

# ANNUAL REPORT 2021



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“ **STUDENTS FOR  
CONSENT CULTURE**

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# REPORT OF THE BOARD OF DIRECTORS

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Dear members,

Please accept, for your consideration, the report of the Board of Directors (BoD) for the 2020-2021 membership year.

This year, Students for Consent Culture Canada (SFCC) saw incredible growth of our organisation and the movement to end sexual and gender-based violence—especially given the considerable setbacks to the capacity of the team due to COVID-19. In March 2020, the BoD decided against calling for volunteers or new Directors, knowing that so many students and survivors were experiencing loss, precarity, and trauma that we—as an organisation—did not have the capacity to properly support. As a result, only eight members did the national work of the organisation between June 2020 and May 2021.

In 2021, we excitedly called for new Executives, Directors, volunteers, and staff. We heard from dozens of people interested in sharing the work of our small—yet mighty—organisation. We are thrilled to meet and build relationships with so many new people whose unique and valuable areas of expertise strengthen our team in immeasurable ways. The brilliance of our 2021-2022 Team brings incredible value and capacity to the many projects we have on the go! Given that anti-violence work is often isolating and overwhelming, it is heartening to know that there are so many folks interested in doing this work alongside us.

We also gratefully received a number of federal and organisational grants that put financial resources behind projects that students and survivors desperately need. In January 2021, we accepted our first government grant to undertake consultations toward the National Action Plan to End Gender-Based Violence (NAP). This resulted in two, busy months which included utilizing our network and

connections to hear and listen to what students need in order to end gender-based violence on campus and in their lives. We heard stories and perspectives from long-time allies and made new connections; we were delighted that, through this grant, we could rightfully compensate our network. Combined, these consultations resulted in a two-page briefing document submitted to the Government of Canada, an accessibility guide for online events, and a 100-page report—the forthcoming Crucial Voices.

The NAP also invigorated the Open Secrets Report team to produce a Preliminary Summary of the report and deliver it as a contribution to our submissions package to the national project. This resource provides early analysis and reporting on a number of themes as well as recommendations from students, faculty, and SFCC to be used while the final report is created. Already, we presented the initial report to the University of Alberta and University of Manitoba Students' Unions.

We also presented more than twenty training sessions and workshops in 2021 to a number of student groups across Canada. These educational and sharing opportunities allow us to learn from each other as well as build capacity for cultural change in our social movements and campus environments. Over the past year, topics of trainings and workshops included digital harassment; understanding consent; advocating for standards of care; anti-oppressive practice in organisations and organising; survivor-centered and trauma-informed care in advocacy; and addressing rape culture on campus.

In 2021, we also received funding from the Government of Nova Scotia and partnership from SouthHouse Sexual and Gender Resource Centre based at Dalhousie University in Halifax to undertake the Advocacy Toolkit, which has been a dream project of SFCC for many years. This multimedia resource is put forward as our endeavor to empower and support survivors in their efforts to address gender-based and colonial violence on campuses across so-called Canada.

This coming year is exciting. SFCC is positioned as a source of support and expertise across Canada to support a growing membership, survivors, and allies across the country.

In solidarity and care,

The SFCC Board of Directors

# GROWING OUR INTERNAL CAPACITY

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We begin by thanking the valuable members of our team and those who believe in the work of this organisation. These folks dedicated great amounts of time and meaningful, heartfelt labour to build our internal capacity and keep us moving towards legitimacy in the nonprofit world. This includes, in particular, Carolyn Hibbs of WellRun Consulting and Zachary Crispin, who provided many hours of labour towards helping us refine and improve our policies and procedures. The nonprofit world is one rife with hierarchies and processes that we, as student activists, did not expect to have to become experts on. Our relationship to nonprofits is complicated, as we recognise the harms of the nonprofit industrial complex to many communities around the world and its role in capitalism and the underpaying of, mainly, women, trans, and non-binary staff members. It is our intent to meet our requirements of the Canada Not-for-Profit Act while also persisting in strengthening emergent strategies for organising and building new worlds without violence.

With this 2021 AGM, the BoD puts forward a totally new policy manual and bylaws that are more in line with our requirements as an organisation. It was a gratifying experience for our Directors to participate in processes that create policies that address discrimination and violence in ways that voices are heard and reflected. Upon adoption of the proposed bylaws, SFCC will also have a new structure of membership that allows for increased participation and democracy in our organisation for students and survivors across the country.

In 2021, our team grew from eight to twenty-four people! We are delighted by the brilliance, capacity, expertise, and care each new team member brings to SFCC. The bylaws we present today create a new structure that is already in place for the SFCC BoDs—the five Executive members (the Leads and Co-Chairs), plus five Directors-at-Large. We are grateful for the thoughtful perspectives, non-profit experience, and dedication to anti-violence work each Director brings. We are

also grateful for the many people who stepped forward as volunteers to do the work of the organisation and enliven our projects with their expertise. Their labour contributes to students across the country feeling supported, having access to resources and training, and being connected to one another. We are also delighted to offer support on the many projects each volunteer does outside of the organisation, as we recognise that such relationships must be reciprocal!

We fulfilled our fiduciary responsibility as an organization by filing our 2019 and 2020 taxes through a professional bookkeeper and accountant. In July 2020, the BoD also voted to formally appoint Enkel as our bookkeeper, and they will handle all monthly statements, accounting, and payroll. We are delighted and relieved to have their expertise in the handling and balancing of our financial statements. Through this appointment of Enkel, we have increased our organisational transparency and accountability to our funders and members, which subsequently makes us eligible for more government funding. The greater transparency and accountability also allows our Co-Chairs and BoDs to be more involved in the anti-violence work they love doing, as opposed to doing human resource and finance work.



# THE OPEN SECRETS REPORT

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During the Summer 2020, the SFCC team heard from hundreds of survivors, students, and faculty members about their experiences with gender-based and sexualized violence on campus, specifically as it relates to faculty-perpetrated violence. Since then, we have been thoughtfully analyzing the stories and perspectives shared with us, while also trying to care for our team doing this work during a global pandemic and ongoing injustice in our communities. The work of framing stories, creating rigorous and useful data for students to use in their advocacy, and relevant tools to bring this work to life will not and cannot be rushed.

As with many areas of the organisation, the capacity of the Open Secrets project team greatly increased, and we are excited by the progress made since June. A number of sections are currently being drafted, along with the accompanying toolkit. It is our hope to release the report and toolkit in early 2022.

During the consultation for the NAP, we brought together a Preliminary Summary of what was shared, early analysis, and recommendations. This resource is a glimpse into the Open Secrets Project that we hope can be of use to student and survivor organising while our work toward the larger project is ongoing.

Emily Rosser, Connor Spencer, and Chantelle Spicer have also created book chapters based on themes and methodologies of the Open Secrets report that will be featured in two forthcoming anthologies: *Contemporary Vulnerabilities* and *Who Belongs? Institutional Betrayal in Higher Education*—both set to be released in 2022.



# CRUCIAL VOICES & THE NATIONAL ACTION PLAN TO END GENDER-BASED VIOLENCE

From November 2020 to March 2021, SFCC consulted with a diverse range of key informants, organisations, and individual students from across the country through interviews, group consultations, and online surveys, as a part of the NAP. The SFCC NAP team included Emily Rosser, Nicola Protetch, Ashley Grenstone, Tia Wong, Caitlin Salvino, Zachary Crispin, and Chantelle Spicer.

In the development of this report, we brought together our significant experiences as frontline advocates, and we reached out to our networks to develop priorities for post-secondary students in the NAP. People 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 is needed to address gender-based violence, which include the barriers they experience in pushing for change within their institutions. It is our shared hope that the NAP being drafted centres these recommendations.

**Based on the experiences, advocacy, and brilliance of students across the country, the SFCC NAP team developed 10 priorities to end violence:**

1. Create and oversee national, provincial and territorial standards for campus sexual violence policies
2. Commit to long-term, system-wide investment in gender-based violence education and training
3. Decriminalise sex work in Canada, in consultation with sex workers, including students
4. Foster and fund leadership of Indigenous community, staff and students in GBV policy and practice
5. Centre the voices of all students living with disabilities in GBV policy and practice



6. Mandate the creation and sustainable funding of trauma-informed Sexual Violence Response Offices (SVROs)
7. Build institutional capacity to meaningfully foster equity and support the diverse range of students impacted by GBV
8. Coordinate reform of privacy law at the national level to protect survivors and prohibit its use as silencing tool
9. Adequately resource campus support and accountability work, including student-led initiatives
10. Meaningfully consult and fairly compensate students and survivors involved in GBV policy, prevention and support work

Results were presented to the YWCA and WAGE in March 2021 so student contributions could be woven into the forthcoming NAP. A two-page government lobby document outlining these priorities was sent to Women and Gender Equality (WAGE) and the Minister of Youth and Inclusion. SFCC will release its own report and analysis on the content shared in the forthcoming 100+ page report, *Crucial Voices*. This report will be key in guiding the work, programming, and advocacy of the organisation in the coming years, while also being a tool for students across the country to use in their own work.

This was our first major government grant, which is a significant milestone for the organisation. The funding provided by WAGE allowed us to pay survivors, students, advocates, and artists for their brilliance and labour. It also provided us insight into administering government grants which is useful for future work.



The beautiful cover art designed by Ashley Grenstone for the 2-page National Action Plan to End Gender-based Violence lobby document.



# ADVOCACY

Dear members,

After being collectively led by SFCC team members since October 2020, I joined SFCC as the Advocacy Portfolio Lead in June 2021. I am currently completing an MA in Human Rights at the School of Advanced Study, University of London. Prior to this, I completed an Honours BSc in Psychology, Neuroscience & Behaviour from McMaster University, where I first began getting involved in on-campus advocacy. Much of this work pertained to mental health and illness awareness using an intersectional, anti-oppressive lens. I'm honoured and excited to be bringing skills from my prior experience and current education to SFCC.

The Advocacy Portfolio is off to a busy start this fall. In September, our team came together on short notice to deliver our #SFCCVotes21: "What Voting for Consent Means to Me" social media campaign for the 44th Canadian Federal Election. While encouraging our community to reflect on broader issues that intersect with sexual and gender-based violence, SFCC team members shared their thoughts through Instagram takeovers. In relation to the election, Chantelle (Co-Chair) discussed taking action to address the disproportionate number of missing and murdered Indigenous women and girls, Haidee (Communications Intern) addressed the affordable housing crisis, Kelsey (Outreach Portfolio Lead) talked about the impact of COVID-19 on women in the workforce and affordable childcare, and I gave an overview of what the United Nations Declaration on the Rights of Indigenous Peoples means in practice. We have since had discussion about what such electoral campaigns mean as an organisation and the disenfranchisement of particularly youth and Indigenous people due to ongoing betrayal of election promises and party platforms.

We have also supported a number of advocates across the country –from rural BC to northern Ontario to students across Nova Scotia– in addressing sexual violence and insitutional betrayal on our campuses. Many of these groups are 2-10 students taking on the institution and rallying their fellow students and we applaud their bravery and assistance. An example of this support includes supporting PEARS at the University of Toronto in drafting a survey to assess student access and satisfaction with resources and support the university makes available to survivors. We want students to know they are not alone in doing this work and we are in it for the long run with them.

Some of our members have continued to serve in their roles as members on provincial or federal committees that address gender-based violence. This includes the BC Community fo Practice on Sexual Violence Education and the Minister's Advisory Council on Gender-based Violence (Women and Gender Equality). We also participated in consultations with the federal Minister of Heritage regarding forthcoming (hopefully meaningful) protections against online violence and harassment.

The core focus of the Advocacy Portfolio for the foreseeable future is the creation and delivery of a multimedia Advocacy Toolkit that is graciously being funded by the Government of Nova Scotia and in partnership with SouthHouse Sexual and Gender Resource Centre at Dalhousie. This toolkit is made by students, for students and has been a vision of SFCC for quite some time. The intention is to help survivors and advocates develop foundational knowledge and skills to feel more confident doing anti-violence advocacy work at their institutions. The first section of the toolkit is expected to be available on the SFCC website by the end of the fall 2021 term. Currently, our team is busy putting together content, gathering lived experience stories, and holding recorded community discussions that we are excited to share through the toolkit very soon!

With care and in solidarity,

Kelsea McCready (she/they)

Advocacy Lead | Coordinatrice principale de plaidoyer

Students for Consent Culture Canada | Étudiants pour une culture de consentement

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# EDUCATION

Dear members,

The Education Team started off 2021 with a virtual Knowledge Exchange in collaboration with YWCA Canada – ZoomU & Sexual Violence. On January 28th, we held a session for student leaders and frontline workers to come together and discuss online sexual violence. Online sexual violence (which goes by many names – digital harassment, internet-facilitated violence, etc.) has come to the forefront as an issue in the last two years as more of our lives – school, work, social interactions – moved to the digital realm. Dozens of student leaders, sexual violence activists, and anti-violence frontline workers attended the session and shared stories, experiences, and strategies related to online sexual violence. Through this session, we were able to uncover where the gaps in awareness and prevention of online sexual violence persist. We presented the findings from this Knowledge Exchange in a blog post on the SFCC website.

The Education Team also created and delivered more than 20 webinars and workshops to 400+ students and survivors this year. The knowledge we have shared with diverse communities across Canada have been in areas of care in anti-violence advocacy, understanding and enacting consent; advocating for standards of care in policy and legislation; anti-oppressive practice in organisations and organising; survivor-centered and trauma-informed care in advocacy; and addressing rape culture on campus. We are excited by the direction that training and education is moving right now – although we are still getting many requests for training on the basics of understanding consent, students and student organisations are asking us for training that represents more nuanced and holistic understandings of what consent means on our campuses.

Immediately following the NAP consultation process, we applied for another grant through WAGE – the Feminist Response and Recovery Fund (FRRF). The fund set aside \$100 million for projects that promote gender-equality in the wake of the COVID-19 pandemic. The Education Team applied for \$145,000 to be put toward the Education Toolkit, a project SFCC has envisioned for several years. The Toolkit will address promising practices in anti-violence facilitation and issues specific to marginalised communities. It will be a collection of living documents that SFCC team members will update in future years based on feedback and emergent strategies. The goal is to create peer-to-peer programming and training that is survivor-centric, trauma-informed, evidence-based, intersectional, accessible, and gender-inclusive.

In late July, the Minister of WAGE announced that SFCC will be awarded the full amount of our application toward the FRRF. Work for the Education Toolkit project will begin in January 2022 with consultations to gain understanding on the topics, forms, and accessibility of education required on campus right now. These consultations will ensure that the foundations we have in this project are firmly rooted in exactly what it is that students and survivors need. We are excited to hear from our diverse networks and communities!

# OUTREACH

Dear members,

On June 1, 2021, the Outreach Portfolio transitioned Leads from Sam Rockbrune and Sophie Hough-Martin to, myself, Kelsey Friesen. I am a first-year Master of Science in Occupational Therapy student at the University of Alberta. Prior to this, I completed a Bachelor of Arts in Honours Sociology at MacEwan University, where I first began campus anti-violence work. In addition to the anti-violence education work I organized through University Students Offering Leadership on Violence Elimination (U-SOLVE), I also completed an Honours thesis. This work examined Canadian post-secondary sexual violence policies through discussions with campus community members' regarding their knowledge of and perceptions of these policies. I admired SFCC from afar for several years and am grateful for the opportunity to bring forth my experience while also learning from our wonderful members and partners.

Given that SFCC has not had—until now—an Albertan Portfolio Lead, I am specifically working to build the organization's connections and knowledge network with Alberta-based groups (e.g., Students' Unions on campuses across Alberta). SFCC, as a student-led organization, exists to serve students; for example, if a student or student-led group seeks consulting or, simply, a discussion about violence, institutional betrayal, or activism occurring on campus, members of SFCC—across all Portfolios—come together to have and/or facilitate these conversations.

A longtime goal of SFCC—which existed prior to me joining the organization—is to host a year-long speaker series consisting of free, accessible, and educational talks which center issues of gender-based violence prevention and survivor support. We envision the series to include experts, activists, and those with lived experiences on topics that may include, but are not limited to, sexualized violence and the law, creating communities of accountability, community care, supporting survivors through reporting processes, accessible protest organizing, and disability justice. This series will be entirely student-led, for students. Recently, our wonderful grant writer, Adelaide Strickland, wrote and submitted a grant proposal to the Alberta Public Interest Research Group (APIRG) which would allow us to cover speaker honoraria, ASL and LSQ interpretation, graphic recording, social media advertising, and childcare for speakers and/or panelists if necessary. The culmination of the twelve-month series will result in a two-day skill-sharing and network-building conference.

The Outreach Portfolio also has plans surrounding the Open Secrets Report release. First, there are intentions of developing a social media campaign set to begin prior to the release of the official report. The social media campaign will consist of excerpts from the report as well as recommendations from students, faculty, and organizers from across the country who dream of different post-secondary education cultures. In addition to the social media campaign, we will provide SFCC members training for those who are interested in speaking with the media regarding the report.

In the coming months, the Outreach team will continue the work of building and strengthening partnership with allies and co-conspirators across the country. This work includes building out our membership while always ensuring that the quality of our relationships deepens.

With warmth and in solidarity,

Kelsey Friesen (she/her/elle)

Outreach Lead | Coordinatrice principale de sensibilisation

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