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“STUDENTS FOR  
CONSENT CULTURE

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CANADA

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# ANNUAL REPORT

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2021-22  
ANNUAL GENERAL MEETING  
JUNE 4, 2022

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“ÉTUDIANTES POUR  
UNE CULTURE DU  
CONSENTEMENT



# Who is SFCC?



Students for Consent Culture Canada is an organization dedicated to supporting anti-sexual violence advocacy and activism on campuses across the settler colonial state known as Canada by serving as a hub of resources, tools, community, and institutional memory for student engagement. SFCC also engages in advocacy at the provincial and federal level to create better policies, practices and accountability measures to protect students. Our overall goal is to build relationships of solidarity across social justice movements and organizations to support cultures of consent on campuses and in our communities across Turtle Island.



# Commitment to Land and Solidarity

Our work takes place in Kanata (also known as Canada) on the unceded territory of different Indigenous communities. Sexual violence is a symptom of the larger capitalist, colonial system that “Canada” is based off of and continues to perpetuate. We cannot speak of consent on campuses without also acknowledging, unpacking, and actively addressing the ongoing non-consensual relationship Canada has with Indigenous communities. We cannot effect change in a culture where sexual violence is an everyday occurrence without including addressing other forms of violence in our approach.

We support the varied strategies that Indigenous peoples are using to protect their land and their communities, and we commit to dedicating time and resources to working in solidarity. We acknowledge that we, as people living and working on unceded and occupied lands, are accountable to the laws and protocols of the people who have cared for this land since time immemorial. It is our intention to continue learning how to honour this responsibility.



# Message From the Co-Chairs

Welcome to our 2022 SFCC AGM!

It's amazing how much has happened since our last gathering in October 2021! We released the first volume of Pass the Megaphone: SFCC's Advocacy Toolkit, as well as the Crucial Voices report from our National Action Plan to End Gender-based Violence (NAP) consultations. The first events from our speaker series, Beyond Consent, have given us opportunities to invite experts into SFCC spaces to discuss complex and vital issues in anti-violence work happening in Canada and beyond. We have also slowly been launching our membership and are learning what it means to support students and allies across the country in this new way. The foundation of the Education toolkit is also being built, which will have a huge impact in how students access anti-violence education for years to come.

Two years ago, when we stepped into the role of Co-Chair together, we were working as hard as we could to support the team and the organisation through the pandemic. Our team was only eight people who were working to respond to an increasing number of requests from students seeking support on policies, campaigns, legal issues, and personal healing. Now we are a dynamic and diverse working team of over thirty people, we are running monthly community care sessions, have a small team of great staff working on various projects, and are always growing in our relationships. It's an exciting time to be a part of this organisation!

As we now prepare to transition out of these roles, we are excited to see where new leadership is going to take the organisation. And are thrilled to continue to be along for the ride.

**Warmth always,  
Tia Wong and Chantelle Spicer  
National Co-Chairs**

# OUR TEAM



## Board of Directors

Sebastien Oudin-Filipecki

Vincenza Mazzeo

Caitlin Salvino

Connor Spencer

Sam Rockbrune

Chantelle Spicer

Tia Wong

Kelsey Friesen

Kelsea McCready

Stephanie Gill

## Our Amazing Staff!

Jaleen Mackay (Education Toolkit (Project Coordinator)

Ellis Pickersgill (Facilitation & Outreach Coordinator)

Victoria Yu (Education Toolkit Project Specialist)

Maddie Brockbank (Education Toolkit Project Specialist)



# Growing the Org

At our 2021 Annual General Meeting we voted on bylaws that, for the first time, would clearly define membership and allow for students across the country to be connected to SFCC work and support in new ways. It took a bit of trial and error to figure out how to logistically support this new aspect of our organisation, but in January 2022, we launched our membership program to galvanise the social and political power of students and survivors in the anti-violence movement across the country.

By being a member of SFCC, students have the opportunity to inform our work in more direct ways through democratic voting at our AGMs as well as increased access to running for our Executive positions! Through membership, we are also finding new ways to be connected to students across the country doing anti-violence work and connect you to each other in the powerful work you are doing.

As you will see from our motions package, the Governance Committee through the Board of Directors has also been hard at work refining our bylaws and process. The changes we will be discussing at this AGM have been put forward to find new ways to grow, ensure we are always working to reduce barriers to democracy and other forms of participation in the organisation, share our capacity, and ensure institutional memory is carried forward into future generations of SFCC teams.



# Year in Review



## By the Numbers

12

workshops

489

registrants for  
events

30

volunteers

2,000+

social media  
interactions

## Portfolio Updates

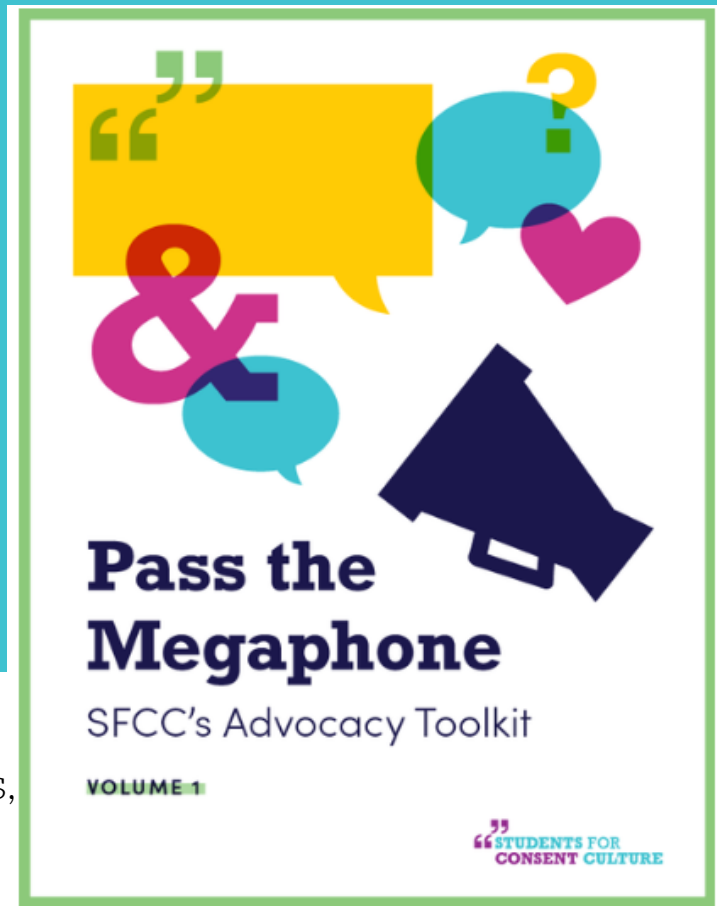
### Advocacy

Despite the impact of the ongoing pandemic on organizing spaces, the advocacy portfolio has been busy developing tools to help student activists across so-called Canada succeed in anti-violence work. Moreover, that has been done within this portfolio since our last AGM has laid a foundation for SFCC team members to come and we are excited to see how this work evolves to support student activists to come.

### Advocacy Toolkit Debut

In April 2022, volume 1 of *Pass the Megaphone: SFCC's Advocacy Toolkit* became available as an open-access resource on the SFCC

website. As a toolkit created for Canadian post-secondary student advocates by student advocates, our team sought to provide a background on anti-violence work basics such as strategies for campaigning, lobbying, conducting research and understanding relevant legislation from a trauma-informed, intersectional lens.



Through personal stories, informational text, worksheets, and recorded discussions with activists, the debut of Pass the Megaphone and subsequent volumes to come offer tools for new and experienced advocates to continue their journey of learning and un-learning in their approaches to anti-violence work. Additionally, this volume opened a dialogue on making our activist communities safer by caring for ourselves and each other in ways that challenge our internalizations of capitalist, colonial definitions of “wellness” or “self-care.”

In addition to producing an open-access toolkit, the Advocacy Portfolio has also developed trainings based on topics highlighted in volume 1 of Pass the Megaphone including “Care in Anti-Violence Organising” and “Strategies in Anti-Violence Organising.”

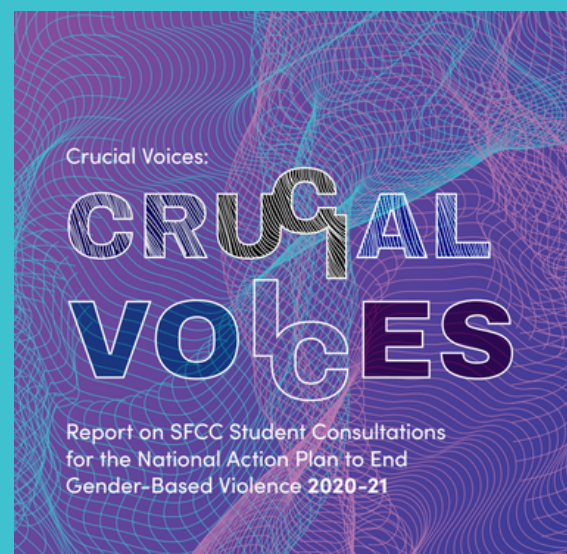




Volume 1 of Pass the Megaphone: SFCC's Advocacy Toolkit would not have been possible without the dedication of Kelsea McCready, Chantelle Spicer, Kate Mullin, Addy Strickland, Ellis Pickersgill, Maddie Brockbank and Tia Wong. We are also grateful for the funding and support from the Government of Nova Scotia through the 2020-21 Sexual Violence Prevention Grant and our partner, South House Sexual and Gender Resource Centre in Halifax that made it possible for our team to produce this work.

## Release of the Crucial Voices Report

In February, we released the much-anticipated (by our team, anyway) Crucial Voices Report, which wove together the voices of students and survivors across the country, each of whom shared their experience and perspectives during the 2021 NAP consultations with us.



In the development of this report, we brought together our own significant experiences as frontline advocates, and reached out to our networks to develop priorities for post-secondary students in the NAP. Folks in our networks are often underrepresented in outreach and consultation undertaken by other organisations due to the grassroots, radical nature of organising. They shared their expert perspectives on what we need to address gender-based violence, which include the barriers they are experiencing in pushing for change within their institutions.

The report centers around 10 priorities for governments and post-secondary institutions, which are rooted in the six principles of:

- Being survivor-centred and trauma-informed;
- Having equity as a fundamental goal;
- Working from a place of being intersectional and culturally competent;
- Being transparent and student/survivor driven;
- Using minimum standard of accessibility;
- Having minimum standard of care.

The release of the report was driven by a very successful social media campaign—with over 350 likes and 155 shares—and our first Instagram live with authors Emily Rosser and Nicola Protetch. Emily and Nicola discussed the making of the report, significant findings, and where they hope the report can go from here. We have since had productive discussions with key staff members from Women and Gender Equality (WAGE) about how to carry student recommendations into the National Action Plan and policy.

## Centre for Innovation in Campus Mental Health Collaboration

In March 2022, our Advocacy Portfolio Lead, Kelsea McCready, became a co-collaborator on a forthcoming sexual violence response toolkit being created by the Centre for Innovation in Campus Mental Health (CICMH) in Ontario. While collaborating on resources intended for use by postsecondary staff, administrators, and faculty is a new venture for SFCC, we believe that it is imperative that student voices are heard and included in these spaces. Kelsea has

rought key ideas embraced by SFCC, such as the importance of community care, to a section on trauma-informed practice. She has also endorsed and supported the inclusion of the sharing of resources that support postsecondary students who self-identify as sex workers to those who access this toolkit. While these are small steps forward, we hope that this helps to encourage survivor-centered, trauma-informed approaches discussions and paradigm shifts among postsecondary staff.

## Outreach

Since the last AGM in October, the Outreach portfolio has been busy! We've created and developed relationships with numerous organisations, each of whom is a potential collaborator and/or solidary support. We've also been organising events such as our Speaker Series, Beyond Consent, which debuted in April 2022.

## Supporting PEARS

We have been delighted to be entrusted by students organising at the University of Toronto through Prevention, Empowerment, Advocacy, Response, for Survivors (PEARS) as they undertook a research project to better understand how students engage with and trust the institution's Sexual Violence Prevention and Support Centre. The SFCC team supported them in crafting an anonymous online survey, interpreting data, knowledge mobilisation and legitimacy of small sample sizes, and writing a preliminary summary they can continue to build from in the coming year. We are thrilled to see the community support they are receiving and the way they are empowering communities at UofT campuses!



# Policy Support for Student Unions

## *UASU*

In October 2021, we met with the University of Alberta Student Union (UASU)'s Vice-President Student Life to support the UASU in their advocacy efforts regarding Ricardo Acuña, then-professor and then-President of the Association of Academic Staff of the University of Alberta (AAUSU). In September 2021, a survivor publicly disclosed and made a public appeal to the University of Alberta and UASU. Prior to this disclosure, in July 2021, Acuña was also removed as the Chair of the Oxfam Canada Board and Oxfam International Board due to accusations of sexual misconduct. The UASU called for Acuña to step down as Professor and Chair of AAUSU. In December 2021, as a result of the UASU's advocacy efforts, Acuña stepped down from these positions.



## National Grading

As part of the Open Secrets Report, Connor Spencer graded all publicly available sexual violence policies at Canadian colleges and universities based on five basic criteria:

- Is there a standalone policy on sexual violence?
- Does it refer to a collective agreement or grievance procedure?
- Is there an appeals process that complainants can access?
- Does it mention faculty or professors?
- Does it mention provincial legislation (privacy, human rights, anti-sexual violence, labour, etc)?

In total, 147 policies were reviewed and evaluated. Similar to SFCC's OurTurn Campus Sexual Violence Policy Scorecard system for sexual violence policies, this systematic work enables advocates to get a broad idea of the types of policies that exist across the country, better understand where gaps and complications exist, and recommend strategies for moving towards more accountability.

As we work toward completing the Open Secrets Report in 2022, this review will be important for understanding how policies can or do not work to address violence on campus. This will also serve as a foundation for building a forthcoming re-grading project in 2023.





At the end of April we were delighted to co-host “Our Voices Now: A Youth Roundtable on Gender-based Violence” with Action Now Atlantic and REES. Five amazing student speakers - Alannah Mackay (Canadian Federation of Students), Micah Kalisch (PEARS), Savannah Scoz (University of Manitoba Students’ Union), Rebecca Mesay (Malmo University), Levi Clarkson (Dalhousie Student Union Survivor Support Phone Line) - shared their perspectives and experiences as anti-violence advocates around areas of policing and security, challenges in our movement, consent in online spaces, and consent education. Alongside work like the Crucial Voices Report, this gives us important insight into the realities faced by students on the ground and the directions we need to be moving in.



## An SFCC Speaker Series: Beyond Consent

Over the next year, we are bringing grassroots activists and allies in the anti-violence movements in order to train, educate, and inspire a new generation of leaders, communities, and organisations in the fight to end violence.

In April 2022, we launched our 12-month year-long speaker series, “Beyond Consent”. The first event, “Can’t Buy My Silence: Resisting Non-Disclosure Agreements”, occurred on April 14, 2022 via Zoom. The speakers included Dr. Julie Macfarlane, Zelda Perkins, and a member of SFCC. We were thrilled that 48 people registered (with 37 people attending) to help us launch this series! The team from Can’t Buy My Silence is hard at work to prepare the resources students and advocates shared they needed to help end the abuse of NDAs.



For May 2022, we hosted “Building Movements That Sustain Us”, which focuses upon building movements that do not replicate harm through creative organizing tactics that provide care for advocates in the anti-violence movement. When we build care into our movements, we build the world we want to live in. This session 3 amazing student leaders from across Canada - Masuma Khan, EffieSapuridis, and Kelsea McCready - each of whom shared their insights and practices, with a focus on participatory discussion to strategize, share challenges, and lift each other up.

The focus of other months’ events will include topics such as Queer youth supports, youth advocacy for consent education in K-12, Indigenous ways of consent, the problematization of Homecoming and Frosh Week in Eastern Canada, and art as a tool for protest and resistance. We are grateful to the Alberta Public Interest Research group for their generous funding and support for this speaker's series.

## Learning Network Forum

In October 2021, SFCC teamed up with the Violence Against Women Learning Network, based at the University of Western Ontario. On February 8 and 9, 2022, we collaboratively hosted a forum, “Reinventing Our Campuses: Creating Real Community Safety to Address Sexual Violence”. This forum brought together culturally and gender-diverse survivor, student, and advocate perspectives on current realities related to gender-based sexual violence and oppressions on Canadian campuses. Speakers focused on implications for policy and programs required to create inclusive, safe campuses. Participants learned about emerging, innovative, and culturally responsive online and in-person supports and programs for survivors,



bystanders, and those who have committed harm.



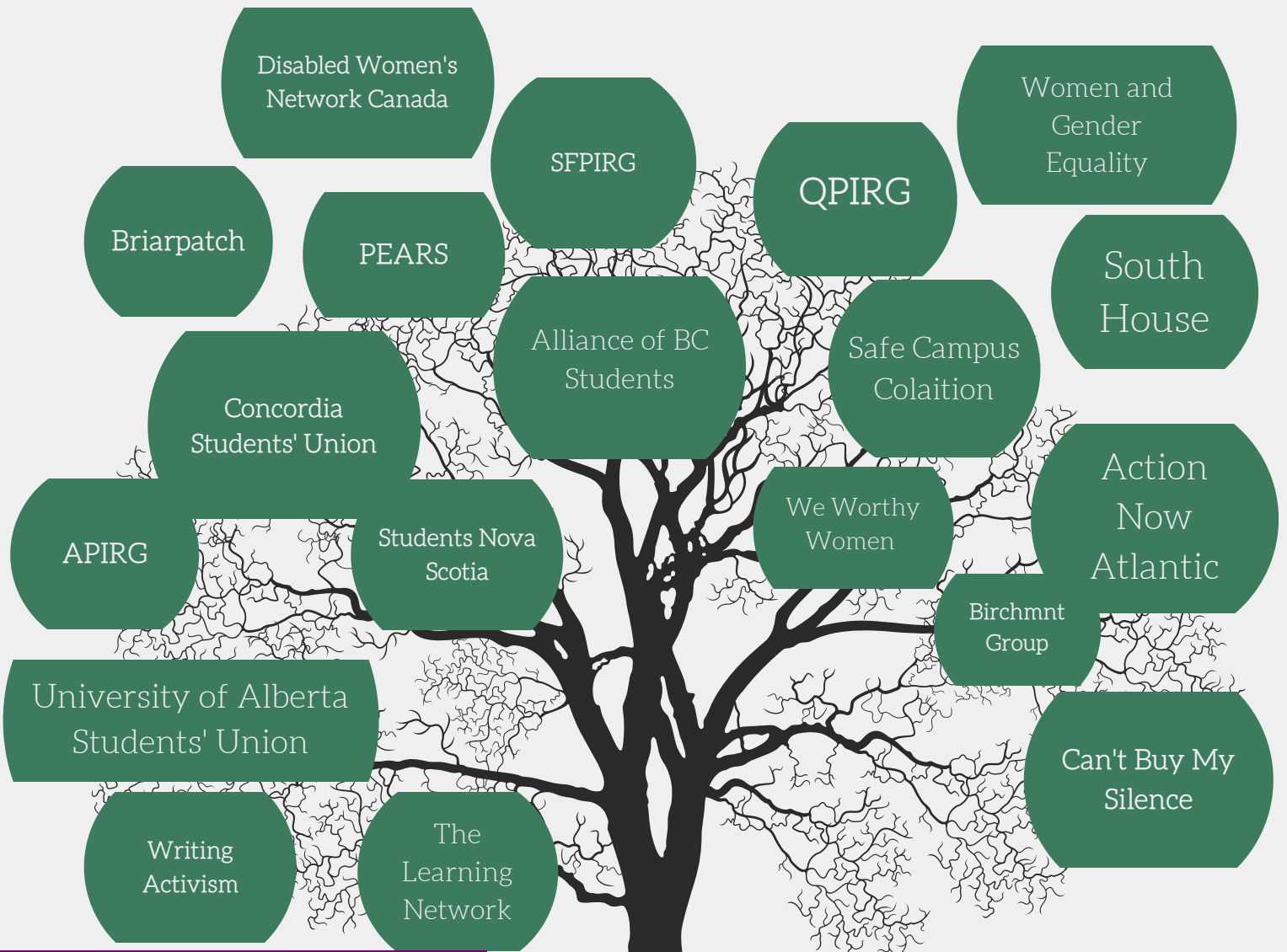
## Safe Campus Coalition

In November 2021, we met the lovely executive team from the Safe Campus Coalition at Western University. We teamed up to host a nation-wide walkout on December 6, 2021 in remembrance of the 14 women killed in the École Polytechnique massacre on December 6, 1989. It also served to demonstrate that, despite the massacre being 32 years ago, these gender-based forms of violence still exist on all campuses. Our role in the walkout included sharing information and encouragement to our networks across the country. Students in British Columbia were particularly engaged, with organising at Simon Fraser University and University of Victoria (where students even formed an ongoing collective!).



# Our Partners

Every partnership or relationship that we have at SFCC is unique, but each contribute to an anti-violence ecosystem that we are grateful and excited to be a part of. We have seen new organisations and collectives rise up, received mentorship and guidance from those who have been doing this work for a long time (and big thanks especially to the folks from Dis-abled Womens' Network! What would we do without mentors like you), and students working together in new and exciting ways to make change on campus. It has also felt good to feel ourselves settle into our place more as the only by-students, for-students anti-violence organisation in Canada.



## Education

### Edukit

In Fall 2021, we received our second government grant. This time, Women and Gender Equality (WAGE) is funding a project that has long been on the drawing board for SFCC—the Education Toolkit. From our own experience as students, survivors, and advocates—as well as the countless students who have informed our work over the years—we know that education is both a form of prevention and a response to rape culture and gender-based violence. And, we know that we need more than the one-time Consent 101-type education that is currently being given across the country. Based on conversations both amongst ourselves and with other students across the country, we see there is an urgent need for accessible intersectional anti-sexual violence resources; students state a need for resources on how to define, prevent, and respond to violence.

In January 2022, we were delighted to bring on a team of four amazing staff - Jaleen, Victoria, Maddie, and Ellis - to bring this project to life and realisation. Work on the Education Toolkit (EduKit) is proceeding apace and our bilingual Consultation Survey went live in mid-May! We'll be using survey responses to poll for important intersectional topics; highlight gaps in existing trainings; and recruit members for our Advisory Council, which will provide important intersectional feedback on the EduKit as it develops. Over the summer, we'll be polishing our evidence-based content, conducting further research, and exploring ways to further integrate diverse voices into our work. Stay tuned!



## Concordia Student Union Training

We are thrilled to provide ongoing training to student groups and Councillors through the Concordia Students Union (CSU). During our presentation to the Council in September 2021, we expressed a desire to engage with more students at Concordia; the CSU responded by giving us the opportunity to share, learn with, and meet students from almost every club, advocacy department, and even students sitting on institutional committees. Since October 2021, we have completed seven training sessions that focus on defining and enacting consent, responding to disclosures, and the importance and anti-violence advocacy at Concordia.

## Room to Grow



We know that perfectionism is a toxic characteristic of organising; it robs us of our ability to show up as we are and from a place of learning and growing together. As such, we thought we would make space to talk about what we have learned in the last year together and how we plan to continue growing.

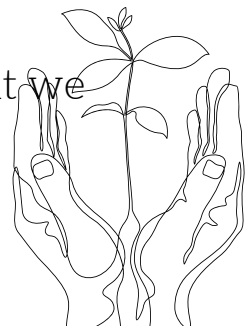
In February, we had the humbling experience of learning about making space for Indigenous protocols through our relationship with the Learning Network during Reinventing Our Campuses: Creating Real Community Safety to Address Sexual Violence. In terms of our role as partners and presenters, we recognise that we should have not allowed the Forum to continue until the harm of silencing Elder Norma

could be addressed by our partners at the Learning Network.

This was a difficult power situation to navigate, as our members were new at planning and participating in events such as this one; however, they also recognize, in hindsight, the power they had as a partner to have stopped the event. We are grateful for the leadership of our member, Dr. Emily Rosser, in taking power to do the important work of calling for accountability. We recognise and take accountability for allowing harm and silencing of an Elder to happen through proceeding with our presentation.

Since February, and as we have been planning our own speaker's series, we have or will take the following steps over the next months and years:

- Facilitate conversations within our team regarding how we not only include Indigenous people in our work but empower their voices, experiences, and teachings as gifts.
- Undertake meaningful and ongoing dialogue with Indigenous students, Elders, educators, and community members. Specifically, we'll continue to learn about Indigenous welcomes and protocols as more than obligatory parts of our work—they are a part of what we learn from each other in these spaces. Furthermore, we will question how territorial acknowledgements function and find ways to continue challenging colonialism and its role in gender-based violence.
- Take direction from Indigenous people participating in the event as to what protocols need to be enacted for the topic and/or place and provide ample space for that to happen. Taking a decolonised approach to planning and time includes recognising that these protocols might constitute all of what we take away from an event.



- Consider the time we are asking of presenters and partners, including finding ways to limit emails and pre-meetings that amount to additional labour from Indigenous, Black, and disabled peoples.
- Do personal and organisational work that builds power and knowledge about our role as students and survivors in stopping ongoing colonial violence when we see it happen and enacting generative accountability for those who have caused harm.

When considering the brilliance and importance of Indigenous voices in anti-violence work—as well as the voices of Black, disabled, queer, and racialised peoples—it is also important to consider the diversity of our own working team. We recognise that COVID-19 significantly impacted the capacity of many students and organisers. We further recognise that this has particularly impacted people who have been marginalised through health inequity, lack of access to fair labour, and lack of access to safe housing who must focus on their own communities and rights. This has left our team predominantly white (or white passing) – and we must take steps to ensure that the voices of people most impacted by violence are heard, lifted up and empowered. As we continue to grow our membership, working team, volunteers, and leaders, we must make concerted efforts to ensure that diverse voices have a space in our work. This might look like:

- Starting communities of practice or support circles for BIPOC, disabled, and/or queer survivors that allow for intersectionality and healing.
- Building relationships with other organisations that are led by and support diverse survivors.

- Investigating our own structures and processes that limit marginalised folks from being a part of our team (we know a big part of this is funding and making sure we can provide compensation for vital labour and perspectives).
- When we have funding available for hiring, we commit to prioritising applications of people who have been marginalised by hiring structures and access to safe and supportive work environments.
- Supporting the creations and mobilisation of resources and tools made by and for Indigenous, Black, queer, disabled, and racialised survivors.
- Ensuring that all research, reports, and tools we make are inclusive of diverse voices.