



Innis College

Innis College Council, 331st Meeting Wednesday, April 19, 2023, at 11:30am Innis Events Room/MS Teams

Minutes

Present: Dan Adleman, Shayla Anderson, Jannie Chien, Jason Daye, Rhea Gosain, Elijah Gyansa, Eva-Lynn Jagoe (assessor), Kate Johnson (assessor), Nina Kamal, Bradley Kulay, Suzanne Macintyre (assessor), Steve Masse (assessor), Megan McDonald (assessor), Tony Mei, Kyle Newcombe, Daniela Pirraglia, Karen Reid, Noel Simpson, Mary Stefanidis, Ayaka Teshirogi, Bart Testa, Angela Treglia (guest), Ben Weststrate (council secretary)

Regrets: Mikaeel Abbas, Donald Boere (assessor), James Cahill, Lydia Ghernaout, Joty Gill, Ria Gupta, Sana Imran, Denise Ing, Kimiya Karbasy, Rhonda Liu, Aditi Mehta, Mike Orr, Archi Parikh, David Roberts, Ishaan Shetty, Raven Stoddart, Emil Stoykov, Eilene Su, Sanam Syed, Joanne Uyede, Ryn Van Leeuwen, Andrea Williams, Cindy Yan, Victor Zheng

1. Welcoming remarks

Student speaker Gosain chaired the meeting.

2. Minutes of the previous meeting

A motion to approve the [February 17, 2023, meeting minutes](#) was moved (Johnson), seconded (Anderson), and carried.

3. Business arising from the minutes

None reported

4. Principal's report

Acting Principal Karen Reid reported the following:

- **Sana Imran's** last day was April 18. Sana was the College's first assistant dean – community wellness, a position she held for two years. Sana moves on to Toronto Metropolitan University, where she will assume the role of manager – thriving innovations.
- Congratulations to **Charlie Keil**, who received a 2022 President's Teaching Award from U of T, and to **David Roberts**, who received a 2023 Outstanding Teaching Award from A&S. The latter award recognizes "teaching excellence with a focus on instructional practice and course design and/or curriculum development."

- Thanks to Chien, Roberts, and Williams for their contributions to the external reviews of their respective academic programs.

Reid reflected on her tenure as acting principal and expressed how gratifying the return to in-person operations has been.

Progress on the Renewal and Expansion has been a highlight. The project successfully passed through the Capital Project and Space Allocation Committee (CaPS) Executive last week, and we are confident shovels will be in the ground in July. The Office of the CAO has been leading the transition planning.

Reid expressed gratitude for the many opportunities to celebrate student achievement and talent throughout the year (e.g., award ceremonies, benefit concert). She thanked the Offices of Student Life and the Registrar for their support of this recognition.

5. Guest speaker

Reid invited **Angela Treglia**, director, Sexual Violence Prevention & Support (SVPS), to speak to the services of the SVPS Centre and progress made on the recommendations from a [recent review of the Policy on Sexual Harassment and Sexual Violence](#).

In her presentation ([see appendix 1](#)), Treglia began by defining “sexual violence” and “consent,” as written in the University’s policy. Treglia then reviewed the organizational structure and functions of the Centre. There are now 14 staff who support students, staff, and faculty across all three campuses and four focal areas: disclosing and healing, reporting and accountability, learning and preventing, and responding.

Treglia described the Centre’s guiding framework as “trauma-informed, anti-oppressive, and survivor/client-centred.” Priorities moving forward include a new campaign to raise awareness and build trust and collaboration. Specifically, orientation-related planning, increased drop-in programming, and training development will take place during the summer.

Treglia provided an overview of the University’s [Policy on Sexual Violence and Sexual Harassment](#), then pointed to two categories of recent change: enhanced data reporting and improved policy clarity.

Treglia closed her presentation by highlighting progress made in response to recommendations that emerged from the policy review process (e.g., funding, staffing, awareness- and trust-building campaign).

Masse, dean of students, thanked Treglia and inquired about anticipated orientation supports. Treglia specified that they are doing early-stage information gathering (i.e., what are the needs) and just launched a social media campaign. The college deans will be consulted as well.

Masse expressed his interest in accessing anonymized data, segmented by division, on students’ awareness of the SVPS Centre. Such information could inform how the colleges promote the Centre. Treglia confirmed that divisional reporting is a priority area.

Reid commended the Centre for making outreach efforts to building awareness and access among

students.

6. Board reports

A. Academic Affairs

Jagoe reported the following highlights [of a March 13, 2023, board meeting](#):

- Innis One and Urban Studies have full enrolment; Writing & Rhetoric's is strong.
- The FYF@Innis program continues to run smoothly. Discussion re experiential learning opportunities is underway.

B. College Affairs

Newcombe reported the following highlights of [an April 13, 2023, board meeting](#):

- The College budget, which is similar to last year's, was approved by Governing Council.
- A series of IT updates and general building repairs were reported by the CAO's Office. The team is now preparing for the upcoming west-wing closure (e.g., hoteling stations).
- The Innis Café will close on June 9, owing to building construction. [A recent Innis Herald article](#) paid homage to the long-time café proprietors.
- The library will continue to operate as usual throughout construction until its move into new Student Learning Centre.

C. Community Affairs

Anderson reported the following highlights of [a March 13, 2023, board meeting](#).

- The Alumni Office hosted 16 events in 2022/23.
- The annual alumni mentorship program involved 32 matches this year. It closes with an April 20 event.
- Alumni Office focus is now on [the June 3 "Homecoming" event](#) — an all-alumni reunion and launch of Renewal and Expansion Campaign. Having reached ~50% of the \$10-million fundraising goal, the College can move its campaign into a "public" phase.
- This year, Later Life Learning is celebrating its 40th anniversary at Innis College. This milestone will be commemorated later in the day (April 19).
- Art Committee reported that nine submissions of student artwork (15 pieces in total) were installed throughout the building. The 2023 call for submission will close June 19.

D. Student Affairs

Chien reported the following highlights of [a March 21, 2023, board meeting](#).

- ICSS held a referendum on three questions as part of the general elections for the 2023/24 council; two proposals were successful.
- Coordinator hiring is complete, and 2023 orientation planning is underway with Office of Student Life support.
- The Community Wellness (CW) portfolio continued offering one-to-one student appointments throughout the Winter term. They saw an increase in staff referrals. CW hosted a well-attended faculty and staff workshop on non-suicidal self-injury on March 3. CW also

initiated an anti-stigma campaign re accessing mental health support, which involves volunteer staff testimonials.

- Innis's "Student Success team" — a college-wide student-facing group of staff and on-location advisors — has convened. They identified a need to enhance wayfinding among college-based student services.
- Innis's Registrar's Office reported that a second round of admission offers went out. The College will admit ~500 students this year. Our student population continues to grow by 30-50 per year. ~350 students are expected to graduate in June.
- The Recruitment, Admissions, and Awards Committee forwarded a decision about the CPGA threshold for in-course, merit-based awards. SAB ultimately voted to maintain the current threshold and revisit the decision in 2023/24.
- The Student Services Committee approved six of eight funding proposal. A discussion of an OTO stipend increase for orientation coordinators was deferred to an offline conversation among the Office of Student Life and ICSS.

E. Equity, Diversity, Inclusion, and Accessibility Committee

Weststrate reported the following highlights of [a March 20, 2023, committee meeting](#).

- The Black Student Experience Working Group identified being in transitionary period and is looking to become more student-facing and community-building.
- The ICSS Equity & Outreach portfolio hosted a series of social media campaigns and events, including the annual Art Gala, which supports the community-arts organization, SKETCH. Artwork reproductions were done through Eva's Print Shop, which employs youth experiencing or at risk of homelessness.
- Black Student Orientation planning is underway. New College is leading the cross-college collaborative effort in this second year of the program.
- The ICSS and OSL are developing a new MOU to extend residence fee coverage for WUSC-sponsored refugee students in their second year at Innis College.
- Innis Residence formed a student-staff EDI group, which has been mounting events, doing outreach, and providing a forum for discussion.
- At the time of meeting, 37 students accessed bursaries based on their financial need.
- Because the U of T Equity Census is now mandatory for students, more comprehensive data will become available with which to steer resources for equity-deserving communities.

7. Adjournment

A motion to adjourn the meeting was moved (Gosain) and carried. The meeting adjourned at 12:50pm.

April 19, 2023

Presentation for Innis College Council

Angela Treglia
Director, Sexual Violence Prevention &
Support



Overview



Introduction



Key Concepts



SVPS Centre



**Policy &
Recommendations**



**Wrap-Up
(5 Minutes)**

Introduction

- i. Self-Care Note

Self-Care Note



- Listening to a presentation on sexual violence can be heavy
- It is important to take care of yourself
- You are welcome to reach out to the SVPS Centre for support anytime
- Please take care today as you decompress from today's workshop

Key Concepts

- i. Defining Sexual Violence
- ii. Defining Consent

“

Sexual Violence: Any sexual act or act targeting a person’s sexuality, gender identity or gender expression, whether the act is physical or psychological in nature, that is committed, threatened or attempted against a person without the person’s consent, and includes Sexual Assault, Sexual Harassment, stalking, indecent exposure, voyeurism, gender-based harassment or violence, cyber sexual violence, and sexual exploitation.

Policy on Sexual Violence and Sexual Harassment



“

Consent: The voluntary agreement of an individual to engage in a sexual act. Consent is positive, active and ongoing, and can be revoked at any time. Consenting to one kind of sexual act does not mean that consent is given for another sexual act or kind of activity. Consent is NOT obtained where a person is incapable of consenting – for example due to intoxication, or where a person is induced to engage in the activity by someone abusing a position of trust, power or authority.

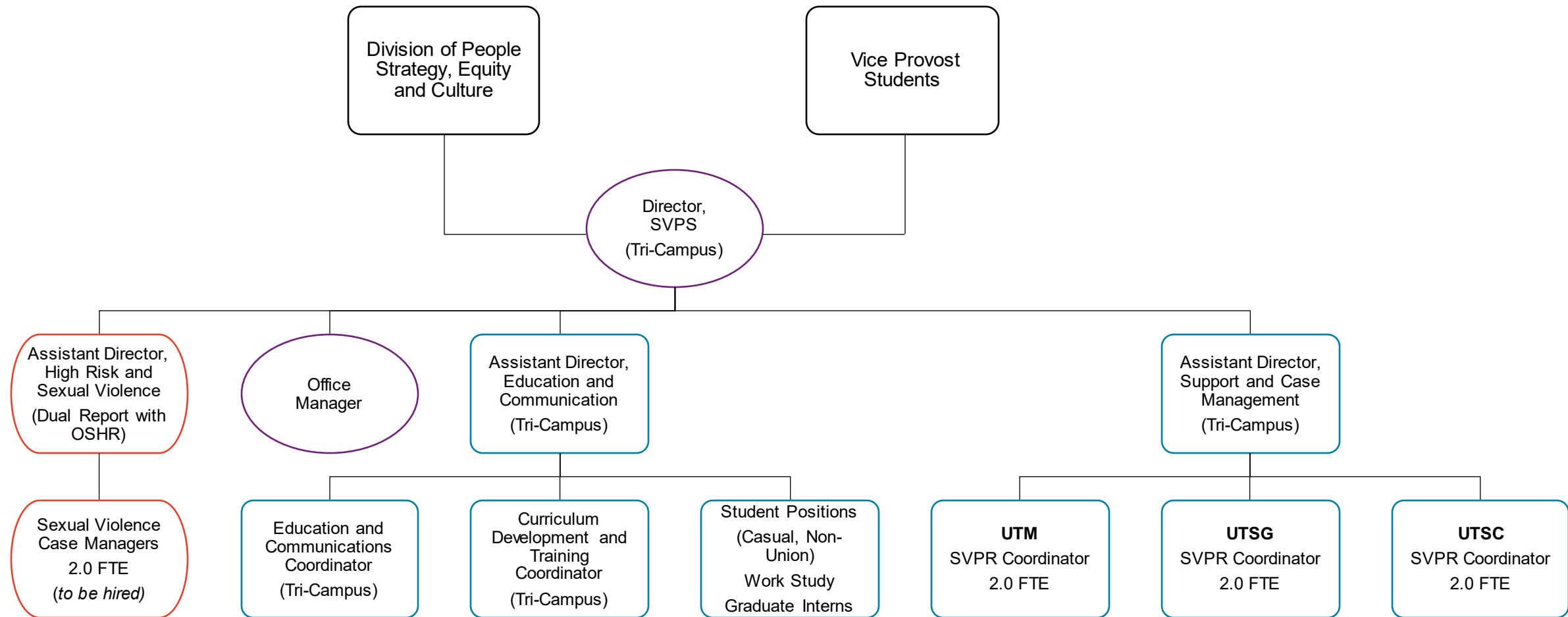
Policy on Sexual Violence and Sexual Harassment



Sexual Violence Prevention and Support Centre

- i. SVPS Centre Overview
- ii. Guiding Framework
- iii. Access and Refer

Sexual Violence Prevention and Support Portfolio



Sexual Violence Prevention and Support Centre

Scarborough



St. George



Mississauga



SVPS Centre Overview: Who We Are

Our team has extensive experience in directly supporting survivors of sexualized violence and prevention work.

Collectively, it spans a wide range of activities, from community-based case management, research, and policy-making to training, support services, and academic administration.

Our staff have graduate degrees in relevant disciplines, such as sociology and social work and have previously worked for community based anti- sexual and gender-based violence organizations.



SVPS Centre Overview: We Support With



Disclosing and Healing

Identifying individual needs and exploring support and healing options



Reporting and Accountability

Understanding the *Policy* and reporting options (criminal and non-criminal)



Learning and Preventing

Education, training, and programming to build and reinforce a Culture of Consent



Responding

Available to consult with community, departments, faculties, and groups

SVPS Centre Overview: What We Do



(1) Direct Survivor Support



(2) Education



(3) Consultations

(1) Direct Survivor Support

- Emotional support and connection to counselling
- Coordinate academic, workplace, and financial accommodations
- Information about reporting options and assistance making a report (if someone chooses)
- Support and assistance connecting with resources
- Advocacy with various offices in the institution that are sources of logistical support
- Safety planning
- Assistance with navigating institutional, judicial, and medical systems



(2) Education

Primary

- Strategies to stop violence from happening and address root causes
- Awareness raising campaigns
- Asynchronous online training
- Facilitated trainings
- Large-scale outreach events (e.g., Orientation Keynotes)

Secondary

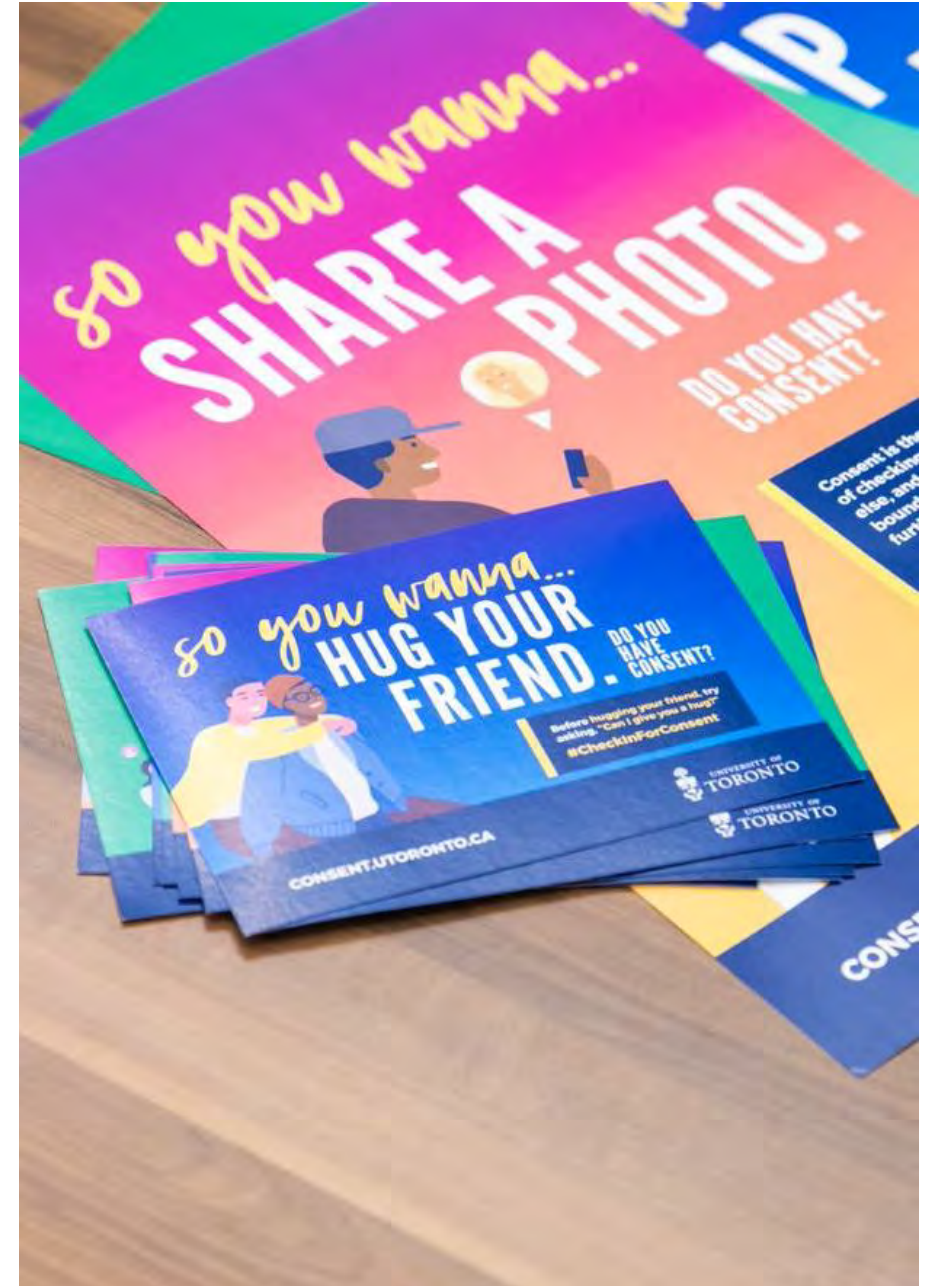
- Strategies that target immediate responses after violence has occurred
- Direct support for survivors
- Targeted training for divisions resulting from disclosures and reports
- Education for Respondents

Tertiary

- Addressing long-term impacts of violence
- Programming focused on supporting survivors and building communities of care on campus
- Healing Hearts Drop-In Group for Survivors
- Education and consultations around supports and accommodations

Priorities Moving Forward

- New campaign focused on raising awareness and building trust and collaboration
- Orientation 2023-2024 Planning
- Increasing in-person drop-in programming on each campus
- Building greater awareness of our trainings, programming, and support services
- Revising existing asynchronous online and facilitated trainings
- Developing new trainings
- Leading the educational work related to fulfilling the University's commitments related to Recommendations 4 and 5



(3) Consultations

- Available for any U of T Community Member who needs support with navigating sexual violence
- Bringing in educational initiatives
- Referring to external agencies when needed
- Referring to the SVPS Centre
- Providing advice and strategizing with an individual who has come forward through a third party or a situation in a program, group, etc.



Guiding Framework



(1) Trauma-Informed



(2) Anti-Oppressive



(3) Survivor/Client-Centred

(1) Trauma-Informed



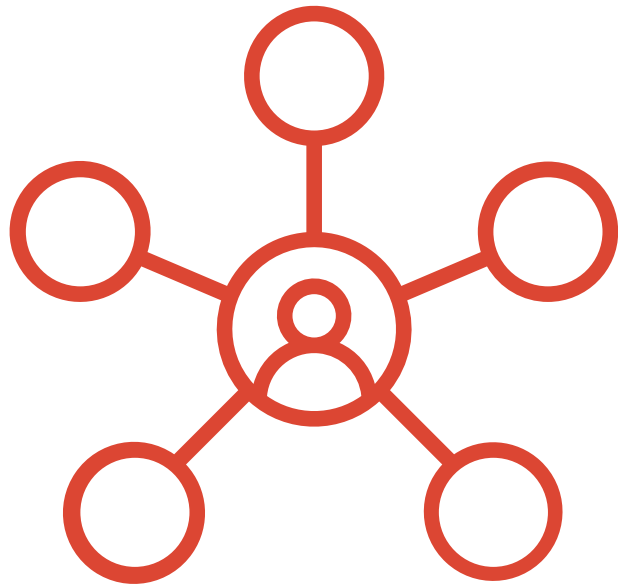
- We recognize the ways trauma impacts survivors, such as:
 - heightened anxiety
 - helpless fear
 - irregular attendance
 - difficulty resting and recharging
 - reduced ability to tolerate pressure
 - avoidance of additional stressors
 - struggling to concentrate
 - trouble processing information (in class or at work)

(2) Anti-Oppressive



- We recognize that sexual violence is linked to power, control, and systems of oppression
- We recognize there are inherent power dynamics with our conversations at the SVPS Centre as well as within the University context more generally
- We will work to identify and dismantle these power imbalances

(3) Survivor/Client-Centred



- We view our clients as experts in their own lives
- We work in partnership with survivors
- We will strive to foster a safe environment where survivors feel empowered and are aware of their rights and their options
- Survivors/Clients:
 - can share as little or as much as they like
 - will direct the conversation
 - decide what support, resources, and reporting options they would like to engage, if any

How to Access and Refer



W: www.svpscentre.utoronto.ca



E: svpscentre@utoronto.ca



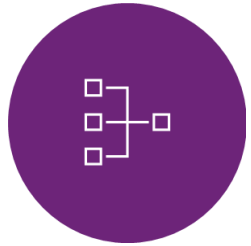
P: 416.978.2266



Policy on Sexual Violence and Sexual Harassment

- i. Policy Overview*
- ii. Disclosing vs. Reporting
- iii. Policy in Practice*
- iv. Progress on Review
Recommendations

About the *Policy*



Consistent System

Establishes a consistent system for responding to incidents and getting support



All Members

Applies to all members of the U of T community and makes available the same services to everyone



Between Members

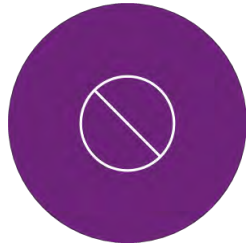
Encompasses incidents between members of the University community, whether they take place on campus, off campus or online



Reduces Barriers

Reduces the barriers to Disclosure and Reporting by minimizing the number of times complainants have to tell their story; maintains confidentiality.

About the *Policy*



Retaliation Not Tolerated

Emphasizes that retaliation against a person who Discloses an incident of Sexual Violence or who participates in a process outlined in the Policy will not be tolerated.



Report Not Required

States there is no requirement to make a Report to access support or to receive academic, employment, or other accommodations.



Due Process

Includes a commitment to due process and procedural fairness.



SVPS Centre

Created a tri-campus Sexual Violence Prevention and Support Centre, which has a physical location and presence on all three campuses.

Updated Policy on Sexual Violence and Sexual Harassment

Recent revisions to the *Policy* fell into two categories:

- 1. Changes to reflect the recommendations made by the reviewers (such as requirement for a public annual report providing statistical information about sexual violence at the University; increased clarity on non-adjudicative processes; stronger language on nontolerance for reprisals and retaliation; and formalization of information sharing with participants in the reporting process).
- 2. Changes to enhance flow and clarity of the Policy (such as alphabetization of the definitions section).

How is the Policy Operationalized?



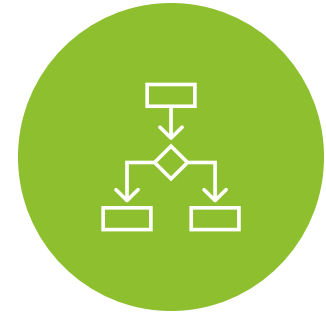
**University
Commitment**



**Support and
Accommodations**



Education



**Report and
Accountability
Pathways**

Disclosing and Reporting



Disclosing:

- Telling a Member of the University Community about an Incident of Sexual Violence



Reporting:

- **University Report:** Telling a Designated Member of the University Community about an Incident of Sexual Violence to Initiate a Formal Process
- **Police Report:** Making a report to Campus Safety and/or local police about a criminal act (e.g., sexual assault, criminal harassment)

Reports

The decision to report is an individual choice, and it is important that people have the ability to make an informed decision as to whether, and when to, make a report.



Progress on Review Recommendations

- Received funding approval to hire new case managers
- Establishment of a working group to develop a structure and plan for annual public reporting of SV statistics
- Created a new position devoted to expanding sexual violence training and developing student-focused curricula
- Building an awareness campaign to increase knowledge of and trust about the SVPS Centre
- Establishment and implementation of a pilot process in faculty hiring to combat the “passing of the harasser”
- Revising the Conflict of Interest Guidelines that relate to personal relationships among faculty, staff, and students

Wrap-Up

- i. Question and Answer Session

A wooden bookshelf with four shelves. The top shelf holds several books, a white box, and a white cup. The second shelf from the top has two small potted plants on the left and a container of pens on the right. The third shelf is empty. The bottom shelf holds a stack of papers, a book, a glass jar with coins, and another stack of papers. A blue banner with white text is centered across the middle of the image.

Question and Answer

Thank You!

Contact Us:

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E: svpscentre@utoronto.ca

P: 416.978.2266