



Policy 236 Review Committee

Tuesday, May 18, 2021

1:00pm – 2:00pm

Virtual via Zoom

Attendees: Kyle Baillie, Kara Bertram, Jas Braich, Martha Dow, Shawn Johnston, Stephen Gaspar, Amanda Morrison, Mary Saudelli, Carol Suhr, Zoe Strazza, Tamzen Trowell, Rebecca Wassef, Chantel Watt.

Regrets: Bryanna Anderson, Rebekah Bracket, Anna Cook, Rajdeep Dhaliwal, Emily Eglsaer, Sarah Kopan, Jessica Levesque, Greg Mather, Lisa Moy, Maureen Murphy, Betty Peters, Christine Zapisocki.

Minutes

The meeting began with a territory acknowledgment and note regarding government assistance for repatriation of indigenous artifacts presented by the chair. Special thanks was given to Shawn for his help with wording the Interim Measures section.

It was decided that the committee would start working on the Policy section of the draft proposal first with the possibility to review the definitions at the end of the meeting if time would allow.

1. Policy:

Starting at the Policy section, there was discussion regarding the use of the word “safe space” versus “safer space”. Some liked the wording of “safer space” as no one could guarantee a safe space anywhere and that it may not feel safe to some due to colonization and a patriarchal society among others. In the end, the word the following changes were made:

“UFV is committed to preventing sexualized violence ~~and creating a safer space for all students and all employees~~. The University strives to be a safe space where students and employees are able to learn, work, express themselves, and live in an environment free from sexualized violence.”

The last paragraph of the beginning Policy section refers to intersectionality but it was found to be missing other groups like age and disability. After some discussion, it was thought that more investigation should be completed regarding intersectionality with a focus on what the committee wanted to accomplish by including these terms. It was decided that a focus on inclusion and myth busting should be researched.

ACTION: Kyle and Amanda will investigate two different statements for intersectionality. One that focuses on myth busting and another focused on including more terms for intersectionality.

1. Responsibility for Prevention, Awareness and Response:

The following point was added to the top of this section as acknowledgement and to highlight its importance to this policy.

- (a) Recognizing that sexualized violence is a systemic issue

The following point refers to a trauma informed response and intersectionality.

“Taking a trauma-informed approach to sexualized violence, recognizing that victims and survivors may be traumatized by their experiences and that the University’s approach needs to be grounded in an understanding that peoples’ experiences will be affected by many factors such as their sex, ancestry, race, ethnicity, language, ability, faith, age, socioeconomic status, sexual orientation, gender identity, citizenship status and other invisible identities. As culture and society move forward and our understanding changes, so too does our understanding of intersectionality with this policy;”

There was some discussion if intersectionality should be left in or if it should be taken out and used in the “Policy” section’s statement regarding intersectionality. No decision on if these should be two different points or left combined was made. The committee will review at a later time.

ACTION: Kyle and Amanda will rewrite the section on intersectionality taking this part out (if possible) and adding it to the intersectionality clause in the policy (their other action item above).

The following changes were then made to the policy as follows:

- “Committed to ensuring a safe environment for all and will take appropriate measures to prohibit visitors and others from campus that pose a threat to a safe environment” was changed to:

“Taking appropriate measures to prohibit visitors and others from campus that pose a threat to the safety of others (all);”

The following point remained as alternate to the above “Take appropriate action to address sexualized violence threats or risks to the safety of others.” This will be readdressed at a later date.

- “Ensuring no disruption of the learning and working environment which are in accordance with the collective agreement, University policies, standards, and that ensure fairness and due process;” was changed to two different points:
 “Striving to limit disruption of the learning and working environment;”
 and
 “Operating in accordance with the collective agreement, University policies, standards, and ensuring fairness and due process for all.”
- “Removing institutional barriers that may negatively impact a person’s willingness to report or to seek support;” was changed to:
 “Creating accessible systems that may negatively impact a person’s willingness to report or to seek support.”

It was noted It was discovered that not many of the points speak to prevention in this section of the Policy.

The committee then discussed what prevention could look like and explored the idea of mandatory training on sexualized violence for both staff and students. It was mentioned that staff and faculty are trained on harassment and bullying (<https://www.ufv.ca/hrcro/respectful-workplace-training/>). Enforcing students could also have administrative difficulties and would need approval by Senate.

The following change to the policy was added:

- “Requiring mandatory sexualized violence prevention training for all new students and employees;” was added to the policy.

The above point would be reviewed at a later time as many members were unsure of what commitment and actions would be involved by adding it to the policy.

The meeting concluded due to time and the completion of this section.

*****The next meeting is June 08, 2021 at 1pm via Zoom*****