

students, who frequently listed the content as an example of something they learned in their follow-up surveys.

Later, the group met with Olivia Landry to give feedback in reformatting the Waves of Change bystander intervention program into a simplified course that can reach more people, and to create a schedule for training student groups in the 2023-24 academic year. They planned a June 2023 training day in which multiple staff members and the Student Educator received facilitator training so they may deliver the content to MSVU student groups as scheduled, beginning in August 2023.

#### Working Group Members:

Committee Member	Position
Dr. Marisha Caswell	Transition & Retention Program Manager
Jillian Rankin	Manager, Counselling Services
Carson Cameron	VP Advocacy, Students' Union
Olivia Landry	Waves of Change Programmer (external)
Shannon Pringle (until October 2022)	Sexual Violence Prevention Resource Consultant
Caryn Small Legs-Nagge	Harassment & Discrimination Advisor

#### Meeting Dates:

Date	Time	Location
Thursday, June 9, 2022	10:30am – 11:30am	Microsoft Teams
Tuesday, November 29, 2022	10:00am – 11:00am	Microsoft Teams
Thursday, January 26, 2023	10:30am – 11:45am	Microsoft Teams
Wednesday, April 19, 2023	10:00am – 11:00am	Microsoft Teams

#### Student Educators

Student sexual health & safety educators were provincially funded again this year. MSVU hired Jessica Bailey in Fall 2022 and Lillian Flynn starting January 2023. Sydney Trendell organized a province-wide training session for all student educators which took place in October. This year the students planned their own initiatives, including creating campus resource posters, social media outreach, and a National Day of Remembrance and Action on Violence Against Women event. Lillian received Waves of Change facilitator training in June 2023 so next year her role will largely be focused on delivering bystander intervention education to MSVU students.

#### ManMade

ManMade is a bystander intervention training program tailored for men and other male-identified students. The province first provided funding for this project in 2020 which has carried over each year since. Kyle Cleversey is the provincial coordinator for the program which is a collaborative effort between seven Nova Scotia institutes: MSVU, Dalhousie, Saint Mary's University, Cape Breton University, St. Francis Xavier, NSCAD, and NSCC. In the 2022-23 academic year, several facilitators were trained at MSVU, and one session was run for students in Fall 2022 who gave very positive feedback. Upcoming plans for the program are to train more facilitators on July 11 and to plan the next session for Fall 2023.

#### Working With People Who Caused Harm Pilot Project

Working With People Who Caused Harm (WWPHCH) is a toolkit pilot funded through the provincial Sexual Violence Prevention Grant and offered in partnership with Dalhousie and Courage to Act. It's

an online course designed to support campus gender-based violence educators in building sustainable campus-wide support plans for working with people who cause harm. Kyle Cleversey is the representative for MSVU and will use information from this course to train the supporters who work with respondents in sexual assault cases. Sessions began in the Winter 2023 semester and will continue through Fall 2023.

### Orientation

The Orientation committee invited Venus Envy to give a presentation on consent and hook-up culture during Fall 2022 Orientation. The students who came were engaged and gave positive feedback afterwards. Shannon Pringle also assisted with RA training before Orientation to provide sexual violence prevention and consent information. The committee plans to invite Venus Envy back for Fall 2023 Orientation and this time will pair it with another popular event to increase attendance. The Waves of Change bystander training will also be incorporated into training for RAs, Orientation student leaders, and other student groups on campus in preparation for the new academic year.

### Investigator Training

After some delays, province-wide internal investigator training is proceeding this summer with Hill Advisory Services who has customized their training program for the post-secondary setting. MSVU will be sending two representatives to receive the training so they may investigate sexual assault cases on campus and make recommendations to the panel. CBU has also compiled a roster of external investigators who may be called upon; if MSVU needs to hire someone, they would contact a person directly off the list.

### Funding Applications for 2023-24

ManMade's remaining funding from the amount received in 2020 will be carried over to the 2023-24 year. The money will be used running student sessions and training additional facilitators.

Olivia Landry's role as Waves of Change Program Coordinator was provincially funded through October 2023. The provincial sexual violence prevention group has applied to extend the position until March 2024, which would allow more time to deliver training to students at MSVU and other Nova Scotia campuses.

Other funding the provincial group has applied for is:

- To renew the student educator position for all institutions;
- \$30,000 to provide training for people who would sit on panels as decisionmakers, and if accepted MSVU would put out a call for 4-6 volunteers;
- A pilot program for faculty and staff on power dynamics, interventions, and creating safe spaces.

## **Review of Proposed Policy Against Sexual Violence (2023)**

MSVU Community members are requested to review the Mount's updated Policy Against Sexual Violence

### **Background**

In 2018-2019 students, staff and faculty at Mount Saint Vincent University met to contribute their knowledge, time and thoughtful insights to the Mount Policy Against Sexual Assault, and the policy was approved by the Board of Governors on February 28, 2019. Since 2019, university sexual violence policies and procedures across Canada, have been the subject of reviews, frameworks, reports and research by student organizations, provincial committees, national committees, researchers, and independent reviewers, with the goal of improving sexual violence policies and procedures, so they are more responsive to those who have experienced sexual violence, trauma-informed, procedurally fair (Birenbaum, J., Craig, E., & Dugas, M., 2019), culturally responsive and anti-racist (Malinen, et al., 2021), and address the specific needs of Indigenous, QTBIPOC, people with disabilities, and International Students (Khan, F., Rowe, C. J., & Bidgood, R., 2019) (Liu, et al., 2021). While the existing Policy Against Sexual Assault reflects best practices at the time it was adopted, it needs to be updated to incorporate new research and recommendations.

### **Dr. Diane Crocker's Review of the Mount's Policy Against Sexual Assault (2020)**

In 2020, Dr. Diane Crocker, Professor, Chairperson, Department of Criminology, Saint Mary's University, and her research team, conducted the *Nova Scotia Campus Sexual Violence Policy Review* and assessed each of Nova Scotia's post-secondary, sexual violence policies against the research and recommendations from the following reports:

- *Our Turn: A National Student-Led Action Plan to End Campus Sexual Violence (2017)*
- *Development of Survivor-Centric Sexual Violence Policies and Responses: Guidelines and Recommendations for Nova Scotia Universities and the Nova Scotia Community College (2019)*
- *The Independent Review of Saint Francis Xavier University's Policies Responding to Sexualized Violence: Prepared for Saint Francis Xavier University, June 28, 2019, and*
- *Courage to Act: Developing a National Draft Framework to Address and Prevent Gender-Based Violence at Post-Secondary Institutions in Canada (2019).*

Considering Dr. Crocker's review of the Mount's Policy Against Sexual Assault, the reports above, and the *Culture and Perspectives on Sexual Assault Policy (CAPSAP)* reports for MSVU (2020), CBU (2021) and SMU (2021), the MSVU Sexual Violence Prevention Advisory Committee

created a Working Group to review and update the policy. The Working Group considered three policy revision options:

- Minimal revisions to the current the Mount Policy Against Sexual Assault.
- Use the sexual violence policy, written by the Canadian Centre for Legal Innovation for Sexual Assault Response (CCLISAR), that is part of *The Independent Review of Saint Francis Xavier University's Policies Responding to Sexualized Violence: Prepared for Saint Francis Xavier University, June 28*, as a template for MSVU.
- Significant revisions to the Mount Policy Against Sexual Assault to incorporate key parts from the CCLISAR sexual violence policy (example: Immediate Measures, support for the Respondent, expanded Alternative Resolution, Prohibition on Sexual Relationships between Teaching Staff and Students), and revise the sexual violence webpage to meet the diverse needs of the MSVU community.

Taking into considering the extensive work and expertise MSVU put into their current policy and the scope of the new recommended best practices, the Working Group chose the third option

### **Timeline of Policy Review and Community Consultations**

- Policy Review, April 2022-August 2022
- MSVU Sexual Violence Policy Working Group (5 meetings), April 13-August 15, 2022
- MSVU Community Consultations & Education on the Policy – August 2022 – Present
  - Sexual Violence Prevention Advisory Committee
  - External legal review
  - VPAC
  - Share with campus groups for comment (IEC, SU, Accessibility, EDIA Advisor, Black Student Advisor, L'nu Advisory Circle)
  - Faculty consultations TBD
- MSVU Human Resources & Governance Committee - May 2023
- MSVU Board of Governors Meeting – June 2023

### **Revisions from the Sexual Violence Policy Working Group**

The updated policy retains provisions from the existing policy that meet best practices and incorporates the following significant changes:

- clarifying the definitions of sexual violence, sexual assault, and sexual harassment

- adding the definition of sexual relations to reflect intimacy that may be physical or psychological
- defining the role of the single point of contact
- designating someone to work with respondents and defining that role
- updating Immediate Measures provisions, including clarifying that immediate measures are non-disciplinary orders and the implementation of them does not have bearing on any investigative processes or outcomes in the policy
- adding provisions prohibiting sexual relationships between teaching staff and students
- expanding alternative resolution provisions
- adding in the intersectional equity recommendations
- adding that Indigenous survivors or respondents may request an Indigenous resolution process that reflects their cultural or community values.

### Summary of Outcomes

By incorporating recommendations from Dr. Crocker’s review, the CAPSAP reports, and the thoughtful insights from the MSVU Sexual Violence Policy Working Group, the draft of the Mount Policy Against Sexual Violence reflects current best practices and procedures, that are more responsive to those who have experienced sexual violence, engages a human rights lens that prioritises human rights law, emphasises trauma-informed and procedural fairness, and increases MSVU’s cultural responsiveness to address the needs of a diverse university community.

### References:

Birenbaum, J., Craig, E., & Dugas, M. (2019). *Independent review of Saint Francis Xavier University’s policies responding to sexualized violence: Prepared for Saint Francis Xavier University, June 28, 2019*. Canadian Centre for Legal Innovation in Sexual Assault Response.

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Birenbaum, J., Craig, E., & McCallum, M. (2021). *Independent Review of Mount Allison University’s practices and policies related to sexualized violence: Prepared for Mount Allison University, June 30, 2021*. Canadian Centre for Legal Innovation in Sexual Assault Response.

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Crocker, D. (2020). *Nova Scotia Campus Sexual Violence Policy Review: Nova Scotia College of Art and Design*. [PowerPoint slides].

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- Malinen, K., O'Rourke, K., Kennedy, K., MacLeod, E., & Van Tassel, B. (2021). *Culture and perspectives on sexual assault policy: Cape Breton University*. Halifax, NS.
- Nova Scotia (2019, May) *Guidelines and recommendations for Nova Scotia universities and the Nova Scotia Community College: Development of survivor-centric sexual violence policies and responses*. Nova Scotia. Council of Nova Scotia University Presidents. <https://novascotia.ca/lae/pubs/docs/development-of-survivor-centric-sexual-violence-policies-guidelines-for-universities-nbcc.pdf>
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