

Courage to Act

A National Collaboration To Address
and Prevent Gender-Based Violence at
Post-Secondary Institutions in Canada



COURAGE TO
#IHaveTheCourage

Proudly
funded by:



Women and Gender
Equality Canada

Femmes et Égalité
des genres Canada

Canada

Land Acknowledgement



Native-Land.ca



Image by Chief Lady Bird

“As we have conversations on campus about sexual violence, we must remember that Indigenous people enter into this space (students, staff, and faculty) with an existing relationship to rape culture. **Sexual violence is just one manifestation of the continuum of violence wrought by settler colonialism.** Indigenous women, Two-Spirit, trans and queer people have been resisting colonial rape culture for years, mourning our loved ones whose lives have been taken in a country in which their deaths are treated as unexceptional.”

– Dr. Sarah Hunt, Kwagu'ł, Associate Professor
University of Victoria

Growing Gender Justice with Purpose, Hope and Impact

Possibility Seeds is a leading social change consultancy dedicated to gender justice, equity, and inclusion. With over 20-years experience working with community organizations, governments, private and public institutions, we care deeply about the impact of our work.

Possibility Seeds leads the Courage to Act Project. Learn more at www.possibilityseeds.ca



Courage to Act

Courage to Act is a multi-year national initiative to address and prevent gender-based violence (GBV) at post-secondary institutions (PSIs) in Canada led by Possibility Seeds.

It builds on key recommendations within Possibility Seeds' vital report *"Courage to Act: Developing a National Framework to Address and Prevent Gender-Based Violence at Post-Secondary Institutions."*

It is the first collaborative of its kind to bring together 170+ GBV experts and advocates from across Canada to address GBV on campus.



Framing the Issue

- **1 in 6 men, 1 in 3 women & 1 in 2 trans and/or gender nonbinary people will be subjected to some form of sexual violence in their lifetime.** 1in6.org; WHO, Violence Against Women (Fact Sheet). Released March 9, 2021; Trans PULSE Canada Team. Health and well-being among racialized trans and non-binary people in Canada. 2020-11-02. Available from: <https://transpulsecanada.ca/research-type/reports>
- **71% of students** at Canadian post-secondary students either witnessed or experienced unwanted sexualized behaviours in a post-secondary setting either on campus, off campus or online. By Marta Burczycka, Canadian Centre for Justice and Community Safety Statistics. Release date: September 14, 2020
- **41% of all reported incidents** of sexual assault were reported by students. Statistics Canada (2014a). Criminal victimization in Canada. Retrieved from <https://www150.statcan.gc.ca/n1/pub/85-002-x/2015001/article/14241-eng.htm>

Framing the Issue Continued

- **1 in 10 women** are subjected to sexual assault in a postsecondary setting during the previous year.

By Marta Burczycka, Canadian Centre for Justice and Community Safety Statistics.
Release date: September 14, 2020

- **47% of students** at Canadian post-secondary institutions witnessed or were subjected to discrimination on the basis of gender, gender identity or sexual orientation in the past year.

By Marta Burczycka, Canadian Centre for Justice and Community Safety Statistics. Release date: September 15, 2020

- **Two-thirds (62%) of 2SLGBTQ+ people** living with a disability are subjected to inappropriate sexual behaviour in 2018. By Samuel Perreault, Canadian Centre for Justice and Community Safety Statistics. Release date: August 26, 2020



Courage to Act Phase 1: The Report

7

Person
Project
Team

29

Person Advisory
Committee

30+

Listening and
Learning
Consultations

300+

Listening
and Learning
Participants

45

Recommendations

60+

Representatives
from Post
Secondary
Institutions

Courage to Act:

Developing a National draft Framework
to Address and Prevent Gender-Based
Violence at Post-Secondary Institutions
in Canada

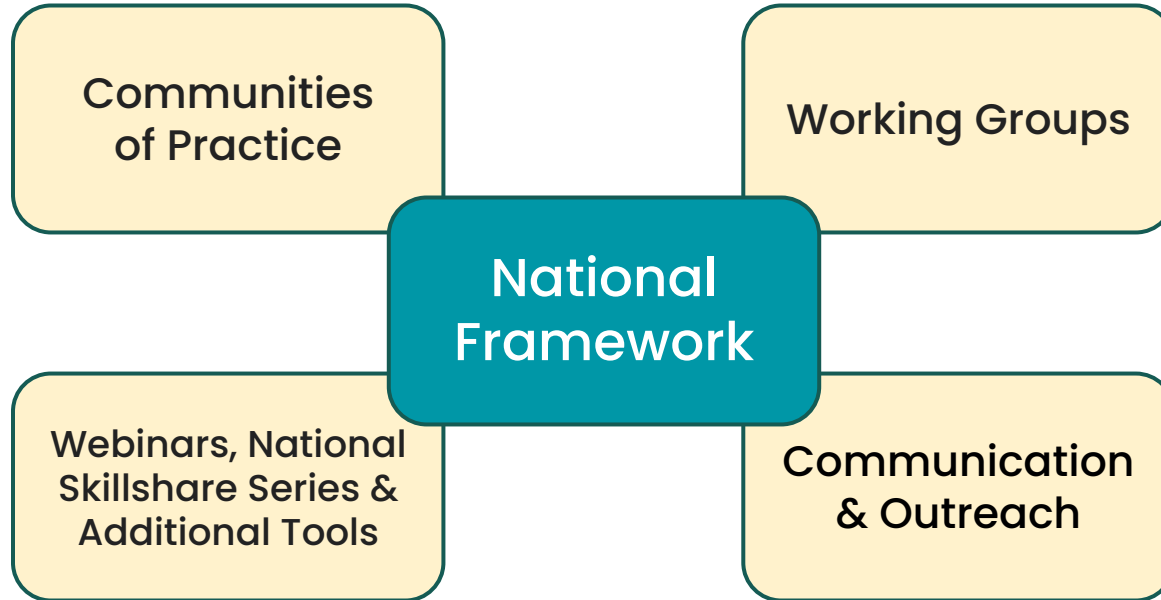
POSSIBILITY
SEEDS

Phase 1: Listening

“We finally have a way to really talk about issues we’ve not been able to approach before. By broadening these hard discussions out to include people from across the spectrum - advocates, front-line workers, students, supporters, administrators, lawyers, scholars, and so many others - we’ve been able to learn like never before, and build out what a national framework can look like.”

- Courage to Act Listening and Learning Participant

Courage to Act Phase 2 Activities



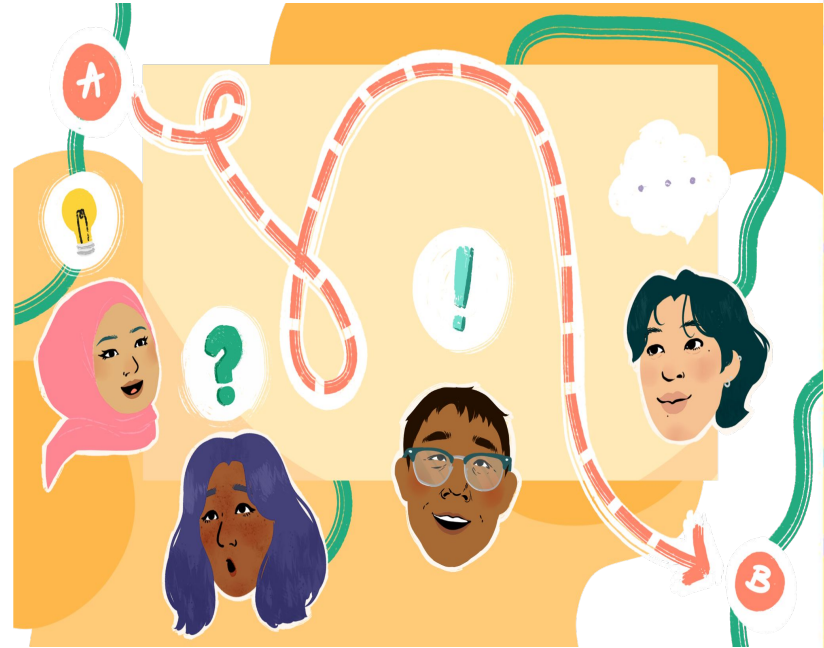
Phase 2: Collaboration

"This work is isolating, and to do this work together has been so meaningful. Gender-based violence isn't the result of an individual's failing. It is a systems failure. It requires a system's response. And when the entire country gets its brightest and best people together to do the work, then it may just be possible to manifest the change we have been advocating for over the past decades."

- Robyn Ocean

6 Ways Possibility Seeds Built a National Collaboration

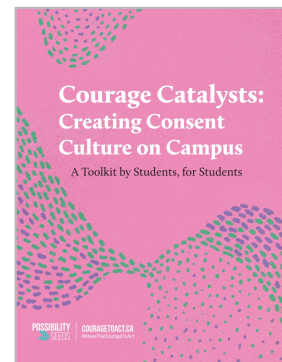
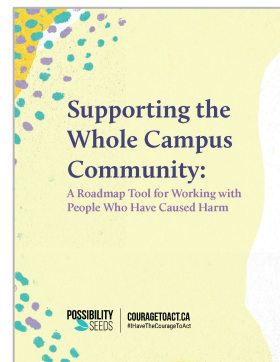
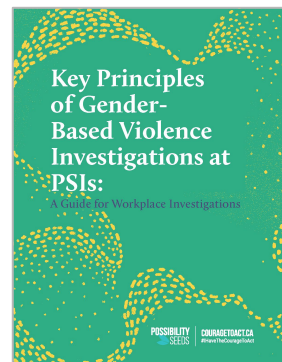
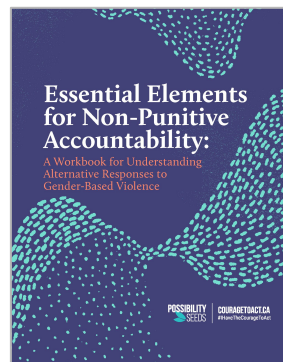
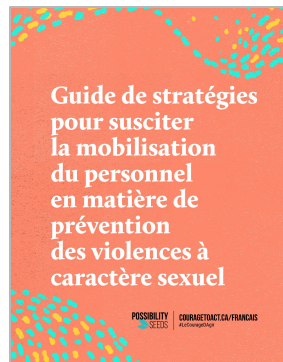
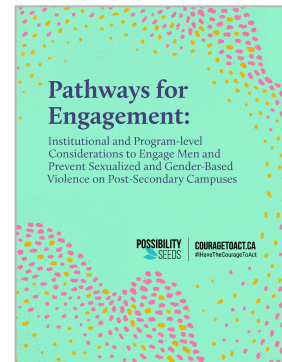
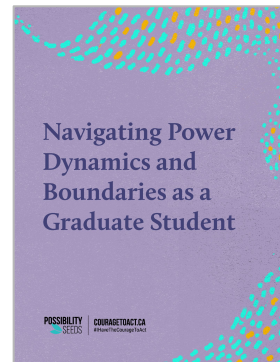
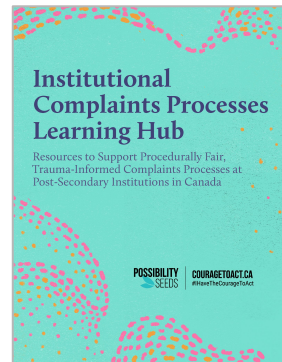
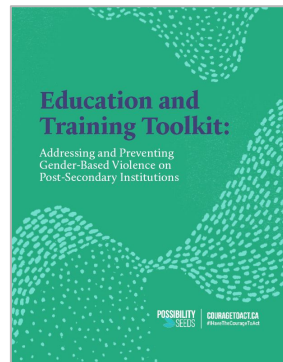
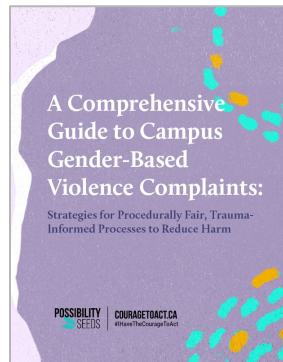
- Connected network of campus gender-based violence stakeholders
- Cultivated nourishing spaces for hard conversations
- Expert knowledge of the issues
- Innovative practical tools, strategies and practices
- Robust piloting of tools, strategies and practices
- Strong multi-sectoral partnerships



27 Tools Available Now

- 27 tools available to download right now on the Courage to Act Knowledge Centre. Also available via Possibility Seeds' website.
- All resources offered through the project are publicly available and free of charge to download.
- Want to pilot a tool at your institution? Get in touch!





A Selection of Tools

- **A Comprehensive Guide to Campus Gender-Based Violence Complaints:** Strategies for Procedurally Fair, Trauma Informed Processes to Reduce Harm.
- **Education and Training Toolkit:** Addressing and Preventing Gender-Based Violence at Post-Secondary Institutions.



A Selection of Tools Continued

- **Supporting the Whole Campus Community: A Roadmap Tool for Working with People Who Have Caused Harm**
- **Essential Elements for Non-Punitive Accountability:** a Workbook for Understanding Alternative Responses to Campus Gender-Based Violence
- **Strategies to Engage Post-Secondary Staff in the Prevention of Sexual Violence (EN & FR)**



A Selection of Tools Continued

- **Supporting International Students Affected by GBV:** A Customizable Tool for International Students, Post-Secondary Administrators, and Frontline Workers
- **Courage Catalysts: Creating Consent Culture on Campus** - A toolkit by students, for students
- **Key Principles of Gender-Based Violence Investigations at PSIs: A Guide for Workplace Investigations**



17 New Tools Available Soon!

Including:

- **Unions, Collective Agreements and Institutional Responses to Campus Sexual Violence.**
- **Use the Right Words Guide**
- **A Comprehensive Guide to Building Coordinated Response Teams on Campuses**
- **Creating Information-Sharing Agreements Among Stakeholders Responding to Campus GBV**
- **Comprehensive Academic Considerations Guide**



Courage to Act Phase 2: Impact

42,500+ Visitors to our website

30,000+ Downloads of our toolkits and articles

3500+ People engaged with our professional development opportunities

102 Articles and thought pieces created

100 Members in 10 national Communities of Practice

84 Experts consulted to inform our National Action Plan report

65 Speaking engagements across Canada

52 Media features

45 Groundbreaking resources and toolkits

36 Courage to Act certificate recipients

29 Webinars and National Skillshare Series

25 Newsletter editions

Phase 2: Collaboration

"Gender-based violence work is heavy and can feel quite isolating at times. This report and the subsequent communities of practice have brought together people from different backgrounds, expertise and social locations all for the same purpose.

The important work that is being done here, born out of the Courage to Act report, not only feeds the soul for me as a participant but also shines a huge light of hope that we have a chance to make a positive difference in PSI communities across Canada."

- Amie Kroes

Phase 3: Implementation

“I wish all this information was available years ago. As a frontline worker, you don’t always have the tools you need to support clients who have experienced GBV. But working on this project, developing really practical tools, policies, procedures and strategies that I can actually use in my work every day gives me the push to keep doing what I’m doing.”

Courage to Act Webinar training Participant

Courage to Act Phase 3: Piloting of Resources

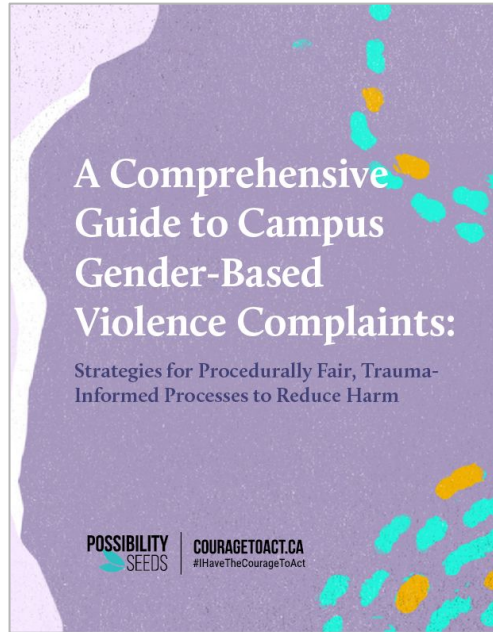
Four Key Objectives:

1. **Increase awareness and application of tools, policies, and procedures** through piloting, consultation, and community engagement;
2. **Improve knowledge and resources** on GBV prevention and intervention through new, innovative tools;
3. **Create two new evidence-based tools** on sexual harassment in experiential learning, and a community risk assessment on gender-based violence for PSIs;
4. **Continue to build collaboration and capacity-building across PSIs** through our National Skillshare Series and expansion of our Knowledge Centre.

Join Us: National Skillshare Series



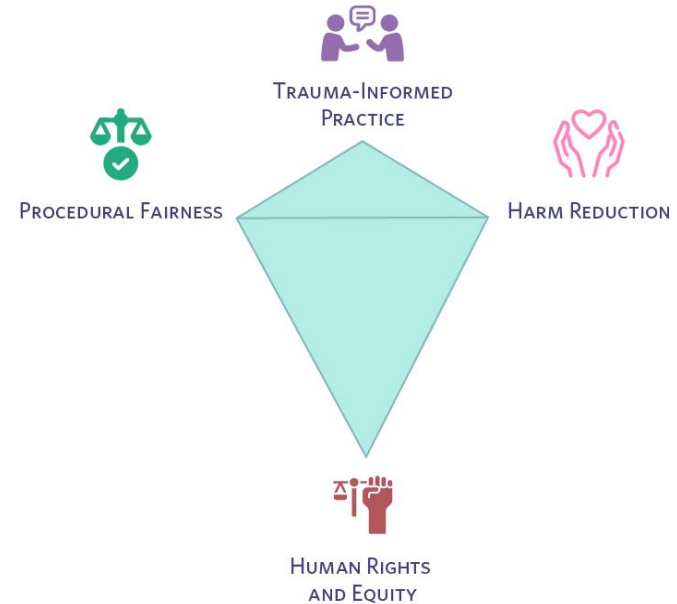
Reporting, Investigations & Adjudication



- ★ First comprehensive guide to complaints processes
- ★ Bringing it to life in multiple formats
- ★ Building the foundation for continued learning
- ★ Tackling difficult questions

Reporting, Investigations & Adjudication Training

- ◆ Introduction to Understanding Campus Gender-Based Violence Complaints
- ◆ Deep Dive: Strategies for Procedurally Fair, Trauma-Informed GBV Complaints Processes to Reduce Harm
- ◆ Simple Questions with Complicated Answers



Ongoing Challenges

UNSETTLED QUESTIONS

Personal relationships
between faculty/staff and
students

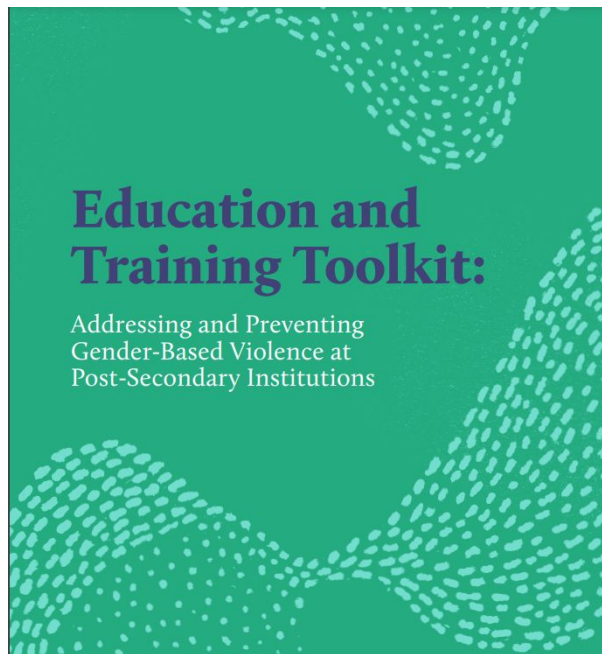
Information sharing
between post-secondary
institutions

WE CAN DO BETTER

Supporting complainants
and respondents through
investigations

Non-adjudicative options

Education & Training Toolkit



- ★ Responds to key recommendations outlined in the Courage to Act Report
- ★ Provides a framework to support prevention education efforts on campus
- ★ Each of the 6 chapters provide users a “choose your own adventure” approach to ongoing learning and engagement
- ★ Builds a foundation for continued learning and community building

Education & Training

- ★ Community of Learning
- ★ Learning Labs
- ★ All Star Summer School
- ★ Building out the Courage to Act
[Knowledge Centre](#)



All-Star Summer School: Building GBV Education Plans

- ★ A FREE pilot online experiential learning course to build GBV education action plans
- ★ Interactive learning format allows for practice on learned concepts with expert feedback.
- ★ Draws on in-depth case studies, the Education and Training toolkit, and guest speakers.
- ★ Learners will leave with a customized action plan by the end of the course

Registration open now!

Response and Support: 14 Tools for 2022/2023

Support and Response Tools include but are not limited to:

- ★ Trauma and Violence Informed Care Guidelines for Campus Medical Professionals Supporting Individuals Affected by Gender-Based Violence
- ★ Developing Comprehensive Academic Considerations for Students Affected by Gender-Based Violence at Canadian Post-Secondary Institutions
- ★ A Guide to Gender-Based Violence Coordinated Response Teams
- ★ BRAVE: Video and Action Toolkit on Addressing Sexual Violence Disclosures

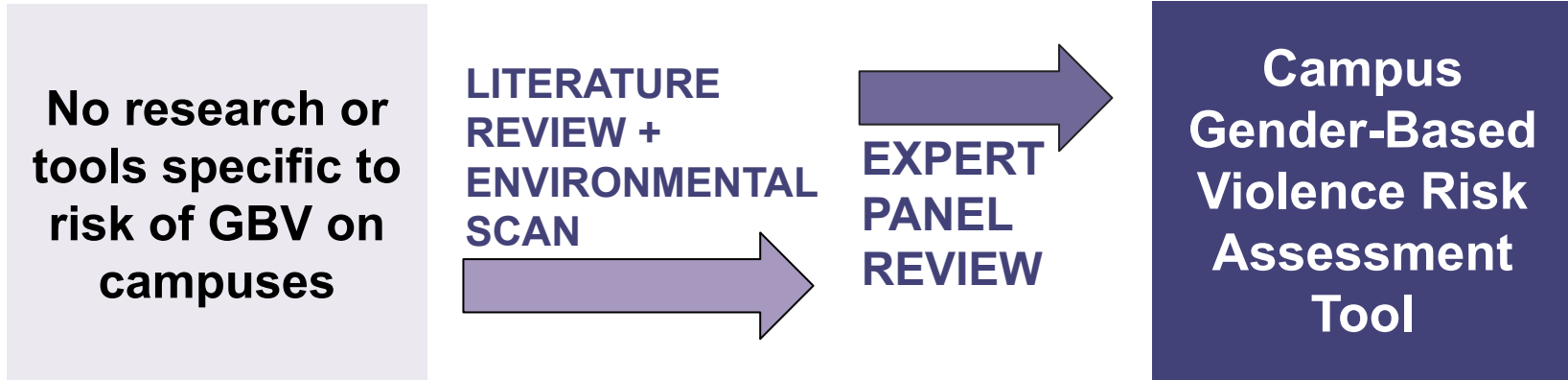


Response and Support: 14 Tools for 2022/2023 cont...

- ★ Guidelines on Confidentiality and Reporting: Checklist Tool for Campus Gender-Based Violence Service and Support Agreements
- ★ Creating Information-Sharing Agreements Among Stakeholders Responding to Campus Gender-Based Violence
- ★ Use The Right Words: Toolkits on Reporting on Gender-Based Violence for Journalists and Communications Professionals
- ★ Intergenerational podcast with student leaders (high school, post-secondary) and GBV leaders (45+)



Phase 3: GBV Community Risk Assessment Project



Phase 3: Sexual Harassment in Experiential Learning Project

Students experience sexual harassment in internships, co-op, placements, etc.

No research or tools to address this issue

ENVIRONMENTAL
SCAN

NATIONAL SURVEY

CASE STUDY

- ★ Promising practices
- ★ Legislative amendments
- ★ Policy and protocol recommendations
- ★ Resources and tools

Phase 3 Impact – A Snapshot of the Last 5 Months

- **Alberta** - The Alberta government issued a directive to PSIs about their sexual violence policies, and named Courage to Act as a key resource to refer to.
- **Nova Scotia** - Partnership with Antigonish Women's Centre & Sexual Assault Services to use our Student Organizers toolkit for their Waves of Change Bystander Intervention Program at PSIs across Nova Scotia.
- **Quebec** - The Quebec government held a consultation with Quebec PSIs about sexual violence, and distributed a resource guide which included Courage to Act.
- **High School Too** - We're advising the #HighSchoolToo movement - students coast to coast are drawing on these resources to challenge high school sexual violence policies.
- **Across Canada** - Tools are being piloted at universities and colleges across the country.

Want to pilot a tool at your PSI, or in your province? Get in touch!

Connect With Us:

Possibility Seeds:

www.possibilityseeds.ca

Possibility Seeds' Courage to Act project:

www.couragetoact.ca



Possibility Seeds



@possibilityseed



@possibilityseeds



Possibility Seeds

