

# HONOURING EACH OTHER

LIVING DOCUMENT REVISED MARCH 2023

A blueprint for building  
Consent Cultures on  
campus, together

# Honouring Each Other: Building Consent Cultures on campus, together

Living Document  
2023-2026

Prepared by the Sexual Violence Prevention and Education Committee<sup>1</sup>

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## Introduction

Since the introduction of *Honouring Each Other: Building consent cultures on campus, together* to the Carleton Community, we have weathered an unprecedented global pandemic, witnessed major shift in the cultural awareness of racial equity, and shifted much of our lives online. As we enter into the early stages of 2023, the campus is slowly returning to pre-COVID-19 measures in some ways, and upholding the major changes to our lives in others. Many of the ambitions outlined in the 2019-2022 version of this document had to be deferred until we saw what a “return to normal” would look like in the coming years.

The Carleton University Sexual Assault Support Centre (CUSASC) took this opportunity to revise our programming and review it with careful consideration. In assessing and analyzing the current support programming, the team wanted to ensure that CUSASC continues to use its limited resources in the most effective and efficient manner in order to continue to be responsive to what the Carleton community is asking for, and ensure SASC has the capacity to respond where momentum is building.

In addition to the changes COVID-19 brought to campus, we also undertook the second review of the Sexual Violence Policy since its creation, which was approved by the Board of Governors in June 2022. *Honouring Each Other* has included the review of the Policy in its revisions, as the spirit of this document continues to reflect the creative and innovative approaches to sexual violence prevention on campus, and have a place where they can be actioned through the 90-Day Workplans.

*Honouring Each Other: Building consent cultures on campus, together* continues to provide a three-year map of activities that every single member of Carleton’s campus can engage in, initiate in their own part of the community, or contribute to, in order to play their part in making this a safer campus for everyone.

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<sup>1</sup> For a membership list of the members of the Sexual Violence Prevention and Education Committee, please refer to Appendix A.

While the objectives and strategies contained in *Honouring Each Other* are based on a timeline of three years, they are continuously reviewed and updated in order to meet with the best practices and current culture surrounding prevention and education of sexual violence, as well as supporting survivors of sexual violence.

**We invite all our campus partners to review the suggested actions, sign up to support us, and submit even more ways we can prevent sexual violence on campus.**

We believe that every member of Carleton's community has expertise that will contribute strongly to this document. We hope that you will participate by identifying the action areas where you can play a role, and by contributing suggestions for action. The only way to end sexual violence on campus is by working together, and we hope you'll join us in this pursuit.

To submit feedback and ideas to the Campus Strategy, please visit our [feedback questionnaire](#).

*“Mainstreaming consent culture – [it's] not just a box that we tick.”*

## Executive Summary

The strategies in this document emerged from the feedback received throughout the Sexual Violence Policy consultations from key campus stakeholders. That feedback was provided to the Sexual Violence Prevention and Education Committee (SVPEC) who, through a consultation process of their own, organized the community feedback in the following document in 2019. These six values still reflect the work of the CUSASC, and remain unchanged in this version of the document.

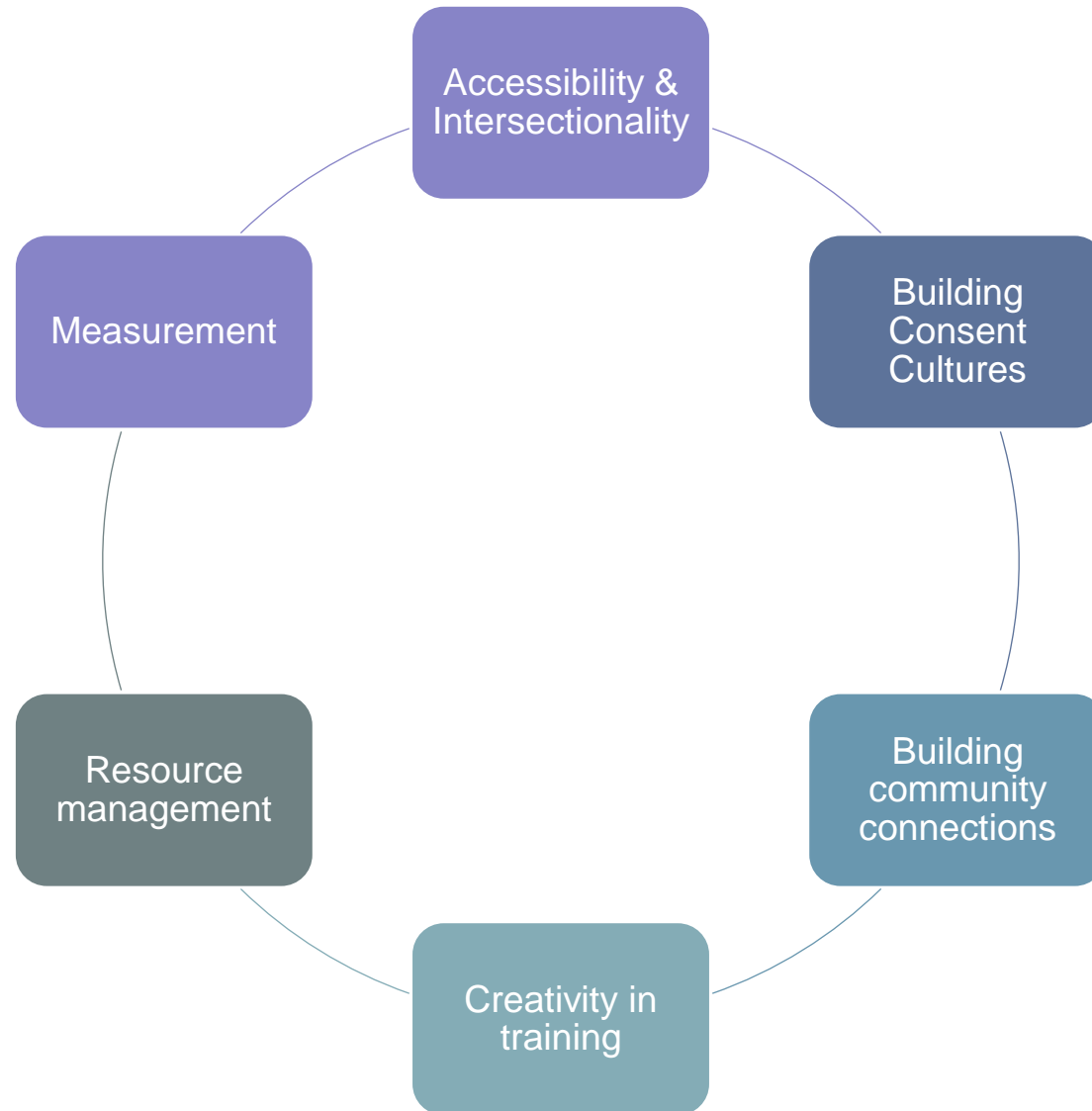
1. Creativity in training
2. Accessibility & Intersectionality
3. Resource management regarding training
4. Consent culture
5. Community Connections
6. Measurement

For further explanation of “intersectionality” as used throughout the document, we acknowledge that individuals who experience intersecting forms of oppression based on the protected grounds in the Ontario Human Rights Code may be disproportionately affected by sexual violence and its consequences. For this reason, we take an intersectional approach which acknowledges these different experiences and seeks to create a resolution or support which is unique to their multiple identities. (To read more about intersectionality, enjoy this [interview](#) with Dr. Kimberlé Crenshaw, who created the term.)

The spaces left blank in the document are intentionally blank, we are asking the community to tell us what idea would resonate best, or what the outcome of a certain strategic goal should be. One notion that resonated in the consultation process for the policy was that students know best how to engage other students in ending sexual violence, employees know better than anyone on how a workplace culture shift can take place, and that prevention of sexual violence on campus cannot just be the role of the administration; it is a role that everyone on campus must participate in.

## Values of the Sexual Violence Prevention Strategy

Prevention of sexual violence on campus is everyone's responsibility.



## Strategic Visioning

*Vision: Every person on campus has a comprehensive understanding of Consent Culture, and are equipped to always respond to, and prevent, sexual violence.*

## Goals

**These statements are intended to be aspirational at this time, and help us to define a violence-free vision for our campus community.**

### **Creating a space for ongoing, responsive education on campus**

- Education is inclusive and meets intersectional needs of all Carleton's staff, faculty, and students
- Education is welcoming, exciting, and not stigmatizing or re-traumatizing
- Training allows a space for nuanced conversations about consent and sexual violence to occur
- Propose that Carleton's staff, students, and faculty are trained (and can consider how we recognize and value their time for this training) to ensure that trainers are not only internal to the Department of Equity and Inclusive Communities (EIC)
- There is an ongoing initiative to create educational materials and events around consent to ensure the conversation on Carleton's campus is keeping up with the cultural conversation around consent

*"Creating innovative training that pushes boundaries."*

### **Engaging the campus community to become "Consent Champions"**

- Community guidelines exist surrounding a zero-tolerance policy for sexual violence, and new Carleton community members should acknowledge these guidelines
- High profile people from Carleton and the wider community support the work to end sexual violence
- Collaboration with on-campus groups to conduct events/workshops/seminars about consent
- Men and male-identified folks are engaged in ending sexual violence and promoting consent culture
- There is an awareness of the strategy across campus

*"The wider community is connected in tangible ways."*

### **Building individualized, intersectional support systems**

- Accessible, fast and individualized support on campus
- Creating an environment where folks who cause harm can seek educational or restorative opportunities when they want to take accountability
- Accessible and diverse models of support; one can choose who they get support from, as many people are trained to support
- Support services are known by 100% of the Carleton community
- There is no confusion around “who” is “qualified” to provide support
- Support services are individualized and can be for anyone on campus, including staff, faculty, and students

*“Staff and faculty can be survivors and they can access supports.”*

### **Systematic measurement and review of what works**

- Consent education and prevention programming has clear learning outcomes
- Change can be measured, but we need to figure out the *how*
- Consideration of what would be available for measurement best practices

*“Any training developed is iterative and constantly improving to reflect current standards.”*

### **Fostering a Consent Culture for Carleton**

- A shift from policy/consequence focus, into changing the culture of Carleton
- A mainstreaming of consent culture
- Make consent the baseline for pleasure
- Recognize that accountability for causing sexual harm is really about building empathy for others
- An intersectional idea of culture of consent, including the recognition of racism, sexism, misogyny, transphobia, homophobia, ableism, and patriarchy
- There is an ongoing conversation involving a reconsideration of gender identity including masculinity, toxic masculinity, femininity, trans, nonbinary, and sexual identities

*“Not just ticking the ‘Equity box.’”*

## Strategic Overview: Three Year Map

Strategic Goal	Year One Tactics	Year Two Tactics	Year Three Tactics	Outcome
<b>Creating a space for ongoing, responsive education on campus</b>	Foster hybrid spaces for ongoing learning at Department of Equity and Inclusive Communities (EIC)	Invest resources, both time and money, in staff learning and professional development, to be reflected in training content and methods	Building working sessions that allow for nuanced conversations involving men on campus in sexual assault prevention and education	Expanded intersectional and innovative approaches to sexual violence trainings
	Create a peer-education program for continually responsive and innovative public education programming	Engaging more young men and others on how to engage people in a consent positive way		Student-led, ongoing opportunities for sexual violence prevention that helps community members ensure they always have consent
<b>Engaging the campus community to become “Consent Champions”</b>	Create new prevention programming to engage with newly entering community members and discontinue out of date programming	Train-the-trainer campus champion initiative	Expand champion-based prevention programming to many communities across campus	Designated consent champions across campus
	Continue community partnerships beyond campus	Collaboration opportunities focused on bringing education and awareness to various community members	Engage with other sexual violence prevention groups nation wide	United messaging about consent and consent cultures that resonate across the country
<b>Building individualized, intersectional support systems</b>	Integrate the calls to action from <a href="#">Kinàmàgawin Report</a> , the <a href="#">EDI Action Plan</a> , and the <a href="#">Carleton Trans Advisory Group</a> into prevention programming	Expand services to match intersectional needs, including more support groups for diverse lived identities	Continue to re-evaluate our programming against existing calls to action and other benchmarks: Who is not “at our table?” Who is being	Campus resources that reflect the diverse community that makes up Carleton



			missed by our current programming?	
	Promote that support services are inclusive of diverse genders and sexualities	Support the creation of prevention programming that is developed and led by folks with lived experience of diverse gender identities		All gender identities feel supported on campus for their lived experience and identities
<b>Systematic measurement and review of what works</b>	Create learning outcomes and assessment in collaboration with evaluation professionals			Tangible measurement for prevention activities
<b>Fostering a Consent Culture for Carleton</b>	Continuing public awareness education campaigns like Sexual Assault Awareness Week and the #CUrious Campaign	Focus on proactive prevention and consent culture in campus programming like Orientation Week, and other community activities	Invest in communications resources for the work of the CUSASC	Building a culture/collectively determine values we want to embed

## Year one: Adapt and Refocus

Strategic Goal	Year One Tactics	Tasks	Outcome
<b>Creating a space for ongoing, responsive education on campus</b>	Foster hybrid spaces for ongoing learning at Department of Equity and Inclusive Communities (EIC)	<ul style="list-style-type: none"> <li>Continue to offer two SV Response and Prevention trainings through the Student Support Certificate program</li> </ul>	Expanded intersectional approach to sexual violence trainings
	Create a peer-education program for continually responsive and innovative public education programming	<ul style="list-style-type: none"> <li>Recruit and train a group of peer educators to provide sexual violence education trainings</li> </ul>	More SV trainers on campus, and better, more responsive peer-led education initiatives
<b>Engaging the campus community to become “Consent Champions”</b>	Create new prevention programming to engage with newly entering community members and discontinue out of date programming	<ul style="list-style-type: none"> <li>Work with campus partners to develop a new prevention program, intended to be inclusive of all gender expressions and identities</li> </ul>	Launch of a new prevention program to replace previous prevention programming focused on one gender only
	Continue community partnerships beyond campus	<ul style="list-style-type: none"> <li>Work with other PSIs on collaborations like “We Deserve Healing Not Harm,” keynote speakers, and other online events</li> </ul>	United messaging about consent and consent cultures that resonate across the country

<b>Building individualized, intersectional support systems</b>	Integrate the calls to action from <a href="#">Kinàmàgawin Report</a> , and the <a href="#">EDI Action Plan</a> into prevention programming	<ul style="list-style-type: none"> <li>• Ensure the CUSASC programming is reflective of the university’s overall goals towards inclusion, equity, and decolonization</li> <li>• Review calls to action for key actions the CUSASC can take to meet the goals (i.e. Calls to Action 7 and 8 in <i>Kinàmàgawin</i>: ensuring that Indigenous survivors can access culturally safe and relevant supports on campus, as well as justice outcomes that are culturally relevant.)</li> </ul>	Supportive and inclusive survivor programming that responds to the university’s overall inclusion goals
	Promote that support services are inclusive of diverse genders and sexualities	<ul style="list-style-type: none"> <li>• Listening to representative stakeholder groups to build services they need (i.e. CTAG Calls to Action)</li> <li>• Seek outside expertise when necessary to help create services</li> </ul>	Reducing stigma; Expanded intersectional approach to sexual violence trainings and survivor supports
<b>Systematic measurement and review of what works</b>	Create learning outcomes and assessment in collaboration with evaluation professionals	<ul style="list-style-type: none"> <li>• EIC to work with research students who can create learning outcomes and assess trainings (placements, co-ops)</li> <li>• While running workshops, ask the audience and collect responses about what they are seeking to learn</li> <li>• Collect qualitative data regarding the content that people are learning from workshops and evaluate with SVPEC if these are desired learning outcomes</li> </ul>	Tangible measurement for prevention activities
<b>Fostering a Consent Culture for Carleton</b>	Continuing public awareness education campaigns like Sexual Assault Awareness Week and the #CUrious Campaign	<ul style="list-style-type: none"> <li>• Increase awareness, collaboration, and community-building exercises within SAAW</li> <li>• Identify marketing tactics for the #CUrious campaign, including #CUrious Influencers</li> <li>• Create rewards (such as raffles) for engagement during campaigns</li> </ul>	Building a culture/collectively determine values we want to embed

## Year two: Momentum and Capacity-Building

Strategic Goal	Year Two Tactics	Tasks	Outcome
<b>Creating a space for ongoing, responsive education on campus</b>	Invest resources, both time and money, in staff learning and professional development, to be reflected in training content and methods	<ul style="list-style-type: none"> <li>Identify and register in learning and professional development to increase staff skillsets</li> <li>Identify time blocks for content review and updating trainings</li> </ul>	Enhanced staff ability for innovative and research-based training content
	Engaging more young men and others on how to engage people in a consent positive way	<ul style="list-style-type: none"> <li>Introduce a pilot program in collaboration with community-based organizations to host online facilitated sessions with men on campus. Sessions will focus on healthy relationships, consent, and pleasure</li> <li>Bringing in men from upper years/established professions who can speak to other young men about consent</li> <li>Accountability campaigning surrounding consent and healthy relationships</li> <li>Identify men who can be consent champions on campus to promote this content and build momentum</li> </ul>	Engaging typically omitted voices in the conversation around sexual violence, increasing accountability, and developing a Consent Culture on campus
<b>Engaging the campus community to become “Consent Champions”</b>	Train-the-trainer campus champion initiative	<ul style="list-style-type: none"> <li>Create a model for program that reaches many groups at Carleton</li> </ul>	Designated consent champions across campus
	Collaboration opportunities focused on bringing education and awareness to various community members	<ul style="list-style-type: none"> <li>Bring in partner organizations for facilitated discussions, workshops, and presentations</li> </ul>	Building a culture/collectively determine values we want to embed
<b>Building individualized,</b>	Expand services to match intersectional needs, including more support	<ul style="list-style-type: none"> <li>Offer closed support group programming for different lived identities</li> </ul>	Challenging the one-size-fits-all approach to SV support, expanded

<b>intersectional support systems</b>	groups for diverse lived identities	<ul style="list-style-type: none"> <li>• Increase representation of staff and other resources who can support survivors from a diverse population</li> <li>• Increasing advertisement surrounding different pictures and stories of sexual violence</li> </ul>	intersectional approach to sexual violence trainings and support
	Support the creation of prevention programming that is developed and led by folks with lived experience of diverse gender identities	<ul style="list-style-type: none"> <li>• Collaborate with the CUSSP and Trans and Non-binary Inclusion Coordinators to create gender-responsive programming and initiatives</li> </ul>	All gender identities feel supported on campus for their lived experience and identities
<b>Systematic measurement and review of what works</b>	Create learning outcomes and assessment in collaboration with evaluation professionals	<ul style="list-style-type: none"> <li>• EIC to work with research students who can create learning outcomes and assess trainings (placements, co-ops)</li> <li>• While running workshops, ask the audience and collect responses about what they are seeking to learn</li> <li>• Collect qualitative data regarding the content that people are learning from workshops and evaluate with SVPEC if these are desired learning outcomes</li> </ul>	Tangible measurement for prevention activities
<b>Fostering a Consent Culture for Carleton</b>	Focus on proactive prevention and consent culture in campus programming like Orientation Week, and other community activities	<ul style="list-style-type: none"> <li>• Continue to work closely campus partners to further enhance the commitment to consent cultures reflected in programming like Orientation Week</li> <li>• Build on existing commitments to develop new initiatives that position Carleton as a leader in consent cultures on campus</li> </ul>	Building a culture/collectively determine values we want to embed

## Year three: Expand and Evaluate

Strategic Goal	Year Three Tactics	Tasks	Outcome
<b>Creating a space for ongoing, responsive education on campus</b>	Building working sessions that allow for nuanced conversations involving men on campus in sexual assault prevention and education	<ul style="list-style-type: none"> <li>Identify and collaborate with thought-leaders and community organizations doing this work</li> </ul>	Masc/men-led prevention programming to engage more men on campus as consent champions
<b>Engaging the campus community to become “Consent Champions”</b>	Expand champion-based prevention programming to many communities across campus	<ul style="list-style-type: none"> <li>Use model created in Year 2 to build the momentum across campus to shift towards Consent Culture</li> </ul>	Designated consent champions across campus
	Engage other sexual violence prevention advocacy groups nation wide, both campus-based and grassroots community-based	<ul style="list-style-type: none"> <li>Collaborate with sexual violence prevention and support groups at other Canadian universities: What are they doing that works?</li> <li>Build relationships with community-based advocacy groups to create collaborations</li> </ul>	Expanded intersectional approach to sexual violence trainings
<b>Building individualized, intersectional support systems</b>	Continue to re-evaluate our programming against existing calls to action and other benchmarks: Who is not “at our table?” Who is being missed by our current programming?	<ul style="list-style-type: none"> <li>Review our work and the Calls to Action on campus</li> <li>Collaborate with community groups where our programming has gaps</li> </ul>	Intersectional, inclusive support is never-ending, ensure we uphold this value by re-evaluating our work consistently
<b>Systematic measurement and review of what works</b>	Review first two years of prevention work and report on early outcomes	<ul style="list-style-type: none"> <li>Identify benchmarks for change</li> <li>Evaluate in a “then,” “now,” and “what’s next” framework</li> </ul>	Measurement system that indicates what is working with regards to prevention on campus and what is not

<b>Fostering a Consent Culture for Carleton</b>	Invest in communications resources for the work of the CUSASC	<ul style="list-style-type: none"> <li>• Find resources for communications work and promote our work and outcomes in a meaningful way</li> </ul>	Building a culture/collectively determine values we want to embed
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## Appendix A

### Sexual Violence Prevention and Education Committee

The Sexual Violence Prevention and Education Committee Steering Committee membership includes:

1. Associate Vice President, Equity and Inclusive Communities (as Chair)
2. 2 undergraduate students
3. 1 graduate student
4. 1 staff member
5. 1 faculty member
6. Senior Advisor, Gender and Sexual Violence Prevention and Support
7. Associate Vice President, Student Affairs and Student Life
8. 1 member from Human Resources
9. 1 member from Housing and Residence Life Services
10. 1 member from Health and Counselling Services