

Courage to Act: Annual Report 2020

The Courage to Seed a Better World



COURAGETOACT.CA
#IHaveTheCourageToAct

Letter from the Co-Directors

Courage to Act is meant to be a “call to action.” Informed by experienced survivors, student researchers, frontline workers, policy experts and university administrators working to address and prevent gender-based violence at post-secondary institutions and beyond we are collaboratively working towards change.

In 2020, the Courage to Act team, which includes staff, Working Group and Community of Practice members, worked collaboratively to develop key tools, toolkits and opportunities to collaborate, learn and grow. The Annual Report is meant to provide you with an easy view of the tremendous work taking place within the project and across the country.

It takes great courage to act. We are honoured to work with 150 individuals, organizations and institutions across Canada to cultivate new ideas, protocols and possibilities for a safer campus for all. The work of Courage to Act is a huge undertaking by many of us, and we are committed to working together to create change and further this important work in 2021.

With Care,

Farrah Khan & CJ Rowe
Co-Directors, Courage to Act



A Message from Minister Monsef



When students and their families plan for college, CEGEP or university, they do so with the expectation that it will lead to a brighter future. If the safety of students or those working on campus is compromised, the expectation is that they will receive the same level of care, regardless of which corner of the country they are in. But 41% of all self-reported sexual assaults in Canada are by post-secondary students. Parents, grandparents, students as well as advocates have asked all of us to do better by them.

In January 2019, the government of Canada partnered with Possibility Seeds to move forward on addressing and preventing gender-based violence in colleges, CEGEPs and universities. Thanks to the expertise and wisdom of that group, Canada has its first National Framework to Prevent and Address Gender-Based Violence at Post-Secondary Institutions. Based on the key recommendations within the report, experts from across Canada are building processes and tools that will support survivors to empower themselves, strengthen communities and prevent further violence. There is more to be done, to be sure. As the federal minister responsible for this work, I draw my inspiration from the student groups, colleges, universities, CEGEPs, unions, community organizations, survivor advocates and front-line professionals working together to move us all forward.

The Honourable Maryam Monsef

Minister for Women and Gender Equality and Rural Economic Development

About Courage to Act

Courage to Act is a two-year national initiative to address and prevent gender-based violence (GBV) at post-secondary institutions (PSIs) in Canada.

It builds on key recommendations within Possibility Seeds' vital report "[Courage to Act: Developing a National Framework to Address and Prevent Gender-Based Violence at Post-Secondary Institutions.](#)"



Intention

We begin by acknowledging that this work is taking place on and across the traditional territories of many Indigenous nations. We recognize that gender-based violence is one form of violence caused by colonialism that is used to marginalize and dispossess Indigenous peoples from their lands and waters. Our work on campuses and in our communities must centre this truth as we strive to end gender-based violence. We commit to continuing to learn and grow and to take an anti-colonial and inclusive approach to the work we engage with. It is our intention to honour this responsibility.

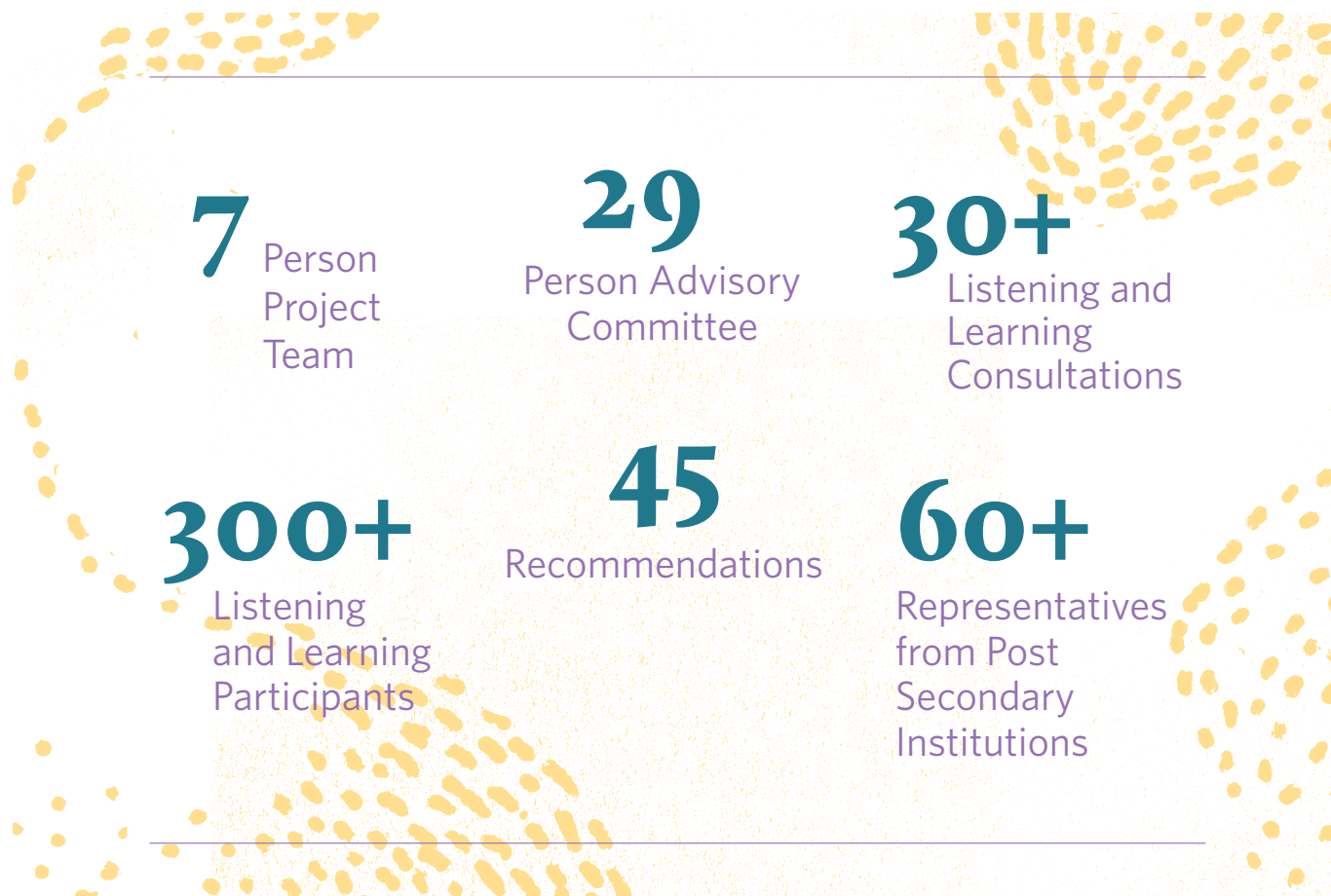
About the Team

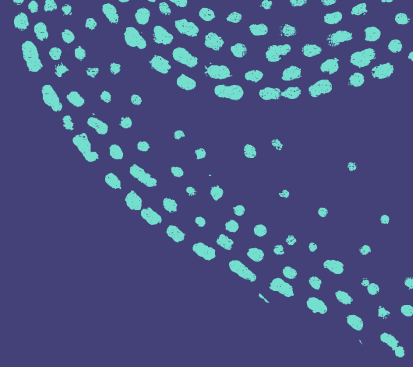
Courage to Act is led by [Possibility Seeds](#), a Canadian a social purpose enterprise dedicated to advancing gender equity. Our team has over 20 years of broad experience working with communities, governments, labour organizations, and public and private institutions. Possibility Seeds is directed by Canadian experts in gender-based violence prevention and intervention: Farrah Khan and CJ Rowe.

The project is further supported by a national team of 15 GBV experts and advocates.



Courage to Act Phase 1: A Snapshot





Courage to Act Phase 1: Draft National Framework



Courage to Act Phase 2: Creation of Tools & Resources



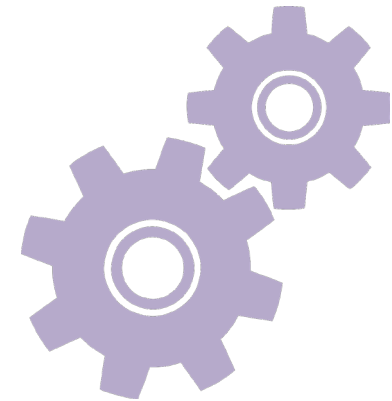
150+

150+ Courage to Act experts, advocates and thought leaders from across the country



15

15 cutting edge tools to support GBV intervention and prevention on campus



ONE

1 harmonized National Framework to address and prevent GBV at PSIs in Canada

A National Collaboration

150+ stakeholders

Courage to Act is a national project involving collaboration amongst 150+ stakeholders in various project roles including:

- Community of Practice members
- Toolkit Project Consultants
- Working Group members
- External Reviewers



POSSIBILITY
SEEDS

Student Organizers Community of Practice
Toronto, January 2020

**Thank you for your support and commitment.
Thank you for having the courage to act.**

Courage to Act Phase 2: Our Vision

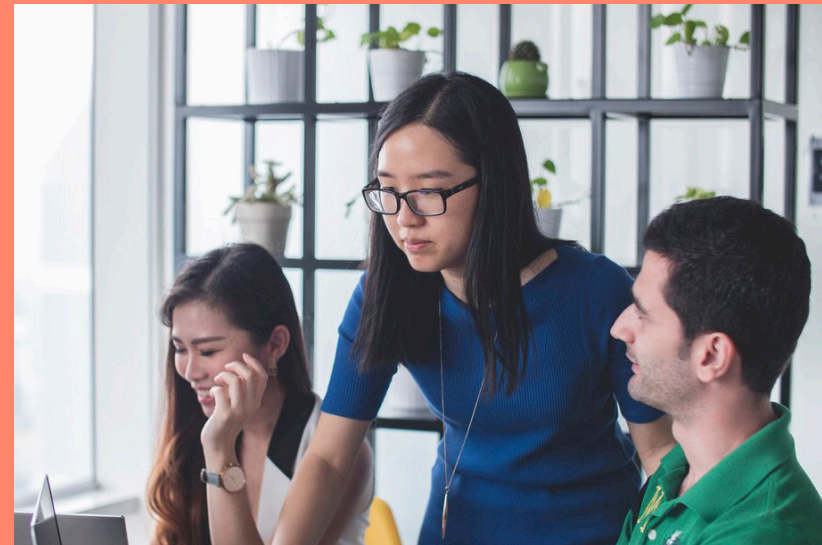
Short-term results:

- Increased awareness and engagement around GBV at PSIs and related topics
- Enhanced access to tools and resources on addressing and preventing GBV at PSIs
- Increased knowledge of promising practices and guidelines towards preventing and addressing GBV at PSIs



Medium-term results:

- Connected network of experts working towards preventing and addressing GBV at PSIs
- Enhanced application of promising practices towards preventing and addressing GBV at PSIs



Communities of Practice

Selection

- 100 experts, advocates and thought leaders selected

Representation

- 10 provinces and 1 territory
- 50+ community organizations
- 35 universities
- 10 colleges
- 3 CEGEPS

Deliverables

- 127 meetings across all our CPs in 2020
- 10 groundbreaking tools to address GBV at PSIs

10 COMMUNITIES OF PRACTICE



CAN JUSTICE HEAL



STUDENT ORGANIZERS



FRANCOPHONE



WORK



COMPLAINTS PROCESSES



ENGAGING MEN ON CAMPUS



INTERNATIONAL STUDENTS



FRONTLINE GBV CAMPUS WORKERS



EDUCATORS



WORKING WITH PEOPLE WHO HAVE CAUSED HARM

[COURAGETOACT.CA](https://www.couragetoact.ca)

#IHAVETHECOURAGETOACT

#COURAGETOACTPSI

COURAGE TO ACT

Communities of Practice Projects



CAN JUSTICE HEAL?

Minimum Standards for Using Restorative Practices with Campus Sexual Violence



COMPLAINTS PROCESSES

A Toolkit to Guide Gender-Based Violence (GBV) Investigators



EDUCATORS

Peer-to-Peer Facilitation Toolkit for Graduate Students



ENGAGING MEN ON CAMPUS

Toolkit on Institutional and Program-Level Strategies to Engage Men and Prevent GBV at Post-Secondary Institutions (PSIs)



FRANCOPHONE

Evaluation Tool and Support Guide to Engage PSI Staff



FRONTLINE GBV CAMPUS WORKERS

Evidence-informed PSI GBV Services Evaluation Tool



INTERNATIONAL STUDENTS

FAQ Resource for International Students



WORKING WITH PEOPLE WHO HAVE CAUSED HARM

Community Accountability Framework Guide



WORK

Guidelines for Training GBV Investigators



STUDENT ORGANIZERS

Students Creating Consent Culture on Campus: Illustrated Advocacy Casebook and Audiobook

Courage to Act Working Groups: Toolkits

3 Working Group Toolkits

The Courage to Act expert working groups are creating three toolkits focused on: response and support; education; and the complaints process.

These tools reflect cutting-edge evidence-based scholarship, and are intended to be accessible, practical, usable. They will be housed in the Courage to Act Knowledge Centre in Fall 2021.



Courage, Knowledge, Action:

A Free Professional Webinar Series

By the Numbers

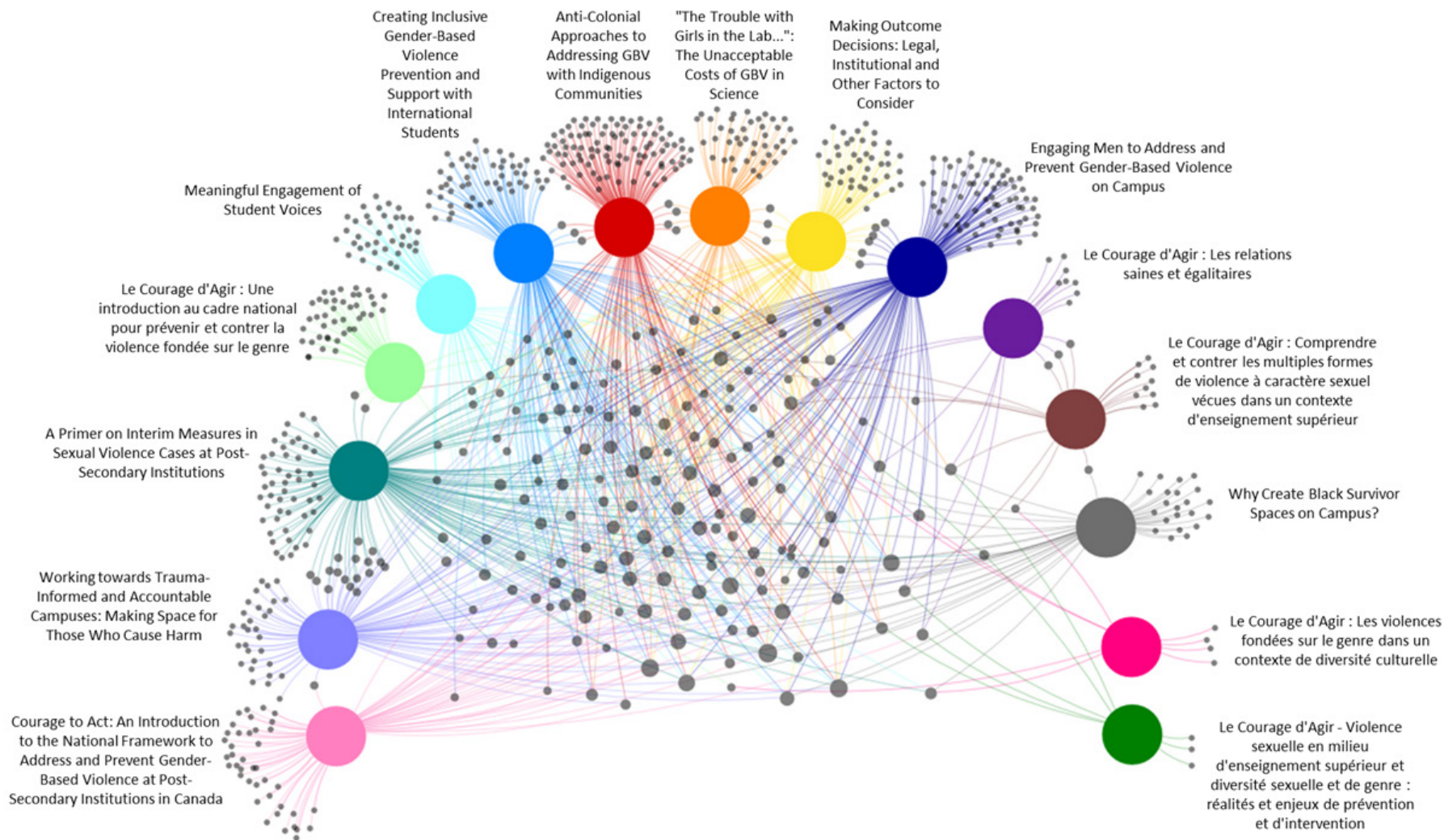
11 webinars in English
5 webinars in French
106 Average attendance per webinar
743 Unique individuals reached



*“I’m very happy I attended. I’ve been in this work for almost 10 years and the clarity you provided on such a complex topic was masterful. Thank you.”
(Webinar 3 – A Primer on Interim Measures in Sexual Violence Cases at Post-Secondary Institutions)*

“Thanks for creating opportunities to share and learn from others working to prevent GBV on campus!” (Webinar 6 – Creating Inclusive Gender-Based Violence Prevention and Support with International Students)

Webinar Engagement



The 15 coloured circles represent the 15 webinars offered in 2020. The dark grey dots across this map represent webinar participants - the bigger the dots the greater the number of webinars that participants joined in 2020.

National Skillshare Series

In 2020, we prepared the groundwork for Canada's first national conference to address and prevent gender-based violence on campus. Register today to:

- Learn about the tools, trends and strategies that will shape how we address and prevent gender-based violence on campus;
- Join a connected network of experts across Canada who are exploring urgent issues and promising practices;
- Participate in this recognized learning opportunity; attendance at 10+ skillshare sessions or Courage to Act webinars will count toward a certificate.



Innovation Hub

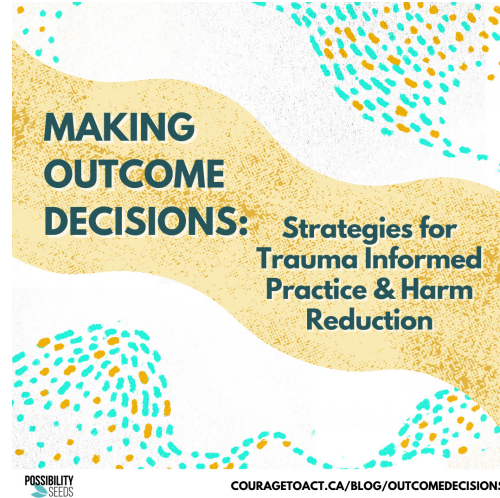
35 cutting-edge tools articles and infographics published to date

6000+ views across these publications



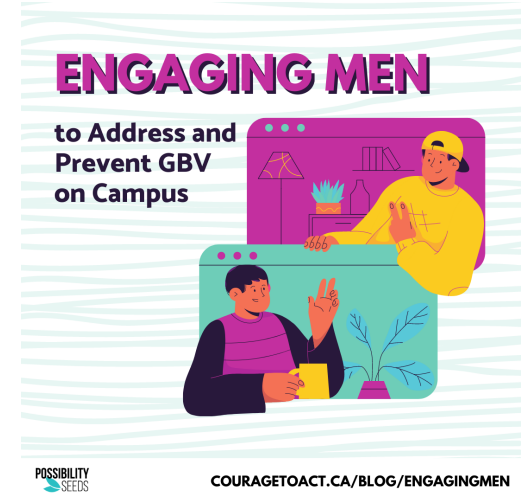
POSSIBILITY SEEDS

WWW.COURAGETOACT.CA



POSSIBILITY SEEDS

COURAGETOACT.CA/BLOG/OUTCOMEDECISIONS



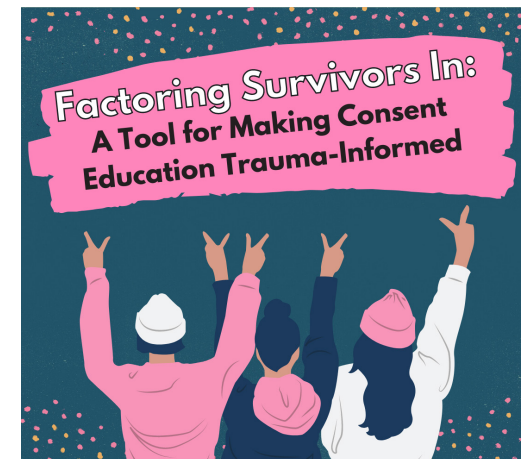
POSSIBILITY SEEDS

COURAGETOACT.CA/BLOG/ENGAGINGMEN



POSSIBILITY SEEDS

COURAGETOACT.CA/BLOG/ANTIBLACKRACISMRESOURCES



POSSIBILITY SEEDS

COURAGETOACT.CA/BLOG/CONSENTEDUCATION

POSSIBILITY SEEDS

COURAGETOACT.CA
#HaveTheCourageToAct

2 Topical Skillshares

We held two skillshares (COVID-19 & GBV Skillshare and #ConsentIsNotCancelled: National Skillshare on Online Gender-Based Violence Prevention Education) and created two resource guides in response to the pandemic and emerging needs of our communities.

KEY IMPACTS OF COVID-19 PANDEMIC ON GENDER-BASED VIOLENCE IN CANADA

1 in 10
Canadian women say they are very or extremely concerned about the possibility of violence inside the home during COVID-19.
Statistics Canada (April 2020)

PHYSICAL, EMOTIONAL, SEXUAL ABUSE
Using "stress of the pandemic" as an excuse for abuse, threatening to abandon partner if they become ill

SPREADING MISINFORMATION
Withholding access to accurate information in order to maintain power and control

CHILD ABUSE
Isolating children from online supports and connections available through schools

STALKING
Using safety measures (victim is sheltering in place; has limited connection to other people) to escalate physical stalking

WITHHOLDING NEEDED SUPPORTS
Restricting access to medical supplies, testing, personal protective equipment (PPE), and hand sanitizer

ABUSING FAMILY LAW
Refusing to follow custody & access orders; using COVID-19 to alienate a co-parent or restrict their access to children altogether; refusing to leave the home

HARASSMENT
Spreading salacious rumours about the victim, including about their medical status

ONLINE SEXUAL VIOLENCE
Non-consensually recording and distributing sexualized images

HOMOPHOBIA & TRANSPHOBIA
Forced 'outing' of victim particularly to people with whom they may be isolated, demeaning gender-identity

RACISM
Making anti-immigrant, anti-Asian slurs, or referring to the virus by an ethnic name, targeting or denying service to specific racialized groups

FINANCIAL ABUSE
Withholding family assets, or refusing to purchase necessities

ISOLATION
Forced confinement by the abuser under the guise of self-isolation



WWW.COURAGETOACT.CA/BLOG/COVID19GBV

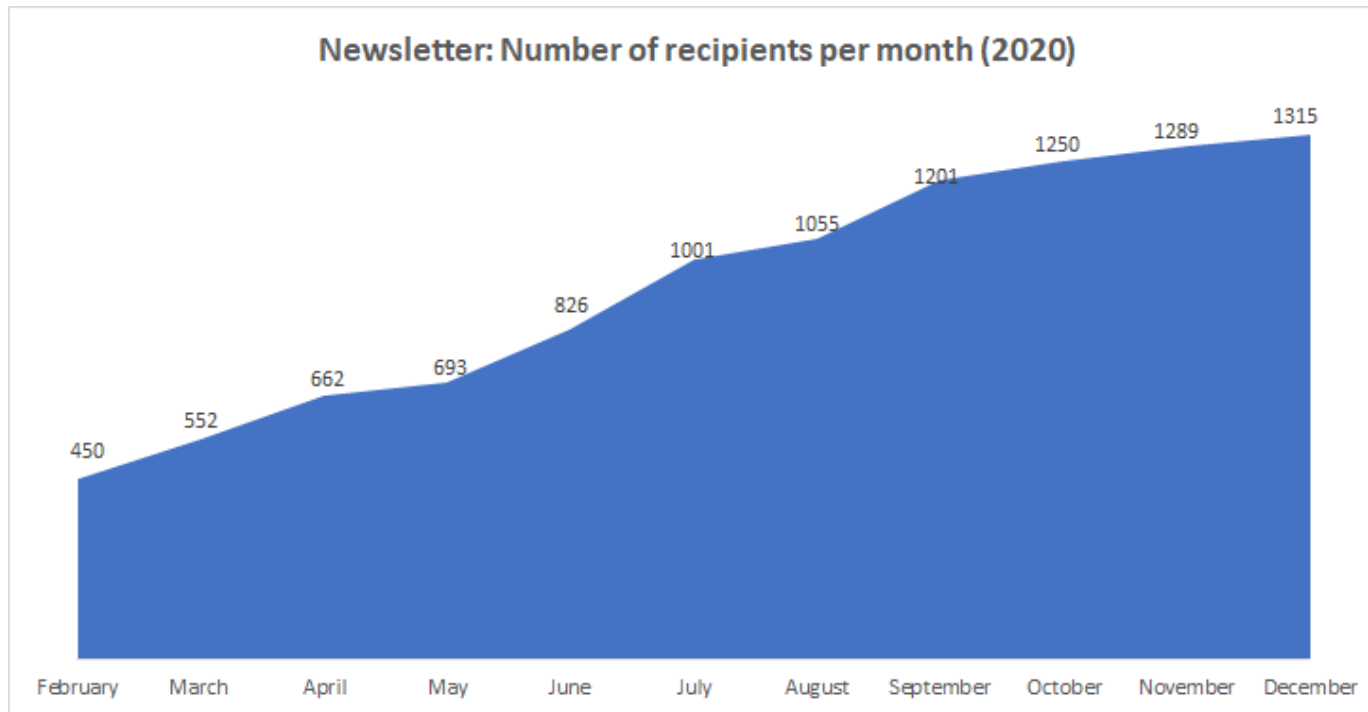


COURAGETOACT.CA
#HaveTheCourageToAct

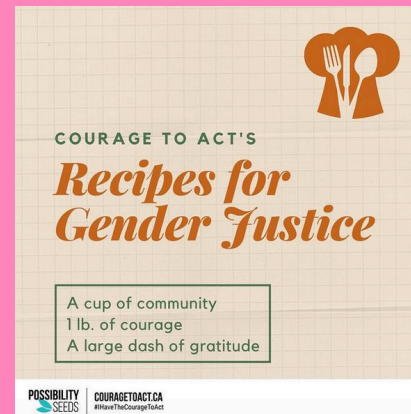
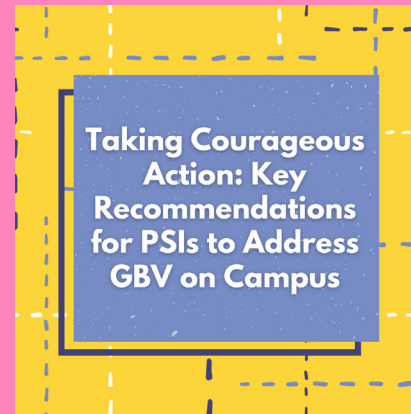
Monthly Newsletter

Our monthly newsletter provides project updates and highlights emerging research, promising practices and upcoming opportunities in the GBV and PSI communities across Canada.

We published [11 editions](#) in 2020.



8 Original Digital Campaigns



17243

unique visitors to our website in 2020

89.2%

of our website visitors are from Canada.

10.8%

are international visitors.



Courageous Impact

"THIS WORK IS ISOLATING, AND TO DO THIS WORK TOGETHER HAS BEEN SO MEANINGFUL.

GENDER-BASED VIOLENCE ISN'T THE RESULT OF AN INDIVIDUAL'S FAILING. IT IS A SYSTEMS FAILURE. IT REQUIRES A SYSTEM'S RESPONSE. AND WHEN THE ENTIRE COUNTRY GETS ITS BRIGHTEST AND BEST PEOPLE TOGETHER TO DO THE WORK, THEN IT MAY JUST BE POSSIBLE TO MANIFEST THE CHANGE WE HAVE BEEN ADVOCATING FOR OVER THE PAST DECADES."

ROBYN OCEAN



WWW.COURAGETOACT.CA/BLOG/IMPACT

"THE PROJECT HAS CENTRED STUDENT ADVOCATES, PROVIDING A PLATFORM AND SUPPORTS TO BRING TOGETHER THE PREVIOUSLY SILOED WORK OF STUDENTS ACROSS THE COUNTRY. IT HAS CREATED CONNECTIONS ACROSS GEOGRAPHIES, IDENTITIES, AND ROLES IN GENDER-BASED VIOLENCE WORK, WHERE WE CAN SHARE RESOURCES AND BUILD ON IMPORTANT WORK BEING DONE.

IT HAS SHOWN US THAT THE WORK STUDENTS DO IS VALUABLE, AND HAS DEMONSTRATED A SET OF SHARED PRINCIPLES AND GOALS THAT CAN ONLY BE ACHIEVED WHEN STUDENTS HAVE A SEAT AT THE TABLE.

BRITNEY DE COSTA



WWW.COURAGETOACT.CA/BLOG/IMPACT

Vision for 2021

Planting Change

We will begin to:

- Host the National Skillshare Series (JANUARY-AUGUST 2021)
- Launch the CP tools (JANUARY 2021- JULY 2021) and the working group toolkits (AUGUST 2021)
- Create opportunities for PSIs to pilot the toolkits from 2022 onwards
- Launch the Courage to Act Knowledge Centre (SUMMER 2021)
- Disseminate Courage to Act certificates to participants who attend 10+ live webinars/skillshare presentations

Growing Change

We will continue to:

- Engage with project partners and community members across Canada
- Provide virtual opportunities for knowledge-sharing and skill-building through the Courage to Act network
- Conduct evidence-based research on GBV intervention and prevention
- Publish the Courage to Act monthly project newsletter
- Publish cutting-edge articles and infographics on the Innovation Hub
- Continue to host professional webinars and topical skillshares



On December 2nd 2020, Courage to Act convened a virtual roundtable with 30 brilliant student advocates from across Canada and the Honourable Maryam Monsef, Minister for Women and Gender Equality and Rural Economic Development to discuss the impacts of the pandemic on gender-based violence experienced by students.

It will take great courage to act. The ways in which we act may look different for each of us. This is the important work that awaits all of us. Working together, this change is possible.



Connect with Possibility Seeds



Farrah Khan

Co-Director

farrah@possibilityseeds.ca



CJ Rowe

Co-Director




cj@possibilityseeds.ca






Anoodth Naushan

Project Manager

anoodth@couragetoact.ca

-  Follow us on Twitter [@possibilityseed](https://twitter.com/possibilityseed)
-  Connect with us on LinkedIn at Possibility Seeds
-  Follow us on Instagram [@possibilityseeds](https://www.instagram.com/possibilityseeds)

-  Like our Facebook page at Possibility Seeds
-  Read our blog: www.couragetoact.ca/blog
-  Sign up for our monthly e-newsletter:
www.couragetoact.ca