

Mapping-Our-Movements-Webinar-Recording

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Anoodth: Wonderful. Let's get started. OK. Hi, everyone, and welcome to Courage to Act's final event, Mapping Our Movements to End Campus Gender-Based Violence. It's a joy and an honour to welcome you to the space.

My name is Anoodth Naushan and I am interim CEO of Possibility Seeds and project director of Courage to Act. Over the past five years, I've been really fortunate to be part of a dedicated movement of over 4,800 individuals from all across Canada who care so deeply about building campuses free from gender-based violence. And I'll be in conversation today with some incredible student leaders and researchers, frontline gender-based violence campus staff and campus senior administrators.

We'll chat about the next – about the past five years and explore strategies to sustain our momentum and map the opportunities and challenges that the next five years will bring to our collective advocacy efforts. And at the end, we'll announce the winners of the Courage to Act Awards, recognizing change-makers across various categories who are doing really impactful work to address and prevent gender-based violence on campuses. Let's dive in.

Yeah, and to begin, I want to acknowledge that this work is taking place across the traditional territories of many Indigenous nations and the land that I am on today and that I'm joining you from is a territory of the Mississaugas of Credit, the Anishinaabe, the Chippewa, the Haudenosaunee and the Wendat peoples. And it's now home to many diverse First Nations, Inuit and Metis people. Toronto is covered by Treaty 13 and European settlers broke this agreement. The process of colonization in Canada over the past two centuries has enacted systemic genocide against the Indigenous peoples of this land. And we see these acts of colonization and genocide continuing today in the forced sterilization of Indigenous women, the epidemic of missing and murdered Indigenous women and girls and two-spirit people, the over-representation of Indigenous children in care, the criminalization of Indigenous people resulting in over-representation in prisons, and environmental racism and land theft of Indigenous territories.

As we gather to respond to incidents of gender-based violence, we acknowledge this as a decolonial struggle. Supporting decolonization and Indigenous sovereignty is critical to working toward a culture of consent, respect and accountability.

Today we'll be inviting everyone here to read the calls for justice within reclaiming power and place, the final report of the national inquiry into missing and murdered Indigenous women and girls. If you want to learn how you can answer these calls to action, I invite you to take a look at the work sheet that Maya has just put on the chat.

And Possibility Seeds is a systems change consultancy. We're dedicated to gender justice, equity and inclusion. Safe equitable workplaces, organizations and institutions are possible and we've worked for over 20 years now to cultivate this alongside community organizations, governments and public and private institutions. And we lead the Courage to Act project, which is a multiyear national initiative to address and prevent gender-based violence on our post-secondary campuses.

I also want to take a moment to acknowledge our funders because our project is made possible through generous support and funding from the department for women and gender equality, or WAGE, federal government of Canada.

And I want to take a moment here to pause as well, because we know this work can be challenging and that it can take a real toll on our mind, our body and our hearts. And many of us may have our own experience of survivorship and of supporting those that we love and care about who've experienced gender-based violence. So a gentle reminder here to tune into our wellbeing as we engage in today's conversation. And you can visit our self-care room by visiting the link in the chat.

And then a very quick note on language and accessibility. Attendees can view live captions for the session by clicking on the link in the chat box. And at the end of the session, you'll find a link to an evaluation form. Please take a moment or two to share your feedback.

And then at the end too, a graphic recording will be created from today's presentation by Annalee from Drawing Change. Her role is to listen deeply and translate your ideas into visuals. And you can watch Annalee drawing as she follows along with the session by spotlighting her video in your Zoom settings.

All right. So I think we're just about ready to begin and I'm so pleased to introduce Keneisha. Keneisha Charles is an organizer and a writer who strives to dream and co-create liberation through all that they do. Please find their bio in the chat. Welcome, Keneisha.

Keneisha: Thank you so much for the introduction and for having me today and I'm really happy to be sharing a poem called the year we are loved enough to be safe.

the year we are loved enough to be safe,
we will thaw open in the morning and realize this time
all our kin made it home safe.

we won't know what to do with our hands
when there are no more new ripping seams to safety pin,
but we will learn.
see a friend mirrored beside us and pool our threads,
learn how to mend together
until our stitches are a circle,
one's healing feeding another's.
after lifetimes of less,
we'll feel hunger at last.
we'll spend a season browning,
sowing our liberation everywhere
our bodies and wheels and minds can take us.
our flowers are here and we are not dead.
we'll stand at the edges of places we once
couldn't walk when it became too dark.
we'll think of all the afters that will never follow this moment.
never stand in sixes, or threes, or twos, and wonder
which of us will be one.
never look at the people in our lives and wonder
which of them will make us one.
we'll think of all the wounds we bared,
willing our blood to be red enough to
signal stop, or a new way to try things.
all those generational curses we'll bear no more,
all those places we won't have to walk.

change laps gently at us,
carrying away all the old skins we shed
when summer cools.
we'll take the children to a museum
to remember a world that was a mouth
with too many teeth that cut up our memories.
we'll see reflected in them a childhood, a girlhood,
that stretches long and lived and full straight into autumn.
we'll release a breath we've been holding for years.
the future seems less fragile like this,
with our hands pressed in clay
as we release and hold and
gender and ungender ourselves into our own.
we'll spend an autumn sinking into ourselves,
complicit in our own comforts
until winter feels like an ever-long exhale.
when a year ends,
full of thimble fingers and hands still sun-warm and sticky,
we will rest on our knees once more
to light a candle on the windowsill,
echoing to a place where it will always meet you.
we never wanted to do this alone,
and we'll whisper i wish you were here
to our kin and our Ancestors and those past us'es

who didn't get to walk where we do now.
but they will be here.
because we are still here.
the year is 2024. the year is 2025.
the year is every day we promise
these paths we won't walk again.

we're thinking of a place we've never known
but every time we speak its name it becomes realer.
and every morning can be a morning
we thaw open and realize
all our kin made it home safe.

Thank you.

Anoodth: That was really beautiful, Keneisha. Thank you so so much for grounding us to that space, into the space with your words. Thank you. Next slide please, Britney.

OK, wonderful. So a big part of the Courage to Act project has been our connected national network. We've been so fortunate to draw on the brilliance and the hard work of thousands of people from across this country who care so much about this issue. And I really love this quote by one of our wonderful community practice members who shared with us that gender-based violence work is heavy and it can feel so isolating at times and so the Courage to Act report and all the subsequent communities of practice have brought together people from different backgrounds, expertise and social occasions all for the same purpose. And the important work that is done here not only feeds the soul for me as a participant but also shines a huge light of hope that we have a chance to make a positive difference in PSI communities across Canada. And those words are really powerful and will definitely resonate with our next set of speakers.

Next slide. Thank you. So our first panel today is with our wonderful student leaders and you've already been introduced to the fantastic Keneisha. And now it's a pleasure to introduce you to Aubrianna Snow and Kharoll-Ann Souffrant. So please find these amazing student leaders' bios in the chat and we can get started. Welcome everyone.

OK, wonderful. Britney will take down the slides for a moment. OK. Awesome. Thank you so much, Keneisha and Kharoll-Ann and Aubrianna. It is so so wonderful to be in conversation with you three. So I love learning from the three of you and I've got a couple questions that I'd love to ask you and get your thoughts on.

OK. So my very first question for you. So when I think about the incredible work that's happened, Keneisha, maybe you can start us off. Over the past five years, what unexpected progress have you witnessed in collective efforts to respond to campus gender-based violence?

Keneisha: Yeah. I think for me one thing that was unexpected that I found is a lot of growing curiosity and commitment within young people and my peers to really explore abolitionist organizing and strategies when we talk about gender-based violence. I think it's hard for some people to imagine what that looks like and so when I started doing abolitionist work and talking about that in my organizing I expected resistance but it's been really beautiful to see a lot of curiosity and I think a lot of folks and my peers really willing really interrogate when we need when we say community and what it means to be safe around each other and how we want our campuses to look like and seeing people build that space on campus and off campus, so I think that's been a highlight for me.

Anoodth: Thanks so much Keneisha. Aubrianna, does that resonate?

Aubrianna: Yeah, absolutely. So when I think about this question, I think it's been really incredible to see the amount of relationship building and the work that's gone into creating alliances toward campus violence prevention at the national level. Looking back on my time in student leadership, those connection-building pieces were something that really presented a challenge and it's so important for folks to be able to expect to be safe on campus wherever they attend post-secondary and it really takes that national scope to address that meaningfully.

So of course there's still those campus-to-campus differences but I really think that we've come a long way as a collective. Organizations like Possibility Seeds and of course the Courage to Act project have been so so vital in really just developing that network and that's something that I hope to see more in the years to come.

I think it's also been really refreshing, and maybe a little bit surprising sometimes to see the amount of very serious and thoughtful commitment to campus violence prevention that has come from some provincial and territorial governments across the country. That kind of vocal and outspoken nature of the movement has really put this issue on the agenda at the provincial and territorial level and I think that's especially encouraging in provinces and territories where there's maybe been a little bit of historical resistance to engaging that power and addressing that issue.

So I think it's sometimes seen as something that campuses should be dealing with on their own but I – we both know that it takes the whole community to address violence, right? So it's been amazing to see that kind of shift onto the list of priorities and really hopeful to see folks engaged in that work across the community.

Anoodth: Aubrianna, thanks for all your work in pushing that forward as a stakeholder relations specialist as well. Kharoll-Ann. I'd love to hear from you.

Kharoll-Ann: Yes. So everything that's just been said really resonates. When you think about everything that's been accomplished in recent years, I think

it's important also to look back at what has been done before us and Aubrianna talked about resistance, historical resistance and it's interesting because I came across this blog post by iMPACTS at McGill University, which is a research collective. And this blog post basically talked about the fact that McGill students were asking for policies regarding sexual violence prevention since November 1991. So before I was born.

And they were talking about – and it's basically a newspaper from the McGill daily at the time and it's really interesting to see that – and also it's encouraging but sometimes I think it's important to remind that – ourselves that we're not the first and I think it's important to be humble when we accomplish things because very often when we have this idea – I hear a lot of activists from my generation who think that they're the first or the only person who has thought about something and it's really important to look back because many people have been talking about this way before all of us were born.

And in Quebec, I think the reason why we now have Bill 22.1, which really focuses on prevention of sexual violence on campuses, universities and CEGEPs, is really because there's been a momentum. So there was also student activism. There was also feminist scholars at UCam who did a report on these issues. The MeToo movement also was a few months before the law got adopted in Quebec and the media also did a lot of coverage. And we also had multiple MeToo waves before October 2017.

So all of that to say that it's important to remain humble and that we're always building off what other people have done before us. And I think this idea that sometimes we think we're the first or the only basically it's a way to make our movements less strong. Because if we think we're the only ones or the first we're basically alone. So we're not doing this as a collective and through generations and I think this idea sometimes is a strategy to destroy social movements when we think we're the only ones or the first.

Anoodth: Kharoll-Ann, I really appreciate that insight, that reminder that all this work that we're doing builds on decades of work that's been done for – and that's a lovely segue into our next question actually, which is what needs to be done to maintain that collective momentum to address campus gender-based violence? I wonder if you want to speak to that a little bit, Kharoll-Ann.

Kharoll-Ann: Yes. So one of the things that's really interesting – because I also did research in this area – is about young people. So I think when you think about sexual violence prevention, if we talk about this issue to people when they're adults, it's a bit late to do that and I think it's important to really look into how we can prevent this issue from early age as possible. So elementary and high schools. Which is also something that people have been talking about for decades. So I think it's really important that all governments really look into that very seriously.

And also because now we have many policies across the country, I think it's important to have an overview on how every institution applies their policy to see really the differences between institutions but also across provinces because there is obviously work that remains to be done.

And I think it's important that we talk about intersectionality as more than just a word in an opening statement of those policies, which is something that I've noticed a lot in Quebec but also in Ontario. I think it's important that this word actually is really used in a way to help people and not just be as a virtual signaling basically. Just have the word at the beginning and nothing concrete being done to actually help marginalized students. So I think it's important to really see how we can improve those policies and build on what everything that has already been done.

Anoodth: Thanks so much, Kharoll-Ann. Yeah, Aubrianna. I'd love to hear from you too.

Aubrianna: Yeah. Thanks, Anoodth. You hit on so many great points there, Kharoll-Ann. I'm dabbling in a little bit of research on those early primary prevention forms myself, so it's great to hear you say that.

For me, I think there's so much strength in relationship building. Of course, that's kind of my jam with stakeholder relations specialist in my background. But like I said, Courage to Act has done such a tremendous amount of work in facilitating spaces where members of diverse campus communities can really connect on these topics and share their experiences. And I think that's really the source of some tremendous momentum.

So my hope in the future is that folks who are currently engaged in this work are going to continue to invite younger folks and students and new members of the campus communities into the fold and really teach them the importance of speaking up and advocating for their right to be safe on campus.

And like you were talking about there with intersectionality, Kharoll-Ann, I think it's so important for folks who are in leadership positions within this movement and more broadly in the community to really be intentional about being inclusive in our advocacy efforts and centering voices that, like you said, are uniquely impacted by GBV on campus. It impacts all members of campus communities differently and without that diversity of voices at the institutional level and more broadly in provincial and national advocacy, we really won't be able to generate effective solutions that are beneficial for the whole community.

So those opportunities for connection and sharing experiences are so important to the movement and I really hope that we can continue to see those spaces being built as time goes on and this project wraps up. Thanks.

Anoodth: Yes, Aubrianna. Yes to all of that. Keneisha.

Keneisha: Yeah. I love all of that. I think for me when I think of what needs to be done to maintain that momentum, for me it's looking at collective care within our movements too, and kind of confronting our ways of organizing our working that keep us burnt out, that keep us disconnected, that keep us retraumatized. I think especially with a lot of my peers in organizing circles or in social work, burnout is talked about as an inevitability. Which I think is something to push back against and really challenging that and making care part of our work. Trying new ways to figure out what that means and what that could look like.

And really finding ways to not leave folks behind even when we can't perform productivity the same, when we become disabled, when these things make us feel like we're going crazy. It's finding ways to hold onto each other and I think, yeah, really centering that what we're building isn't worth it if we can't bring all of us. So finding ways to keep all of us still here and still in our movements and cared for.

Anoodth: Thank you, Keneisha. That really resonates. It was really moving because we want to move forward with an ethics of care. We want to make sure that no one's left behind this work. And I think it's a lovely transition to my last question for all of you, which is as student leaders, what sustains you in this work? What makes you hopeful when you think about future efforts to address campus gender-based violence? Keneisha, are you happy to take the first one?

Keneisha: Absolutely. I think what Kharoll-Ann was talking about with recognizing that we're not the first and that we're building on this really resonates. And I think building trust with that, being able to be in intergenerational spaces, spaces with folks who have been in this marathon, people who have skills that I lack that have experiences that I don't I think is really important to not getting overwhelmed and to not feeling like we have to do this all on our own.

So I think learning to trust in community I think is really important. And with that trust comes space to be honest with each other. And I think what sustains me lately is also having spaces to be kind of hopeless together and to be able to say this is the world that I want to live in. This is my dream but I don't really know how we're going to get there. But we're still going to try. It's worth trying anyway and we're going to do it together. And I think having that can be enough some days.

Anoodth: Absolutely. And we're still going to try. We're still going to dream up new ideas and strategies and pathways. To build campuses that's free from violence. Thank you, Keneisha. Thank you, Kharoll-Ann. Thank you, Aubrianna. It's always such a pleasure to learn from the three of you.

Perfect. Awesome. So Britney, I might have you get the slides again.

So I'd love to introduce our next panel. Fantastic. So our next panel is a lovely conversation with gender-based violence campus workers and staff. So I'm so happy to introduce Amal Elmi, Dr. CJ Rowe and Lyndsay Anderson, and they'll be in conversation today with our founder and CEO, Farrah Khan. Farrah, I'll turn it over to you.

Farah: Hi. The on-leave CEO. Let's be really clear and I'll – yeah, it's so nice to see everyone and nice to be in community with everyone today and with three people. I don't know about you, but I feel very hopeful after that panel and also it's such a beautiful reminder about the importance of multigenerational conversations and how we can move forward together.

So the three of you have done – Lyndsay, I was watching your TEDx talk this weekend. I don't know if people know, but Lyndsay is kind of famous on TEDx and did this really great TEDx talk and Amal and I have worked together really closely through I think the past five years, which is so lovely. And CJ of course was one of – well, was the other founding member of Courage to Act. So I'm like one of the – and I'm like no. It's all of that. So it's really exciting to see them. If you want to know more about these illustrious panellists, please look in the chat and they'll have all the information there.

So I'm going to start with, Amal, with you. What do you think has changed over the past five years in our collective efforts to respond to campus gender-based violence? And what progress have you witnessed and has anything surprised you? Of course I'm asking you to answer this in a little bit under two minutes.

Amal: OK. I'll try to keep it short. I think what's changed over the past five years is I've definitely seen more of an awareness and an accountability. Like folks across campus who genuinely want to do the right thing, who come to our office, who want advice, who want support. I see a lot more folks who want education and who say yeah, we know that you trained us last year, but we want to be trained again. And we want the training to be even more in depth and last year you trained us for an hour-and-a-half. Can you train us for two hours? So all of those requests are really heartwarming and it's great to see.

I think – and it's funny, because I've been in this role for five years. So I feel like there's definitely been ebbs and flows with the progress. Right now, I'm seeing a lot more challenges. I think there was a time, like for us – and I'm saying us meaning the folks that I work with directly at my institution. We had a lot more time for innovation. We were doing speaker series. I worked with you, Farrah, a lot on speaker series, support groups. We were coming up with new material, putting together new trainings for staff and faculty.

But I felt a shift now where workloads have increased. There are less people in our offices. There's a little bit more of a resistance to some of the work that we're doing. Of course it's no surprise universities are

struggling financially, so it makes me worried, are we going to be able to get the same amount of resources that we had a few years ago.

And I pay close attention to sort of this swift and coordinated backlash I'm seeing against certain offices, specifically equity offices across the United States and it makes me worried for our work and our movement because many sexual violence centres are not standalone offices. We're housed within equity offices. So it just makes me a little bit worried around the misinformation that I'm seeing. So I'm still hopeful but I'm definitely seeing the ebbs and flows.

Lyndsay: Thank you so much. It's great to see you and everybody. That question – yeah. Amal, you just – you sidelined me with that one. It's a really really important thing to think about is sort of the longevity of the work that we've done and it kind of ties to some thoughts I had for the next question.

But for this one, and particularly about what's changed in the last five years, I was thinking really about capacity for offering services in ways that we'd never done before and that really came to me through the pandemic. And sort of thinking about ways to connect with survivors or other folks sort of seeking care. We were pretty – like in person. You had to come in and coming into an office like this could be a really scary experience and a big barrier for some.

And being able to offer virtual and being more comfortable with online meetings and conversations, not only helped I think provide better service to survivors, but also for us doing the work. I got to collaborate with colleagues across the country on projects like Courage to Act and other initiatives that I think I would have not really had the same types of opportunities prior to that, or at least not in the same number.

And so I think that, especially in offices where there's only one of us doing this work or these smaller units, it allowed for connection so much more broader than our geographic area. And in Nova Scotia, I think that's especially important where so many of our campuses are rural and we really do need to come together and we've done a really good job of that ever since the pandemic.

So that's a positive I take out of the last sort of five years is that we're connecting using technology in ways that I never thought possible, especially as I continue to age and not be as savvy with these things as I used to be.

Farrah: Thank you so much, Lyndsay. And I love that CJ's the next speaker for this because CJ's both from the Maritimes and from the west coast and always likes to remind me of that. So CJ, what about you? What are you seeing?

CJ: Great question and I decided to dwell on the hopeful positive side. I mean when I think about what's shifted over the last five years within

my experience, I think at the most basic level, I see conversations around the sexualized and gender-based violence actually happening on campuses in ways that I hadn't experienced before. We're no longer just having conversations around GBV within special topic lectures or keynote speakers or within very particular spaces on campus, student clubs, student organizing. We're actually seeing it integrated, at least in my experience, kind of across the board.

I think for us, I mean B.C. was a bit later to the table when it came to developing stand-alone sexualized violence policies than Ontario. But we've really kicked it in to kind of catch up. And I'm really witnessing the work being integrated into places like work-integrated learning, into athletics and recreation, into – faculty members who I would never have connected with before are integrating pieces around how to support students and crisis support into their syllabi. Like we're seeing initiatives from different facets of the university really come to life in a way that has inspired ownership of this topic and of the responsibility to respond and support in a way I haven't seen before.

I think the other part of the question, what surprised me, is I'm often surprised by who's most willing to come into these conversations. And then I'm also surprised by those who aren't. I thought you would be standing right beside me on this but aren't. So I think it's ever-evolving but I find a lot of hope.

Farrah: I think having both – like I really appreciated our previous, Keneisha, who's named, you know, having the space of hopelessness and the space for hope as a part of organizing. And that kind of leads us to the next kind of piece that I want to ask is around how do we maintain the collective momentum?

It's not – there was an amazing quote by Angela Davis at the Insight Women of Colour Violence conference and she said, the goal of this work, in gender-based violence work, is to lose our jobs. So how do – the point in that forever these offices. So how do we continue this momentum so that actually we keep going with this work? So I'm going to start with Lyndsay to not put Amal on the hot seat.

Lyndsay: Oh, it's such a good question and I think what I'll do is I'll draw on a specific example of something I've been working on – in partnership with some other units on campus. So I think those collaborations and partnerships are what's going to maintain us where, again, if you're in a small office or there's not a lot of people doing this work, I can't – Dalhousie is a big place and I can't be everywhere doing everything for everybody and I think sometimes when we create these standalone units, that's sort of the expectation that we're going to come in and fix everything and then all will be fine.

And so what I've been really trying to work with some units on is how to work in partnership with them but the work has to be done from the unit. So, for example, advancement and fundraising at Dalhousie has

done incredible work in the last two years to really try and come up with how they're going to ensure that they're having a safer workplace when it comes to gender-based violence when fundraisers are typically a lot of women and female-identified folks who are going into spaces with folks who have a lot of money and we're trying to create an environment where we can capitalize on that, for lack of a better – or maybe a more appropriate conversation.

But so I think what happened – what I think is the momentum that's pushing this work forward is not burning me out as an individual and expecting me to come in and sort of do all the training and do all the onboarding of employees and do – so all the awareness building around gender-based violence.

But really the folks that work in that unit kind of said we have special needs. I've never worked in advancement so we sort of partnered together and over the course of two years developed a protocol for their unit that aligns with our campus policies. They've got an onboarding process that's peer-led. So now you'll sit down with a peer in your unit and make sure that you're aware of what the expectations are and where the resources are. And just continuing that work so that it's not just a training checkbox that we do once a year where I'm brought in to do training but they actually are doing the work from within with consultation in my office.

And I think that's a really good sort of specific example, one small example of how we can sort of make sure that we're using the resources and the knowledge that people have appropriately but in a way that doesn't burn them out or else we're just not going to be able to sustain what it is that we're trying to do.

Farah: Thank you. I'm going to pass it on to CJ.

CJ: Thanks, Farrah, and thanks, Lyndsay. I agree. It is about that cross-collaboration and I really – I'm keen to learn more about the work you're doing with advancement because I think Dal has been – has been a part of these conversations for a few years now. So really excited to hear that it's continuing forward.

I'm going to kind of echo one of the quotes that Anodth start us off with because I do think that one of the strengths of the Courage to Act project is really how it pulled together communities of practice, skill shares and other collaborative learning opportunities that helps us who are doing the frontline work build relationships with folks from coast to coast.

I know Farrah, when you and I wrote the original report, that was one of the big asks for – from those who were working within the post-secondary setting. And I think we need to keep those connections going. I think that's going to be a part, a key part of maintaining the momentum that we've accomplished. We really can't be doing this work

alone and we have to remember that we are not – like we don't have to be alone in it.

I also want to just kind of tip my hat to Keneisha, because I really appreciated how Keneisha answered a similar question, which is moving forward with an ethics of collective care and not normalizing burnout. And I think that's also one thing that we continue to hear year over year with the project.

I think Farrah and I connected a few weeks ago about trying to look for folks who are doing certain frontline work within western Canadian provinces and I was kind of scratching my head, saying where have my colleagues gone? There's a high turnover. There's something to look at there. And I think for those of us who have capacity to be able to lean into one another it really is what we have to do.

Farah: Just taking a deep breath with that piece. I really think – it reminds me of that quote by Bell Hooks, there's no liberation without community and I think the community that was built from the grants, from the start, from the report, from the call to action from community members has been that. Amal, bring us home. What are you thinking needs to bring us momentum? It sounds like – you brought up already one really important salient piece which is the creeping – not even creeping. What's happening right here in Canada around creeping fascism that's happening here in Canada. It's happening across the world.

Amal: Yeah, I mean like just to repeat off of the great points Lyndsay and CJ brought up is I think we need each other in this work. I met Lyndsay years ago through the community of learning that her staff put together and it was such a beautiful space. Something to look forward to every month. Different topics. Folks from across the country.

And it's bittersweet that this is the final Courage to Act event but I think having those intentional spaces for folks doing this work is really critical, because exactly the point that CJ had made, there's a lot of folks that we worked with that are no longer in this work or maybe no longer in this movement and I think that's something that's really important to pay attention to.

And I think one thing that has really kind of maintained the work that we are doing is community-based partnerships. I love love love working with our local sexual assault support centre with the Ottawa crisis centre. They do really amazing innovative work and I feel like we're in this work together in different capacities but I see us doing – being able to work collaboratively with them is something that will always sustain me and my colleagues as well and it's something that just – it's always something to look forward to.

And even last week I was in a meeting with some folks doing gender equity work in the City of Ottawa and we were talking about 16 days of activism. And I was like this is so lovely. I know it's so far away but I

just – I love this space. I love being able to talk to you all. And I think like I like to stay in the positive but then I – in the back of my mind, I’m also thinking I worry about sustainability too in this work and the resources.

I think a shift – another shift is people are doing more than they were doing just maybe a year ago or two years ago and I think that’s worrisome.

Farah: Yes. It’s very worrisome. I want to just end this panel because we’re going to move on to one last panel. So I’m going to ask you to – I know this is a big question. I’m going to ask you to think of one thing. One thing. What is an interesting idea, innovative tool, or strategy that you think will carry us through the next five years? And if you’re just like community care, great. Awesome. Wonderful. But I’d love to see more of that. CJ, we’re going to start with you.

CJ: You know I had to dive into this question and I’ll try to keep it very brief. Because I did – I go to practical applications and I love education, in case you forgot. One of the things that we try to do when we have the capacity to, is build on projects that really resonate with certain pockets of our community.

One of the projects we’ve just wrapped up that we’re launching in the fall is a comic book. So we’re using comics as a way to bring education to certain populations of our student body. I think it’s like a 35-page comic book that has tools and resources about how to respond to a disclosure but introduces and dispels all sorts of myths in a, I think, pretty fun way.

So for me, really what’s going to continue on is looking for ways to engage in the pockets of community who we don’t often get in front of and really looking at education as a multimodal way to bring people in the door to access the support and care they need to be able to be supported through their academic career. So I’ll leave it at that.

Farah: I’m really excited to see that. You know I love comic books too. Amal, are you good to – yeah.

Amal: I was thinking of honestly all the great Courage to Act toolkits. Like last summer we hired four students to do some education work with us and as part of their onboarding, we printed out the education and training toolkit that Courage to Act put together. And I think those are tools that will really – are already really beneficial to us in this work now, but I think a lot of folks in the future who are going to be entering this field will be really appreciative and grateful. So yeah, I don’t know. I can’t think of any new ideas because I think there’s already a lot of great ideas out there.

Farah: Thank you so much. And I think that’s a piece too that Kharoll-Ann brought up, this idea that we don’t have to reinvent the wheel, that we

can build on each other's work. We can learn from each other. That this isn't always about – I love that piece about humility in organizing and thinking about that. Lyndsay. You're going to take us home.

Lyndsay: I will try to do so. My idea is not – it's not an innovative one, although I do find it very interesting, because this work has been done time and time again, as it was mentioned.

But I think the work with people who cause harm is like where my focus is for the next five years and I say that because I think we've made a lot of progress, as was mentioned, in like survivor support and awareness of sexualized violence. We've made progress in Nova Scotia and in particular around bystander intervention and training folks on how to intervene.

But I think the focus now needs to be on the individuals that are causing harm and how we work with them. How do we respond to them? How do we get them to be part of this movement and not the people that we just shun and send away, although sometimes that might need to happen as a part of accountability. But it's also the people that we're bringing in to say if we're going to actually fix this problem of gender-based violence, it's not the victims who need to fix this. It's the people who are causing the harm.

So I think I don't have any sort of vision for what that's going to look like but I will say, to give a shout out to Courage to Act, is that all of the toolkits have been great and are ones that I am using constantly to try and create a community much like I've been part of, the Courage to Act are these communities of learning where we come together and just work through the issues as a collective and try to figure out what's going to work best for our communities, our spaces, our students and so that's what excites me for the future.

Farah: And Lyndsay's humbly not mentioning the fact that Lyndsay led the first pilot in Canada with the "working with people that cause harm" with Anoodth, with Dr. Jesmen Mendoza, with Sarah Scanlan and with a whole slew of folks from Nova Scotia. So it was really exciting to see that come out in the province. And it's really seen as a blueprint for other provinces to do that work. So thank you for your work on that.

And CJ, thank you for your work on education and innovative projects coming out of your office that I know benefit so many of us across the country.

And Amal, I don't know if people know, but Amal also co-led the support and response group with me and did so much amazing work making sure that we were intersectional, trauma informed, and accessible in our resources. So thank you so much to the three of you and I look forward to seeing what's going to happen in the next five years as I rest.

All right. We're going to move to our next panel. I'm going to welcome Sarah and – I want to say Dr. Janet, but Janet Morrison. Hello, nice to see you both. Hi, Sarah Wolgemuth and hello, Janet, Dr. – I'm – yes, Doctor –

Janet: You've never called me Doctor so –

Farah: I know but now it's like a professional moment.

Janet: It's Janet. Thank you.

Farah: OK. Welcome to both of you for being here. Your panel bios are in the chat. And I just want to thank you for being here. There was a request from student leaders to actually have this panel, to have a panel which had people that are in leadership roles in post-secondary to name what needs to be done, because the one thing about this project, although we have had some great people on our advisory committee that are leaders, there hasn't been as much uptake sometimes. And so what do we need to go forward with that and what do you need too, because I've been in conversations where it's challenging with boards. It's challenging with so many different things holding in the air.

So I want, I think, for both of you to answer the first question: how has this project influenced the way post-secondary institutions respond to campus gender-based violence? Janet, I'm going to start with you.

Janet: So first off, it's so nice to see you. I'm going to start maybe on the personal side of that and then – because I think leadership is in many ways personal, the best leadership, the most authentic leadership.

And I think some of you on the call today would empathize or appreciate, particularly those of you who know me, I have – I certainly have identified as an activist in this space for a long time. I grew very frustrated 20 years ago about the us and them and so I have such resonance with some of the comments around the imperative for a community-based collaborative effort around gender-based violence and the imperative to address it, to eradicate it. And I really felt like for a long time as a senior administrator there was us and then there was them. And I was them.

And you and I in particular, Farrah, had many conversations about the frustration that I was experiencing on that front. Many of you on this call, in the interests of public education in this country, will go on to hold senior leadership positions. You'll have my job. You'll have Sarah's job. In those roles your identity as an activist, as a leader, we hope doesn't change but the evolution of the complexity of your role and the imperative, what leadership looks like I think evolves and I didn't feel like I had a space, notwithstanding – I think at the time we met I was a Vice-Provost and then a Vice-President.

It feels more collaborative. It feels more supportive and I think that's because of a general evolution on this particular subject, the abhorrence of violence more broadly, the – I hope anyway – more sophisticated understanding of its origins and of its consequences. But I'm tremendously grateful personally and professionally for the leadership of this project because I think it really did pull people around common objectives. We're recognizing that lived experience is of value regardless of the diversity of origin or current state.

Farah: Thank you, Janet. And Sarah, what about you? What do you see the project influencing this work?

Janet: Thanks. Farrah, and I'm going to start just by segueing on – Janet, I love your notion on thinking about leadership and our identities and how those of us that may sit at certain tables have to really hold on to the identities based on the experiences we had. And I think of the various roles that I've had over the year, I think a lot of the credibility – if I have any credibility – has come from doing frontline work and working frontline in different spaces over my career. And still to this day, bringing that with me, and that doesn't necessarily mean that navigating the politics and certain spaces are easier, but I think you do get better at it with experience.

But in terms of the specific question, my mind almost went to a really big picture first off, in that I think the influence has also gone beyond post-secondary institutions. And I think about the role and the ties between post-secondary institutions across the country and also with community and with government. I currently work at an Alberta institution and the Courage to Act resources have become the main resource for our Alberta government in the different review of institutional policies. And I mean if that doesn't scream credibility, I don't know what does.

In 2022, our advanced education minister and our associate minister of the status of women pointed to the Courage to Act resources to ensure that our policies and practices were aligned and informed by all of the work that had gone on. As someone who'd been a member of a community of practice, this was just so inspiring that the work was being recognized and I think held at that sort of like north star level.

So I think big but then I also think in terms of how it's influenced our specific campus practices and I think that the depth and the breadth of the project has really intentionally touched on so much of the work that already existed. But again, I think just enhanced it. And it combined with the different areas that we maybe weren't diving into for a variety of reasons or some different areas that – research and different resources were starting to emerge. It allowed us to dive into it and really invest our time and work in those areas and I think that was the result of the numerous communities of practice.

And yeah, one of the panellists earlier talked about community and I think thinking about how we may have defined community and the people who were doing this work, I think went beyond our one-person offices or our campuses and thinking about who are our colleagues across the country that are also in these spaces and trying to make things better.

So I think it raised the profile of this work across the country. It invited new people into the conversation and made space for those of us who were already involved to really dig deeper. And yeah, just all of the wonderful resources. I don't know about you, but every time the newsletter dropped in my inbox, I was like oh, so excited to make space to read that and every time I saw a new webinar coming up with someone that I may have interacted with, it just made it that much more accessible I think for everyone doing this work.

Farah: That's very exciting. I know Anoodth has been leading a lot of our bringing together the educational resources and all the tools and toolkits with our whole team. There's a couple people behind the scenes we'll talk about it a little bit later that have been doing that work but it's nice to hear that it's exciting to see the newsletter. Shout out to Emily Allan as well, our communications specialist.

You know, there's a quote by Mia Mingus and she says we need each other. We need each other and to do this work we need each other. And she also says I need you and each and every one of you to make my life more possible. And she talked about this in a disability justice – and for me of course right now with some things going on in my life, it's very important. But I think about it in terms of momentum with this work. What do you think needs to happen for momentum to move forward the dial even more because there have been speakers that have said it's moving back. We saw some momentum moving forward. We're moving back. There's huge cuts to – I don't want to get too much into it but yeah, there's huge cuts happening to post-secondary right now. So I'm going to ask, Sarah, for you to start and we'll go to Janet.

Sarah: Yeah, and I think there is momentum though. And maybe because I'm thinking of the long game and I think part of the long game is also staying hopeful. But I think about the conversations we were having five years ago when the project kicked off and I think about the conversations we were having ten years ago and 20 years ago. There has been so much momentum. And that doesn't mean that there haven't been challenges.

This isn't the first time in Alberta that we've suffered really significant cuts that does impact the people who are in this but I think we have to think about the milestones. And sometimes that can feel more nuanced when we're in this work all the time but to think about the different tone of the conversation or think about the different people that are involved today that maybe weren't involved tomorrow or in the past. And so I

think thinking about the milestones is one thing that really shows me that there is momentum and we are on a really positive trajectory.

I think in terms of keeping these going, how do we maintain these connections? So while Courage to Act really gave us this network and brought us all together, the project might be wrapping up but how do we collectively stay in touch with one another? What's stopping us from suggesting some sort of network that continues across our country? And I think about what that looks like on our own campuses and then again in the larger community.

In our own campuses, and I mentioned earlier, I think Courage to Act did a great job of bringing different people into the conversation. We're no longer thinking just within our own offices. We're thinking about how to make spaces for voices of everybody, of everybody's different lived experiences and I think working more – and I think about some of the rooms I'm in where it's students. It's student leaders. It's frontline folks. It's people doing research in the area. And at senior leadership, that didn't really exist five, ten years ago. And I think that's one way to keep the momentum going is to continue to have people of all different levels within our hierarchical structures involved in the conversation.

We think about – I know I think about safety as an example. We're talking a lot about safety on our campus the last couple years and how safety truly does look different for everybody and there's different needs associated with safety. And we need to keep that momentum going and I think keep our education going around what safety looks like and how we continue to make our campuses places where everyone feels safe in order to thrive.

And I also think part of keeping the momentum going is just to continue to hold ourselves and our institutions accountable. My hopeful yet cynical catchphrase on our campus has always been we can do better. Sort of bred out of a place of both frustration and hope. And I think that's one way. It's just to check our attitudes and look for the ways that we can keep moving forward together.

Farah: You were speaking I was thinking of – and when Janet was talking, I was thinking that Tony Morrison quote. She talks about when you get in these spaces, you have now an impetus to make sure that other people can be free too. Janet, what about for you? What are you seeing and what do you want to see?

Janet: So everybody has to keep pulling and that – I always ask people to appreciate there is tremendous power and privilege in the role that I occupy now. There are also a whole host of limitations that I didn't understand as I was developing as a professional. I have to do my part. Frontline service colleagues have to do their part. Student leaders have to do their part.

We – to your point about community and community needing to lean in, I think that's crucial and we got to figure out when people are tired and when they're being pulled in multiple directions and they're poor and they're housing insecure. How do you keep people moving in a positive direction towards health and wellbeing and my positioning around flourishing, not just on campuses but before they get to campus and after they leave campus. It's a mission.

And I really – I know that I sound like I'm a million years old but I'm a developmental theorist and development happens in cycles. And so I know it's frustrating and none of us should have to be patient or generous on this front but when you take three steps forward and you take two back, that's a win. It's a win, folks. It's a win.

And for any of you who are parents or who mentor young women, girls, transgendered youth in high schools, life remains very difficult. The challenges are ever present. But their tolerance for this crap is like this big. And as I talk to my daughters, as I liaise with her friends and I learn from their lived experience, they will have more courage, lower tolerance as a function of this work and the increasing transparency of the consequences of inaction. And I think we're not where we need to be. The workload is too high. Funding isn't what we need it to be. But we have taken steps forward and even where there's slippage, I work very hard, again, in the context of development, individual and organizational, to measure what progress actually looks like, even when it's incremental.

So we had our open house this weekend for prospective students and on our campus in Brampton, the tours that were all student peer-led were actually organized through this process, this project management. It was a school project. So project management which places on campus, which locations on campus are most important to show prospective students.

And so I went on a campus tour with a male international student who speaks English as his fifth language. And he did an exceptional job of highlighting our memorial, our December 6 memorial. Which is at the back of our campus, incredibly moving that this new Canadian, multilingual new Canadian, he did an exceptional job of conveying the relevance, the meaning, the grief, in that memorial. I don't know that that would have happened ten years ago, 15 years ago.

And I really see that as evidence of Courage to Act's influence, the tools, the pervasiveness of the education and the conversation. So many of our colleagues in communities of practice. You can now see it throughout what we do and how we do it. And honestly, I was so moved. I just – but that's progress. Right. So three steps forward, two steps back. It's progress. It's not as fast. It's not as assertive. But it's progress.

Farah: And I really appreciate you naming that piece around – just like the progress around how – in thinking back to CJ’s work, and just the conversations that have been happening around pushing and challenging and I know Paulo’s on here from CJ’s – from Simon Fraser as well and the conversations that need to happen around international students and really approaching and Kharoll-Ann has been talking about that. I know Keneisha – approaching these conversations from a not one size fits all but really approaching the conversations and the actions and the strategies from a place of where people are at not where we want them to be.

I want to ask the two of you – we’re kind of a little bit low on time. I know because everybody has so many great things to say. Would both of you share with me something that’s giving you hope right now with this work? So you’ve talked about momentum. Both of you have kind of talked a lot about hope actually. But what’s something that you – kind of brings you hope in this work and makes you still excited to be in this? Sarah, I’m going to start with you.

Sarah: I’m going to say the people and I think even everything Aubrienne and Keneisha and Kharoll-Ann started us off with made me hopeful. And I also am raising three children and when I see evidence of, as Janet said, their lack of tolerance for things these days, and a shift in the culture, that gives me a lot of hope. But I think just the dedication, the creativity, and the relentlessness of the work that everyone here is doing and across the country. It’s the people.

Janet: Yeah, I have a very kind of similar sense of all of that. Again, I’m a researcher so I look to evidence. So – and I love narratives. So a lot of my work has now pivoted to safe sport and maltreatment in sport. And I was adjudicating an occurrence that happened in Ontario that isn’t going to make any of you feel any better about the maltreatment gender-based violence perpetrated against a male athlete by male athletes.

But as part of that complaint, the two respondents hosted just egregious comments in a text that had other young athletes on it. And the reason all of this was brought to light is because the young female athletes on that text link – so these would be girls and young women between 12 and 15 – took screenshots of those texts, filed a complaint with provincial and federal oversight bodies and labelled it as unacceptable. And that courage, which, I mean, the students on this call, just amazing and I wish I could have you sitting on my shoulder every day to give me courage. But similarly these young women, I think about that courage and this gives me hope and inspiration.

Farah: Thank you both. And thank you for joining us in these conversations and in the work.

I want to thank all our panellists. I want to – I’m also going to step off because as people may know, I had to take leave of this project. I

haven't been able to have been a part of it for the past year due to cancer diagnosis. So Anoodth is going to take on the next piece to kind of talk about the amazingness of this project and the hope it is. But I wanted to just leave personally and just say the past five years have been such a joy. The past four years for me have been a joy. It's been great to initially brainchild this with CJ and get to work on it with Anoodth and Maya and Britney and Emily and Kitty and just so many amazing folks on our team. Aubrianna, the list goes on.

But I really want to do a big special shout-out to Anoodth. She stepped in when I was not well and has really led this project home and I just wanted to thank her for her leadership and her ability to come into the project she was already leading and take even a larger role so that I could heal with my family and get better. So I just want to say thank you to Anoodth. And now I'll pass it on to them.

Anoodth: Thanks so much, Farrah. Thank you. All right. Thank you very much to all our wonderful panelists. Thank you for sharing your insights and your brilliance. And thank you for all the incredible work you've done over the past five years with us on this project.

And so we talked so much in our conversations around how special this network is, this incredible network of thousands of students, survivors, post-secondary staff, administrators, faculty, frontline GBV workers, all of us working together to talk about campus gender-based violence.

And another defining feature and special part has been our resources and strategies. I was thinking back to when I first entered this work and just reflecting on how – I've worked in student affairs. Some of you might know, in both Canada and the U.K. in lots of different roles and time and time again I kept seeing people step in external to PSIs, coming in and determining the challenges and the needs around addressing campus sexual violence. And they wrote numerous reports. Goodness. So many reports. But too often they weren't really informed by the realities of the people on the ground, people like you and me. You mentioned students, survivors, faculty, staff, administrators, frontline campus workers.

And so this is why this work was really needed. This is why we put out all the resources and the strategies that we did. We wanted – we had really rich, engaging conversations and we created many practical evidence-based accessible tools and resources and strategies. And I'm so proud that this work has been accessed internationally in over 20 different countries and also been cited as promising practices.

Next slide, Britney. Awesome. Yeah. So this is a very quick snapshot of some of our impact. This project is really special because over the past five years we've really benefited from this wonderful network, this expert network and WAGE funding. We've been able to address campus gender-based violence in ways that are thoughtful, innovative, intersectional and trauma informed.

And we're really proud because we've been able to engage – really every province and territory in this country has engaged with our work and our work has positively impacted over 1.8 million post-secondary students, faculty and staff.

And it reminds me too when we talk about our network that we don't have to do all of this work on our own. We don't need to reinvent the wheel. We can learn from each other and really share and pool our collective expertise and one of the ways we were able to do that is through our webinars and our skillshare opportunities. We had over 7,000 people engage in our educational and professional development opportunities and what was really special about that is we were able to nourish spaces for really hard conversations. We asked questions like how do we have conversations about tricky things, these layered conversations and do it in a way that's thoughtful and respectful and generative.

Next slide. Awesome. And I mentioned this earlier, that a defining feature of this project has been all the resources, the strategies, the ideas, the pathways that we've been able to develop together. Every step of the way, what we made sure to do was ask are we creating things that are accessible, practical, informed, evidence-based and we were able to work with our massive network to put out a number of different resources and strategies. You see here there's 268 evidence-based tools, resources, articles and over 70,000 downloads of our work internationally.

And as we developed this work, we also worked to pilot them. So we asked people questions like what's the reach and impact of this work and if we actually implement the tools, will it help you or will it actually create more work? And we did this also by bringing in people from post-secondary, all levels of government, community sexual assault centres. Because we know everyone has a role to play in ending and tackling gender-based violence and we have to have these conversations together and we need to push forward together.

And a big thing too is we used a very trauma-informed inclusive intersectional grassroots systems change approach. We asked ourselves throughout what does it mean to create lasting change and how do we talk about it from a trauma-informed and inclusive and intersectional place every time. And also is this work really based in community? How do we consistently be aligned with movements that are larger than us and movements, like Kharoll-Ann was saying earlier, that have been doing this work for decades and of course the other question for us always was where can we plant seeds of change?

Thank you. Thanks, Britney. And so one of the things we're really proud of as well is all the ways in which we've been able to spur provincial action, whether that's policy change, legislative change. Lyndsay mentioned earlier about the Nova Scotia province-wide pilot and for me that was really exciting because we were able to work with

the Nova Scotia government to really train post-secondary staff at almost every college and university in Nova Scotia on how to work with people who've caused harm.

And another big piece was in Ontario we advocated, along with our network, some really key changes in Bill 26, which some of you might know was around employee and student relationships. I believe that I think Sarah mentioned earlier about Alberta and the directive from the Ministry of Advanced Education to use our tools to update post-secondary sexual violence policies.

And last one I'll quickly mention is around consent awareness week. That was a really important campaign for us that we were able to do with our network because we wanted consent to be a cornerstone in all relationships and we were really proud when we had seven provinces and one territory proclaim consent awareness week and we're excited that it continues year after year.

And then another big piece was around struggling youth and student leadership. So I was so happy to see folks from the U.S. and OUSA on the call because we partnered and mentored some leaders representing over 20 post-secondary institutions. So that's about 1.2 million students from across Canada, to build very evidence-based comprehensive coordinated campaigns. And so as part of that they developed different strategies for post-secondary institutions as well as all levels of government to take action on campus sexual violence. And it was really powerful being a part of their press conference, being a part – listening in on their news interviews and really exciting to see coordinated action on that.

And then as I mentioned consent awareness week, it's been mind-blowing and so wonderful to see over 400 people, individuals and organizations and government take part in our annual consent awareness week. And of course a shout-out to high school too who developed this campaign with us.

Yeah. And this I stuck this quote in because it means – it really resonates with me. It reminds – yeah. The quote is by Octavia Butler and she talks about how change has always been and always will continue to be a part of our work because all that we touch we change, and all that you change changes you. And so to that effect, like I'm really immensely grateful to all the many hands and minds and hearts that have really shaped this project over the past five years. It's wild to think that we're winding down now but I know that the connections, the ideas, the resources, all the things that we've been able to dream up and imagine together will live on and continue to shape our collective campus gender-based violence advocacy efforts.

All right. Actually, I might pause for just a quick moment and then spotlight Annalee's beautiful graphic recording right before we go into our Courage to Act Awards.

Annalee: All right. Did you want me to say a few words as well or –

Anoodth: Oh, I'd love that Annalee. Yes, please.

Annalee: Great. All right. Well, I think as everyone has probably deduced from being present and listening, really one of the big key takeaways here was being connected, staying connected, making space to continue to work together and feeling – building trust in the community, feeling inspired by the community and all of the benefits that were received from that and that people wished to keep going with.

A couple of other things that I'll highlight. Starting over by the little green section at the bottom left, student leaders, we have that piece about honouring the history in order to feel less alone, carrying on the momentum. If you look up at the top of that section, there's a little collection of stars with what's next.

Then we can pop over to the next thing which is frontline gender-based violence campus workers. Some of the key things here were – basically what I heard was adaptation. So finding new ways to connect and do the work through COVID and all of that and having that open more doors and also riding those ebbs and flows and cycles of development.

And zooming out to the larger perspective from senior administrators, just understanding how the work is spreading. See the little person there walking that tightrope, that fine balance between identities and complex roles. And the seeds. The seeds of possibility that are – the work is spreading throughout the world and those green banners are going to have some of those great steps from Anoodth's presentation.

It's been a real pleasure. I just wanted to mention that I have been here in and out through some of the other sessions over the last five years and so it's an honour to be here with you on this last session.

Anoodth: Wonderful. Thank you so much, Annalee. We've really loved having you capture our work. All right. So, friends, I think that takes us to the end of the conversation part and now we get to move into the part I'm really excited about which is the Courage to Act Awards.

We came up with these awards because we really wanted to honour the really incredible work happening all across Canada and we're really inspired by so many different change-makers in our communities who are doing important things to address and prevent gender-based violence on campus. So I'm really pleased to announce them. You'll see the names on the next slide.

All right. So the warmest and biggest congratulations to our student leaders, Cleo Philp, Stephanie Sparks and Victoria Romero who've all done incredible incredible work in their campus communities and broader communities on addressing campus gender-based violence. And of course a huge congratulations as well to our student researcher,

Kharoll-Ann Souffrant, Dee Dooley, Maddie Brockbank. We're sharing a little bit of their research later. They've really helped shape and inform the conversation and how we do this work on our campuses.

Wonderful. And then a big shout-out and congratulations to our faculty teaching staff, Dr. Brenda Austin-Smith, Dr. Sandy Jung and Dr. Sarah King. We've been very fortunate to be able to work with them in different capacities over the past five years and their scholarship and Sandy's work with Jesmen on the community risk assessment tool, Brenda's work on the unions tool and Sarah, your incredible work in ensuring that students are safe and experiencing learning opportunities. New Brunswick is so important. So a big congratulations there.

And of course a big congratulations as well to our campus educators, Paulo and Wil. It's so incredible seeing your tremendous work around campus education, whether it's through the really innovative card game, Paola, that you've created and your bystander education work. And Wil through all of the incredible education work you're also doing on your campuses as well.

And then of course a big congratulations to our support and response worker category. Amal, Lyndsay and Melissa Conte. Thank you so much for all that you do on campuses to support survivors and all those affected by gender-based violence. Your work is tremendous and so important.

And senior administrators, Dr. Janet Morrison and Dr. Katie Merwin. Thank you so much for leading this change in your roles, in your leadership roles on campuses. It really does take all of us to be able to respond to campus gender-based violence and yeah, I really appreciate all of you.

So again, a big big congratulations everyone. And yes, our student group and initiatives. A big shout-out to our Council of Alberta University students. You've done really tremendous work in Alberta and beyond actually in making sure that we have safe trauma-informed campuses and of course our Legal Information for Sexual Assaults, LISA. And the Ontario Undergraduate Student Alliance have been the most incredible partner over the past couple of years. Thank you for all your advocacy. And of course the Sexual Health and Safety Educators based out of Nova Scotia who are doing really important work in all the different colleges and universities.

And then congratulations to our campus partner category. A big shout-out to Dr. Jesmen Mendoza and Sarah Scanlon who have led tremendous work, tremendous work, especially with the Nova Scotia pilot, which – where they trained folks on learning how to work with people who've caused harm in our communities.

And of course a big congratulations to sam bitty who does incredible education work on campuses and of course to Le Collectif Social.

Aubrienna, thank you as well for all the incredible work you're doing in Quebec and beyond.

So I think those are our seven categories. Those were the categories in which people were nominated and I just wanted to say thank you so very much to all of you for all your incredible work in building safer campuses for us all.

And then maybe to wind us down, of course a big shout-out to our Courage to Act project team. There were so many names listed here. It gives you a sense of how many wonderful and committed and passionate dedicated individuals have been a part of this project. We've been so very lucky to learn and to be able to work alongside each and every one of them. So thank you Farrah, Britney, Maya, Emily, Laura, Carina, Aubrienna, Kitty, Leon, Noemie, Jen, Amal, Deb, Andreanne, Laxana, CJ, Jesmen, Sandy, Salina, and Kelly. And everyone else on the slide too. Thank you.

Next slide. And then our deepest thanks and appreciation as well to over 4,800 experts and advocates who've been a part of our network who've supported this work and championed this work on campuses and beyond. And a big thank you to our funder Women and Gender Equality Canada without whom this project wouldn't be possible. Thank you. I see Mia as well, our project officer on the call. Mia, thank you for your endless support.

And a big warm thank you to our advisory committee who've really helped strategically guide this work over the past couple of years. We're very lucky to have benefited from all your brilliance and all your knowledge and all the work that you do.

And of course the hundreds of people who've been part of our communities of practice who've really helped shape this project by having those tough conversations, those layered conversations with us and who've created really phenomenal resources which you can now find on the Possibility Seeds website. And of course to CACUSS who've partnered with us on all our different webinars to help make sure that these professional development opportunities reach the communities and the people that need to be – that need to have them.

And of course our translators, editors and captioners, Marie-Josée, Karina, Coop L'Argot and AB Captioning for being so supportive and holding our hands really through the past five years as we put out all our different resources and programming.

And of course our partners, our children, our family and friends who've been so very patient with us and who've cheered us on every step of this way. And of course to our panellists and attendees and all of you for being an integral part of this work. We've been so so lucky to be in conversation, to be in community with all of you and it's really strange to think that this project now is winding down after five full years but I

know – I keep saying this but just a warmest thank you to all the individuals and organizations nationwide who've contributed to and championed this work. You've been such a big part of the project over the past five years and just the warmest and the biggest hugs. So thank you from me to all of you.

All right. So friends, I think that takes us to the end. It's been such a pleasure, so so wonderful being in conversation with all of you today. Thank you for joining us and for being part of this work.

Take care everyone. Bye for now.

[End of recorded material 01:22:53]