



UBC SEXUAL ASSAULT INTERVENTION AND PREVENTION EDUCATION

2015/16 Education Plan
Draft: August 2015

INTRODUCTION

The Sexual Assault Prevention Team has been charged with the development of a holistic and comprehensive campus wide approach to sexual violence prevention and intervention for UBC. A rigorous community consultation including opportunities to engage with campus experts over the fall will form the basis for a long term plan. In the interim, a plan for the 2015/16 academic year has been developed.

As an academic institution, we are committed to grounding this approach in research and evidence based practice. A review of literature on sexual assault and programming on college and university campuses revealed the following:

- Evidence suggests that 60% of sexual assaults are committed by repeat offenders (Lisak and Miller, 2002) and that the opportunity to influence behaviour of potential perpetrators has passed by the time individuals reach college and university.
- 65% of survivors report incidents of sexual assault – the first person they talk to will influence how and whether they talk about it again (Lindsay, 2014)
- Research demonstrates that bystander intervention training increases bystander behavior - improving a student's ability to intervene when a fellow student is at risk and decreasing their support of comments, jokes and attitudes that reinforce rape culture in post-secondary settings (Casey, E. A., & Lindhorst, T. P., 2009; Paul, L. A., & Gray, M. J., 2011; Schewe, P. A., 2007; Vladutiu, C. J., Martin, S. L., & Macy, R. J., 2011.)
- Bystander intervention training should be delivered to groups of the same gender and delivered by at least one peer of the same gender and be at least 3 hours in length (Casey, E. A., & Lindhorst, T. P., 2009; Paul, L. A., & Gray, M. J., 2011; Schewe, P. A., 2007; Vladutiu, C. J., Martin, S. L., & Macy, R. J., 2011.)
- In developing this plan, our goal is to reach as many members of our community as possible – to raise awareness; build a sense of commitment to and collective capacity for the development of a caring and safe community; promote healthy and respectful relationships; and foster communities of students, faculty and staff committed to taking action.
- This plan is not intended to be a stand-alone document or approach. Rather, the messages and approaches proposed are consistent with and support important work already underway through student leadership development, and professional development for staff and faculty.

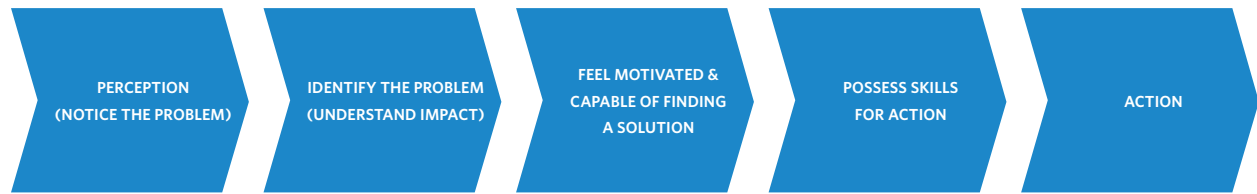
DESIRED OUTCOMES

1. Reduce the incidence of sexual assault by promoting a culture of bystander intervention across all sectors of the UBC community and offering resistance (self-defense) training to foster a greater understanding of acquaintance sexual assault, the impact of culture, socialization, and promote student/employee agency.
2. Promote healthy, respectful relationships – consent; personal responsibility; cultural competency; impact of alcohol and drugs; healthy sexuality.
3. Support the successful implementation of the University's Sexual Assault Protocol – inform all community members; build the capacity of staff, faculty and key student leaders to respond appropriately to a disclosure of sexual assault (first responder level 1); train and develop on-going professional development for first responders expected to support a survivor and document a report (level 2).
4. Create a safe and respectful campus environments – foster the capacity to engage critically with popular culture – song lyrics, advertising, movies, books, social networking; build capacity to recognize and understand the impact of rape culture; enhance the capacity of key staff/administrators/faculty and student leaders to address systemic causes of sexual violence.

PRIORITY AUDIENCES

- First Year Students
- Student Leaders (AMS Clubs, Greek Societies, Undergraduate and Graduate Societies)
- Varsity Athletes (Varsity Council)
- Staff working directly with students (MOST Program)
- Faculty and Administrative Unit Department Heads
- Instructors and Faculty Advisors
- Residence Life staff and elected student leaders

FRAMEWORK



PASSIVE PROGRAMMING

- Consent Campaign
- Be more than a Bystander
- Really Campaign
- Got Consent VIP Connector
- Insert to the Green and Blue Folder
- Blog posts and other social media engagement
- Know My Campus Campaign

EVENTS

- Featured Speakers (Laci Green, Jeremy Loveday, Mike Domitrz)
- Dialogues/Panel Discussions
- Art Installations theater and spoken word
- Film (The Hunting Ground)
- Let's Talk about Sex

WORKSHOPS

- Community Building Through Understanding
- Community Through Action
- Responding to a Disclosure of Sexual Assault
- Healthy Relationships, Boundaries and Assertiveness
- Active Witnessing to Prevent Sexual Assault on Campus
- Safer Party Workshop
- Anti-violence Ally Training
- Media Literacy and other workshops
- Resistance Training/Self Defense
- Can I Kiss You - Train the Trainer workshop

INTENSIVE FACILITATOR TRAINING

- Active Witnessing
- Community of Practice
- Responding to a Disclosure of Sexual Assault
- Safer Party Planning
- Healthy Masculinities Project

2015/16 INITIATIVES

CONSENT CAMPAIGNS

UBC: The aim of this initiative is to promote healthy and respectful relationships and reinforce our ambitions to foster a caring and safe community. While this programming is focused on first year students, especially students who are not familiar with the concept of consent, the messaging will be shared with the entire campus community. The campaign promotes three key concepts: Consent is clear, consent is a conversation, and consent is needed. Campaign dates: September 10-18, 2015

AMS Sexual Assault Support Centre (SASC) Consent Week: A week-long series of events/activities that provide the opportunity to amplify conversations about consent. Workshops include topics ranging from understanding and practicing consent, empowerment and wellbeing and Sexuality, Intimacy, and Desire for Queer Women Workshop (offered by EVA BC). The week also includes talks on subjects such as sexuality and relationships in pop culture and information tables hosted at various locations on campus. Campaign dates: October 6-9, 2015 and February/March 2016

SEXUAL ASSAULT AWARENESS MONTH

Sexual Assault Awareness Month (SAAM) takes place each January on the UBC Point Grey campus (beginning in 2010) and was introduced on the Okanagan campus for the first time in 2015. These initiatives are a month-long series of events aimed at raising awareness and understanding about issues surrounding sexual assault and campus safety. SAAM provides opportunities for students, faculty and staff to explore topics such as the impact of rape culture in society and on university campuses, and the intersections of sexual violence, gender expression and identity, race, sexual orientation, disability and socio-economic status. The month includes keynote speakers, interactive events, passive campaigns (promotional posters and Denim Day stickers), workshops, and is largely driven by UBC community members who develop and host events on each campus. The month also includes leadership development opportunities for students. At UBC Okanagan, SAAM is organized by the Sexual Assault and Rape Awareness (SARA) student volunteers, the Equity and Inclusion Office and the Health and Wellness Centre. January 2016

STUDENT LEADER TRAINING

Beginning in 2014, all student leaders involved in orientation activities for new students, peer programs, residence life and athletics are required to complete training on building safe and respectful communities (including event/activity planning) and bystander intervention. Training occurs throughout the year. Over 1600 student leaders were trained throughout March and April in Vancouver and over 350 student leaders were trained at the Okanagan campus for the 2015 Orientation.. Peer Programs training in September includes a day dedicated to building respectful and safe communities.

ACTIVE WITNESS FACILITATOR COMMUNITY OF PRACTICE

The role of the Active Witnessing Workshop Facilitator is to increase student awareness and understanding of issues surrounding intercultural competency. They do this by instilling among individuals the skills and confidence needed to respond to discrimination, prejudice and stereotyping. By facilitating Active Witnessing workshops throughout the year, facilitators empower members of the UBC community to intervene when they witness comments or behavior that targets others on the basis of differences in race, ethnicity, gender, sexual orientation, language, ability, age, nationality or any other distinction. Members of this Community of Practice will offer the Active Witnessing to Prevent Sexual Assault on Campus workshops to student leaders in 2015/16.

The Active Witnessing Facilitator two day training equips Student Facilitators with the skills and competencies needed to facilitate the 90-minute Building Community through Action Workshop. In order to build each facilitator's conceptual toolkit and develop their facilitation skills, a breath of theories and concepts with an emphasis on fostering effective approaches to facilitating difficult conversations on issues such as anti-oppression, power and privilege are explored. Following the training, facilitators receive on-going training and opportunities for practice throughout the year.

THRIVE @ UBC

A week dedicated to encouraging the UBC community to invest in their mental health and includes a wide range of events and initiatives on the Vancouver and Okanagan campuses. Programming and events include a focus on building healthy respectful relationships, empowerment, sexuality and sexual health. November 2016

WELLNESS PROGRAMMING AND WELLNESS PEERS

Trained Wellness Peers at UBC provide education about sexual health, safer sex, as well as healthy relationships and consent in those contexts (negotiating safer sex, talking to a partner, etc) in the drop-in space of the Wellness Centre. Safer sex supplies, as well as pleasure items are also sold in the space to enable these conversations through teachable moments. In addition to the Wellness Centre, booths are often provided by request at campus events about sexual health or healthy relationships (approximately 6 per term), including the "Let's talk about Sex" panels in residences, and other speaker series events.

During term 2, a campaign is run entitled "Have Good Sex" that encourages STI testing and communication with sexual partners about STIs.

REALLY CAMPAIGN

A passive campaign containing 4 active witnessing scenarios on sexual assault intervention and prevention. The campaign runs throughout the year at both campuses in the form of posters in residence, messaging on the University's digital signs and postcards and buttons.

AMS SASC'S HEALTHY MASCULINITIES INITIATIVE

The Healthy Masculinities Leadership Program is a multi-faceted project, which will promote healthy masculinities, healthy relationships and work towards gender based violence prevention on the UBC Vancouver campus. The projects goal is to eradicate the damaging stereotypes that society teaches boys about what it means to be a man and to recruit male identified leaders on campus who will model strength without violence to create a safer campus community.

CLOTHESLINE PROJECT

SASC (AMS) hosts this initiative each year in a public space on campus. The Clothesline Project was started by a group of women in the United States in 1990. Historically, it was a vehicle for survivors of violence to express their emotions by decorating a shirt. They then hung the shirts on a clothesline to be viewed by others as testimony to the problems of violence against women. The Clothesline Project was held for the first time at UBC Okanagan in January 2016. It was hosted by the SARA Campaign (Sexual Assault and Rape Awareness).

BE MORE THAN A BYSTANDER

An initiative that engages male athletes in speaking out to end violence against women. Initially launched in partnership with EVA BC and the BC Lions, members of the UBC Varsity Football team participated in training, created a passive education campaign and participated in a range of speaking engagements. In 2015/16 the University will explore opportunities to expand this initiative beyond the UBC Vancouver Football team and to varsity teams on both campuses This program will include bystander/active witnessing training for student athletes and their coaches, an expanded passive education campaign and create opportunities for the student athletes involved to be part of speaking engagements and other relevant community events.

WORKSHOPS AND RESOURCES

Responding to a Disclosure of Sexual Assault: A two hour workshop developed and led by the Ending Violence Association of BC in collaboration with UBC. This workshop is core to the implementation of the University's Sexual Assault Protocol and is designed to build the capacity of staff, faculty and key student leaders to respond appropriately to a disclosure of sexual assault and provide referrals to campus and community resources. This workshop was included in the core training for all Residence Life staff on both campuses in the fall of 2015. On the UBC Vancouver Campus, this workshop was offered to the elected student leaders in residence and is currently being offered to UBC Vancouver's student leaders, staff and faculty. A one and half hour version of this workshop was offered at UBC Okanagan by the Equity and Inclusion Office and the Health and Wellness Centre to over 60 Residence Advisors in September 2015 and is currently being offered to UBC Okanagan staff and faculty.

Can I Kiss You - Train the Trainer Workshop: A 50 minute workshop focused on teaching student leaders how to facilitate conversations and be peer educators on the topic of sexual assault. It addresses how to approach tough questions from students/peers, how to balance the careful and effective use of humour and asking your audience hard-hitting/thought-provoking questions. This workshop is included in the on-going professional and personal development program offered to residence Life Staff.

Active Witnessing to Prevent Sexual Assault on Campus: A one hour workshop that builds on the Building Community through Understanding & Action and How to Support a Survivor workshops already being engaged with by student leaders. This workshop will be included in the core training for all Residence Life on both campuses beginning this fall.

Building Community through Understanding & Action: These two workshops are geared towards our student leaders at UBC. Part one explores individual values and the importance of building inclusive and welcoming communities for all through proactive practices. Part two explores active witnessing and the importance of reacting to harmful and stereotyping behavior as it arises in our daily lives. A staff version of Building Community Through Action has been piloted and is scheduled to be offered in 2015/16 through the MOST program.

Anti-Violence Ally Training: A 2.5 hour training program offered by the AMS Sexual Assault Support Centre (SASC) open to all members of the UBC community covers sexual assault and consent, legal definitions, explores rape culture and supports participants in learning how to respond to a disclosure of sexual assault and support a survivor. A two hour version of this workshop has been offered at UBC Okanagan by the Sexual Assault and Rape Awareness (SARA) campaign and the UBC Students' Union Okanagan (UBCSUO).

Self Defense/Resistance Training: UBC Okanagan has developed self-defense training (Rape Awareness and Defense Training) that addresses physical self-defense with a focus on how to resist sexual assault by people we know (acquaintance sexual assault) and launched in September 2015. SASC offered an Elements Self-Defense Class in September on the Vancouver campus.

In spring 2016, UBC Vancouver will be working closely with Dr. Charlene Senn from the University of Windsor to adopt the Enhanced Assess Acknowledge Act (EAAA) program to bring the training to our campus in September 2016. The EAAA program has been shown to substantially reduce the incidence of rape and attempted rape among first-year university women (Senn, et al, 2015). This program was carefully designed to reduce woman-blaming/self-blaming attitudes and beliefs and focuses on how to resist sexual assault by acquaintances.

AMS Safer Party Plan: AMS is currently developing a safer party plan which will be distributed to clubs and organizations who wish to host events in AMS buildings.

Safer Party Plan workshop: This workshop will complement the Safer Party Plan developed by the AMS and will include bystander intervention techniques for party hosts. In development.

Media Literacy Guide and workshop: This workshop explores the important role media plays in influencing our everyday lives. Designed to spark discussion and critical thinking amongst those of us who create media, such as posters, digital signs, tweets, etc., The purpose of this session and the guide is help our campus community to understand how to analyze and evaluate media with a lens to hosting inclusive and welcoming events so that all of us can begin or continue to develop media that is effective, responsible, and creative.

Sexual Health workshops: This workshop, offered by Wellness Peers and professional wellness staff members, covers the topics of sexual health, accessing health care, consent and safer sex negotiation, as well as healthy relationships. At UBC Okanagan these workshops are offered by the Health and Wellness centre.

Race, Racism & Sexualized Violence Workshop: Developed by the AMS SASC, this workshop explores the intersections of racialized and sexualized violence. This workshop engages histories of sexualized violence as a tool of colonization and discusses strategies to dismantle the present day barriers to support and justice facing people of colour, and Indigenous peoples. Participants will deepen their understanding of sexualized violence, consent and rape culture through the lens of racial justice.

EVENTS AND SPEAKERS (TO DATE)

Laci Green: A 25-year old web personality, public speaker, and activist from Oakland. She is best known as the host and creator of the internet's most popular sex education show, called "Sex Plus". Hosted by the VP Students. September 28, 2015

Jeremy Loveday: Featured speaker for the launch of the Creating Healthier Masculinities Program. A Canadian poet, based out of Victoria, Jeremy Loveday actively encourages men to speak out against violence against women. He is the creator of Masks Off – A Challenge to Men. Hosted by SASC. September 30, 2015

Can I Kiss You?: Educator, Mike Domitrz will offer a program in residence providing students with skills on addressing healthy Relationships and reducing dating violence, respecting boundaries and consent, bystander Intervention and supporting survivors of sexual violence. October 22nd, 2015

Let's Talk about Sex: A panel of peer leaders and experts engage residence students in a discussion about consent, healthy relationships, sexual orientation, sexual identity and making healthy decisions about sex. Conversation is facilitated by Residence Life Staff in Totem Park and Place Vanier. In attendance to offer expertise and answer student questions are campus colleagues from Access and Diversity, Sexual Assault Support Centre, UBC Pride and a nurse from Student Health. October 15 (Totem), November 5 (Vanier).

Film Screening: The AMS SASC hosted a screening of The Hunting Ground followed by a Panel Presentation. The film is a documentary about alleged incidents of rape on college campuses in the United States and follows the story of campus anti-rape activists, who filed a Title IX complaint against The University of North Carolina in 2013 and co-founded the group End Rape on Campus November 23, 2015

The National Day of Remembrance and Action on Violence Against Women in Canada: Established in 1991 by the Parliament of Canada, this day marks the anniversary of the murders of 14 young women at l'École Polytechnique de Montréal in 1989. They died because they were women. A memorial and a series of related educational events are hosted on the UBC Vancouver campus each November and early December organized by Women in Engineering, Engineering Undergraduate Society, the AMS SASC and the Equity & Inclusion Office. December 6th is about remembering victims of gender based violence and is a time to reflect and take action. December 6

Trans Day of Remembrance: occurs annually on November 20 and is a day to memorialize those who have been murdered as a result of transphobia and to bring attention to the continued violence endured by the transgender community. Each year, the Pride Collective at UBC and the AMS SASC host remembrance events on the UBC Vancouver campus.

Julia Serano: is a writer, performer, activist, and biologist. She is best known for her books Whipping Girl: A Transsexual Woman on Sexism and the Scapegoating of Femininity and Excluded: Making Feminist and Queer Movements More Inclusive. Julia's keynote talk for SAAM 2016 offered the UBC Vancouver community with an opportunity to rethink sexualization within our North American context. January 28, 2016

Jamie Utt: is an internationally respected diversity and inclusion specialist and sexual violence prevention educator. Jamie conducted an interactive presentation on the connection between social constructs of masculinity and violence. This program was part of the AMS SASC's Healthier Masculinities Project and UBC's Sexual Assault Awareness Month. January 14 2016.

Coming together at the intersections: Sexualized violence in our communities: A panel discussion where Harsha Walia, Natalie Clark and Ivan Leonce explore the intersections of sexualized violence in our communities. Sexualized violence has deep roots in structures of power, colonization and intersecting layers of oppression. The panelists open up opportunities for participants to engage in a thoughtful discussion around the prevalence and structure of sexualized violence and what we can do about it. January 20, 2016.

COMMUNICATION TACTICS

ONLINE AND PRINT RESOURCES

Supporting a Survivor of Sexual Assault: A one page flyer providing information on how to support a survivor of sexual assault and a list of resources available for referral. This document will be distributed widely to campus community members who work directly with students as an insert to the folder on Supporting a Student in Distress. A similar flyer is being developed at UBC Okanagan, as well as updated online material and resources.

VIP Connector: The Violence Intervention and Prevention (VIP) Connector is an online space where UBC community members can contribute to dynamic and unfolding discussion, as well as enable easy access to events, opportunities, programs and people related to or involved with violence intervention and prevention work and fields of study.

Know My Campus Campaign (UBC-V): Directed at UBC Vancouver incoming students, content included blog posts on the importance of making friends, fostering healthy relationships, saying and hearing no (a precursor to the September Consent Campaign). Similar content will be included in messaging to UBC Okanagan incoming students.

Live Well to Learn Well (UBC Vancouver): A component of students.ubc.ca, Live Well to Learn Well includes a section on Sex and Sexual Health. Content includes information on sexually transmitted infections, contraception, sexual assault and provides links to a wide range of resources available at UBC and in the community.

AMS Sexual Assault Support Centre www.gotconsent.ca hosts a wide range of resources, statistics, on-line discussions related to sexual assault intervention and prevention.

SARA Campaign (UBC Okanagan): is an on campus program that takes a community bystander approach to understanding consent and healthy sexual activities.

Targeted Communications to UBC Community Members

Broadcast messages to UBC Community (in development)

Head's Up messages (in development)

Back to School Feature (in discussion)

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