

# **Impact of Sexual Consent Education on Working Professionals**

Includes:

**Final Report**

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## **Abstract**

This paper explores the impact of the Sexual Consent Conference that was held in June of 2016 at Trent University. This conference was hosted by the Kawartha Sexual Assault Centre. The conference took an inter-sectoral approach to discussing the complexity of sexual consent. It was funded by the Status of Women Canada and was a response to a needs assessment that was conducted by the Kawartha Sexual Assault Centre. The present study answered three questions: 1) Did the conference provide a learning experience that was relevant to the attendees' role in the community, 2) In what ways did the conference enhance the attendees' knowledge and skill set around consent, and 3) In what ways did the attendees modify their approaches to service delivery. I found that the information was relevant to 92.86% of the attendees, 60.60% of the attendees stated they learned something from the conference, and 30.95% of them changed the way they deliver their services. Some recommendations for another conference are to specify what changes want to be seen in the community in reference to sexual violence and consent, and how to implement them through interactive sessions. This could enhance the networking aspect of the conference while determining what specific changes can be made to help the community. Some future research could be considering if the results of this research is specific to the topic of sexual violence or if the results are similar to other conferences on different topics. One limitation of this research is the interpretation of the survey questions, some of the attendees may not have understood what was being asked in full.

## **Acknowledgments**

I would like to thank all my supervisors. Sharon Beaucage-Johnson for supporting me through this process and always believing in me and my skills. I would also like to thank you for all the hours you spent with me editing and discussing my work. John Marris for listening to me and my ideas and also editing all my written work. Finally, Lisa Clarke, for your encouragement and support through this research and for allowing me to assist you in helping KSAC grow.

I would also like to thank Stephanie Muehlethaler for helping me understand how to organize my information and listening to me go through my presentation and report ideas while giving me amazing feedback.

Without all of you this research would not be what it has become.

## **Introduction**

The Kawartha Sexual Assault Centre (KSAC) is a non-profit charitable organization that offers multiple services to survivors of sexual violence who reside in the city of Peterborough and Kawartha Lakes, Haliburton, Northumberland, and Peterborough Counties (1). The Centre defines sexual violence as “any violence, physical or psychological, carried out through sexual means or by targeting sexuality” (1).

The organization was started in 1977 by a group of Trent University students who wanted to help survivors of sexual violence after a series of sexual assaults in the community. They were originally called Peterborough Rape Relief. Since then, the centre has gone through two other names before arriving at the Kawartha Sexual Assault Centre. The services provided in 1977 were based on peer support. Today, counsellors and peer support facilitators provide services to survivors.

The centre is a safe and accepting environment that services survivors of all gender expressions and identities. This means that they service anyone including those part of the LGBTQ community. They also serve people of any gender or who identify as gender nonconforming. Clients can access services such as individual counselling, group therapies, accompaniments to the hospital or the police station as needed, a 24-hour crisis line, and a weekend webchat that currently runs from 7pm to 11pm Friday through Sunday. All of the services to clients are free and confidential. The form of counselling KSAC offers is based in a feminist, anti-oppressive/anti-racist philosophy. This form of counselling is one where the ultimate goal is to provide tools and services that actualize the clients’ full potential which empowers them throughout their healing journey (2).

KSAC also offers volunteer opportunities including client support, public education, and event organization. In addition, KSAC provides community education through presentations, online learning, and professional development training for businesses, agencies, and/or conferences (1).

In 2014 KSAC conducted a needs assessment called *Lessons Behind the Door* (3,4). The needs assessment was in partnership with the Elizabeth Fry Society and addressed how survivors access community services offered by agencies in the city and county of Peterborough, and how the community prevents sexual violence against women and girls (4 pg.1). In summary, the needs assessment examined institutional barriers, and building a collaboration of agencies within the city and county of Peterborough to improve sexual violence survivors access to services. This means that they want to break down the barriers in communication between the agencies and share knowledge to support sexual violence survivors. The goal of the assessment was to develop and implement streamlined prevention and response initiatives to reduce the number of sexual violence incidences overall (4 pg.5).

The needs assessment discussed survivors accessing the services and the barriers they face. For example, the re-telling process to counsellors and to law enforcement potentially re-traumatizing the survivors as well as having to access multiple services such as the Canadian Mental Health Association, KSAC, and the police services. The needs assessment also discussed the agencies view point and the struggles they face helping someone and maintaining confidentiality between organizations. The needs assessment researchers found three themes. The first was that the complexity of victimization was connected to cycles of generational and peer to peer violence. Secondly, Peterborough culture is influenced by social media and the digital world significantly. Lastly they found that the disclosure of sexual violence happens when

there is a trusting relationship in place (4 pg.5). The results of the needs assessment included ten recommendations to immediately act upon. In response to these recommendations KSAC invited multiple agencies to co-host the Sexual Consent Conference (4 pg.41). The specific recommendations that KSAC was able to act upon from the needs assessment were numbers 2,5,6,7, and 8 (4 pg 38). In summary, the recommendations address the growth and support of the community through inter agency conversations, training with trauma-informed care, community wide and in-person harassment and sexual violence training, and supporting professionals and parents facilitate conversations around consent.

The conference was the first sexual consent conference in Central and Eastern Canada and took place at Trent University on June 2<sup>nd</sup> and 3<sup>rd</sup>, 2016. The conference was funded by the Status of Women Canada. Status of Women Canada is a federal organization that is working towards equality for women in Canada (3). The conference took an intersectional, inter-sectorial approach to talk about issues of consent. This means that it brought people from multiple disciplines together in order to address the complexity of consent (5). Each session was focused around consent and sexual violence in different contexts. For example, the four plenary speakers were: Dr. Terry Humphreys, The Native Youth Sexual Health Network, Dr. Lori Schindel Martin, and Dr. Charlene Senn.

Dr. Terry Humphreys from Trent University spoke about attitude and beliefs about sexual consent. In summary, the session included information based on how people communicate sexual consent. Dr. Humphreys presented existing research and research he conducted to explain normative behaviours of initiating sex, and he provided insight into the effectiveness of prevention and intervention efforts (5).



The second keynote speaker was two youth from the Native Youth Sexual Health Network that spoke about colonial consent and indigenous bodies, lands, and waters. The information presented was about the different ways colonialism has impacted the lives of indigenous women, girls, two-spirit, trans, and gender non-conforming people (5).

The third key note speaker was Dr. Lori Schindel Martin from Ryerson University who spoke on sexual consent, dementia, and aging. Dr. Lori Schindel Martin informed the attendees about the social discourse around sexual expression and consent in old age homes. She explored the humanistic policy and basic sexual needs of older people, and what it means to the practitioners and the responsibility of care (5).

The final key note speaker was Dr. Charlene Senn from The University of Windsor who spoke on evidence-based campus sexual violence interventions. Dr. Charlene Senn explored how to reduce sexual violence on campus through two approaches that empower campus students to take action, and resistance education for women (5).

One of the main goals that KSAC wanted to achieve with this conference was to address sexual consent and rape culture. They also wanted to support professionals in improving services for survivors of sexual violence. The conference indirectly addressed the general public's definition of rape culture which some people define as, "a culture in which sexual violence is the norm and victims are blamed for their own assaults" (6). While others define it as "fostering and encouraging rape by teaching males and females that it is a natural and normal for sexual relations to involve aggressive behavior on the part of males" (6). The attendees were professionals from rape crisis centres, research facilities, and law enforcement, who had a clear foundation of the issues surrounding consent. Understanding the broader view of sexual violence

can help the attendees understand the trends of society, how survivors are portrayed and what to do to change this view point and offer better services.

This research focused on the impact of this conference. Specifically, it examined if the conference was able to provide a learning experience that was relevant to the attendees' roles in their communities and agencies, in what ways the conference enhanced the attendees' knowledge and skill set, and how the attendees modified their delivery of services because of the information presented. A design that has been previously used to do an impact assessment is semi-structured interviews with a number of attendees in combination with a survey about 6 months later (7,8). Therefore, the same structure was used for this impact assessment with an addition of comparing the results from the survey's given by KSAC at the conference for each session.

This report will be used by KSAC to evaluate the value and effectiveness of the conference and potentially apply for future funding for another conference. With another conference, more prevention and awareness can be spread throughout the community and the country.

## **Glossary**

LGBTQ- Lesbian, Gay, Bisexual, Transsexual, Queer

KSAC- Kawartha Sexual Assault Centre.

Consent- to verbally acknowledge the wanting of actions that are sexual in nature.

Gender based violence/ sexual violence- Any sort of violence that is sexual in nature that is targeted towards any gender. This includes but is not limited to unwanted touching, rape, aggression, and abuse.

Sexual Assault- Legally it is not defined but is characterized as assault with circumstances of a sexual nature.

Assault- Application of force or threat of force, to another person without consent, either directly or indirectly.

Sexual Assault- KSAC follows the definition set out by the Ontario Coalition of Rape Crisis Centres which states “any violence, physical or psychological, carried out through sexual means or by targeting sexuality”.

Conference- A gathering of people for professional development in an specific area of research.

Rape culture- “a culture in which sexual violence is the norm and victims are blamed for their own assaults”

Gender neutral- To not have objects or use any language that identifies a specific gender.

## Method

### *The Conference*

I attend the conference in June of 2016. At this time the Kawartha Sexual Assault Centre handed out surveys to all the attendees that asked questions based on each session they attended as well as the conference as a whole (see appendix A and B for copies of the surveys distributed). KSAC also provided a sign-up sheet for interviews that would take place six months after the conference.

Once the conference was over the Trent Community Research Centre worked with the Kawartha Sexual Assault Centre to develop a research proposal. When these questions were approved, I spoke with Lisa Clarke and John Marris to decide the appropriate way of evaluating the conference. To help with this decision I began my preliminary research on how to evaluate conferences.

### *Preliminary research*

To begin this phase of research I needed to understand why the conference was needed. To do this I used websites such as the Kawartha Sexual Assault Centre website, the conference website, and the Status of Women website. I also used the needs assessment that was conducted by the Kawartha Sexual Assault Centre in partnership with the Elizabeth Fry Society, funded by the Status of Women Canada. This needs assessment was called *Lessons Behind the Door*. I also used the conference booklet which included a summary of each presenter's topic, and allowed me to assess the key themes and concepts presented at the conference.

To understand how to conduct an impact assessment I used articles published in multiple journals. The key words I used to perform this search were "conference impact assessments",

“impact assessment”, and “conference evaluation”. This helped me understand how other researchers conducted impact assessments.

### *Surveys*

The survey questions were established based on the preliminary research and the surveys that were distributed at the conference. Once the survey questions were finalized by Lisa Clarke, John Marris, and Sharon Beaucage-Johnson, an ethics application was filed (see appendix C for survey questions). The ethics application was approved by the Forensic Science Ethics Committee and the surveys were emailed to the attendees using the email addresses provided when signing up to attend the conference. The system used to develop the format of the survey was Qualtrics, and the surveys were active from January 23, 2017 to January 27, 2017. The survey contained 13 questions designed to assess the attendees’ experience at the conference. The questions were a mixture of qualitative and quantitative information. For example, the first 5 questions asked how the information provided at the conference was relevant to their role in the community and which key note speaker was most relevant.

At the conclusion of the one week time limit for the survey, 51 out of the 169 emails sent to the attendees started the survey, and 42 of the 51 completed and submitted the survey. Using the information that was provided by the attendees through the survey I was able to categorize the information into three major groupings with three subgroupings in each section. The three major groupings were to answer each research question. There were three main research questions: 1) Did the Conference provide a learning experience for professionals that is relevant to their roles in the community? 2) In what ways did the Conference enhance attendees’ knowledge and skill set? 3) In what ways did conference attendees modify their approaches to service delivery as a result of what they learned at the Conference? For example, question 1 and

5 answered the first research question, question 8 on the survey answered the second research question, and finally question 11 answered the third research question. The subgroupings were based on the major themes that were raised from the comments. The qualitative information gathered included the attendees experience and how they have used the information. I was able to group the answers by three major themes to answer all three of the main research questions.

### *Interviews*

The interviews were conducted after the results from the survey were collected. To create the questions for the interviews I looked at what still needed to be answered that wasn't answered through the survey. For example, I wanted to know more in depth reasons why they modified their service delivery or why they had not modified their approaches. With the help of Lisa Clarke, John Marris, and Sharon Beaucage-Johnson the interview questions were finalized (see Appendix D for questions). The ethics form was then filed, submitted, and approved. The attendees that signed up to be interviewed at the conference were contacted by email. The interviews were semi-structured and about half an hour long. Each interview was recorded and was transcribed by notes instead of verbatim to maintain interviewees' anonymity (see Appendix E for notes). Four of these interviews were done in person and one was done by telephone. The information provided from these interviews was then included into the categorization of the survey. Similar information was gathered so I was able to group all of the answers together to form a more in depth analysis of the information.

## Results

The survey was used as a primary research tool, with the interviews acting as supplementary and supporting data.

### *Survey*

The survey was emailed to 169 of the attendees, 2 emails failed to send and 3 bounced. This did not include the people a part of the logistics team. The survey was started by 62 of the attendees and completed by 51. The number of people that answered every question varied from 41-42 of the attendees. The report from the Qualtrics, system can be found in appendix F.

### *Interviews*

Five interviews were conducted that lasted around 30minutes each and all had very positive things to say about the conference. Four of the interviews were in person and one was on the telephone.

*Did the Conference provide a learning experience for professionals that is relevant to their roles in the community?*

Figure 1 demonstrates that 92.86% of attendees felt as though the conference provided them with a learning experience that was relevant to their roles in their communities. It was demonstrated that the areas in which attendees felt were of most relevance to their professional life was surrounding client support, education of the public and staff members and understanding the law around consent.

As the conference consisted of plenary sessions and individual sessions it was important to differentiate the learning experience that came from both aspects.

The first aspect of the conference that will be delved into is the plenary sessions. Dr. Terry Humphrey’s discussion about Attitudes and Beliefs about Sexual Consent was found to a significant aspect to the conference as 17 out of 41 (41.46%) attendees felt that he was the most valuable speaker in relation to their field which is demonstrated in figure 2.

The second aspect of the conference was the individual sessions. Participants found that the sessions that resonated with them the most include: Julie Lalonde, Draw-the-Line: “I don’t want to be a cockblock”- Conversations about consent and bystander intervention, Meaghan Cunningham and Jill Witkin, Ministry of the Attorney General: Criminal law-intoxication, consent, and capacity, and Nancy Stevens and Delores Lalonde, Nijkiwendidaa Anishnaabekwewag Services Circle: Mnaadendamowin (Respect)- All relations start with this.

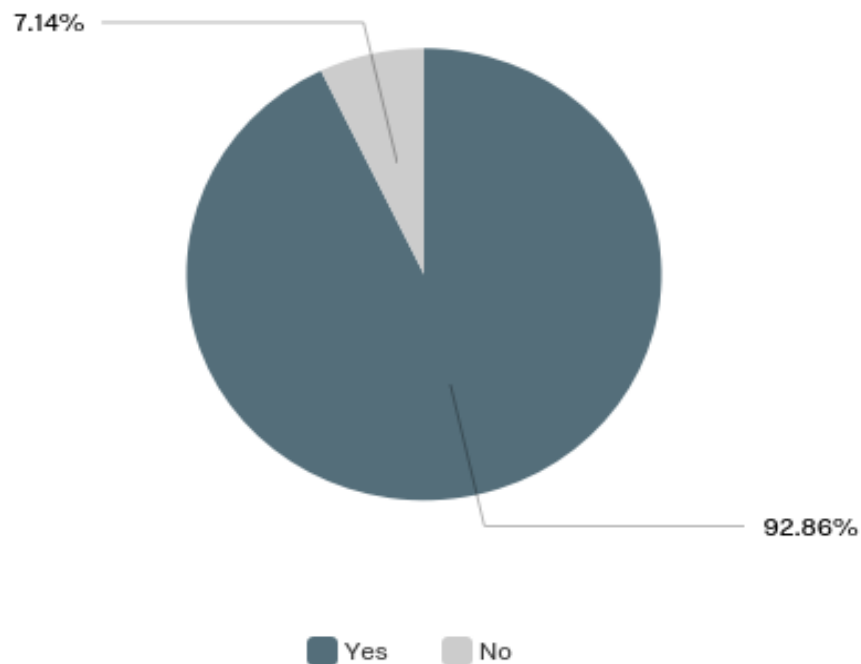


Figure 1: pie chart of answers to question 2 in the survey which asks: “Did the conference directly relate to your field of work or study?”.



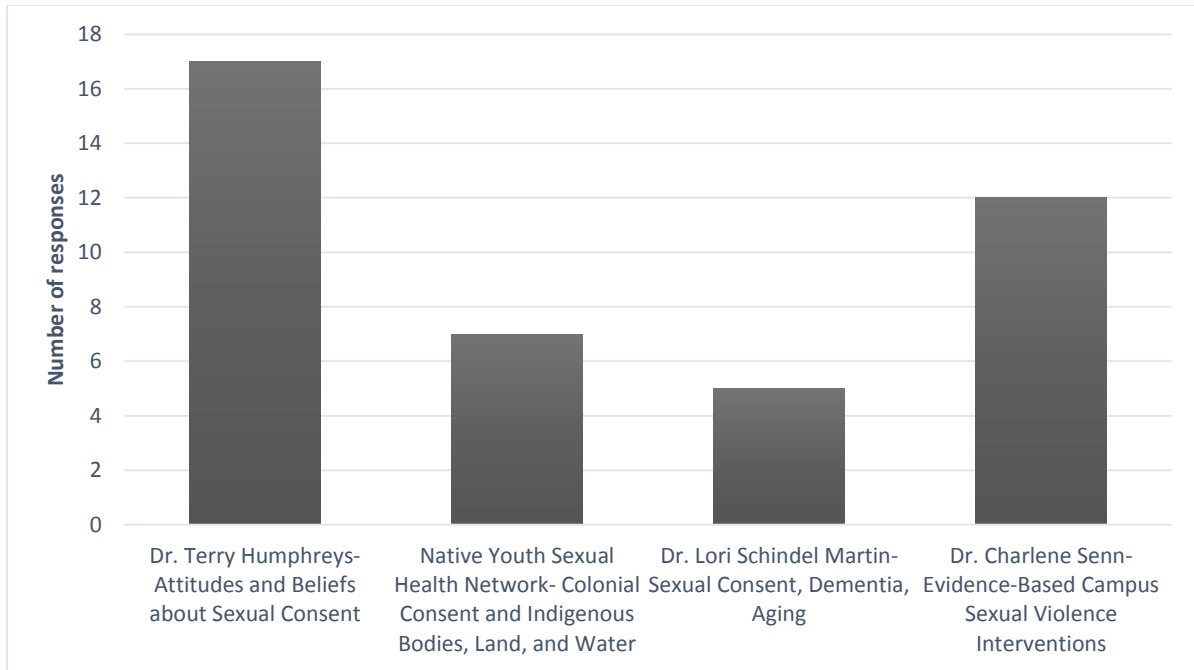


Figure 2: Bar graph of answers to question 5 on survey which asks: “Which of the plenary speakers did you find most valuable for your field of work or study?”.

*In what ways did the Conference enhance attendees’ knowledge and skill set?*

Figure 3 shows that 60.60% of the attendees were able to broaden their understanding of consent. This figure was created by grouping the written answers into yes, no, and somewhat categories. Three main themes of skills learned and knowledge gained emerged from the written answers and the interviews:

- 1) Language use in policies and procedures.
- 2) The information complicated the understanding of consent by challenging their assumptions
- 3) The attendees enhanced their skills when informing the public on the issues of consent.

Some examples of these themes from the answers to the survey and what was said in the interviews are: “It’s a process but we are making headway around changing the language- pro

consent instead of anti-violence”, “Yes it complicated my understandings and challenged assumptions”, and “It definitely gave me a lot to think about, and informed some changes to how I teach consent”.

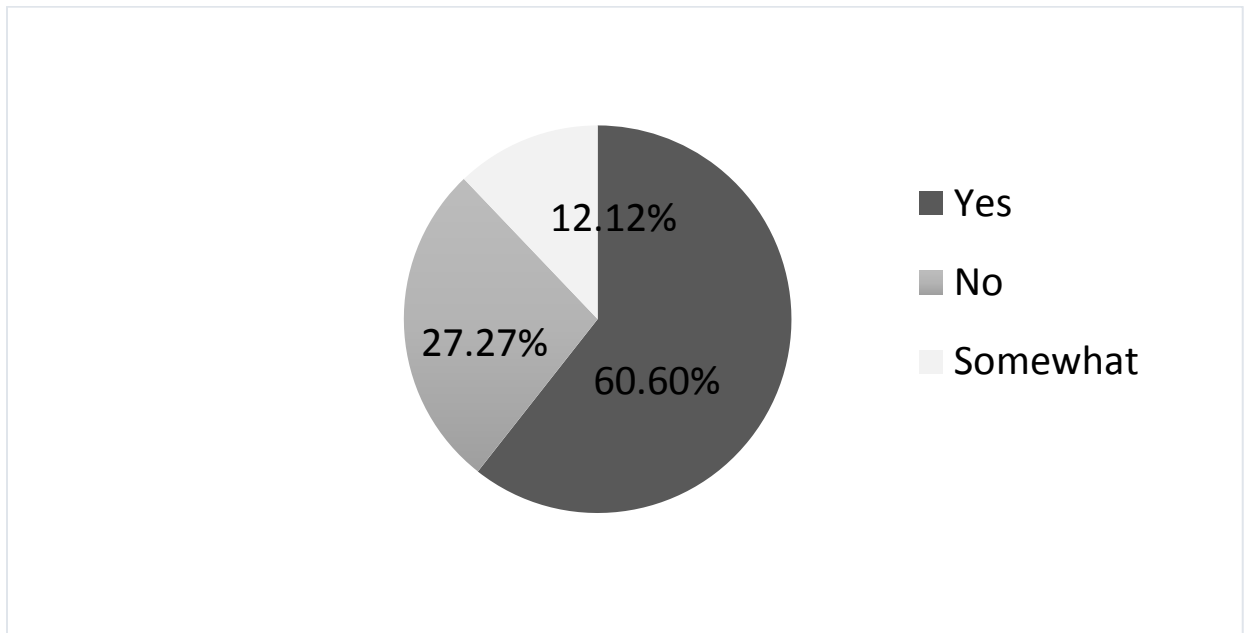


Figure 3: Pie chart of grouped answers from question 8 on the survey which asks: “Did the conference broaden your understanding of sexual consent and the impact of sexual violence?”.

*In what ways did conference attendees modify their approaches to service delivery as a result of what they learned at the Conference?*

Figure 4 demonstrates that 30.95% of the attendees modifies their approaches to service delivery. This is just under half of the attendees that stated they were able to gain knowledge and skills from the conference. From those who stated that they did modify their approaches to service delivery three major themes appeared:

- 1) Modification of discussions when speaking to survivors.

2) Modification to presentations to public and schools around the issue of sexual violence and consent.

3) There were policy and procedure changes.

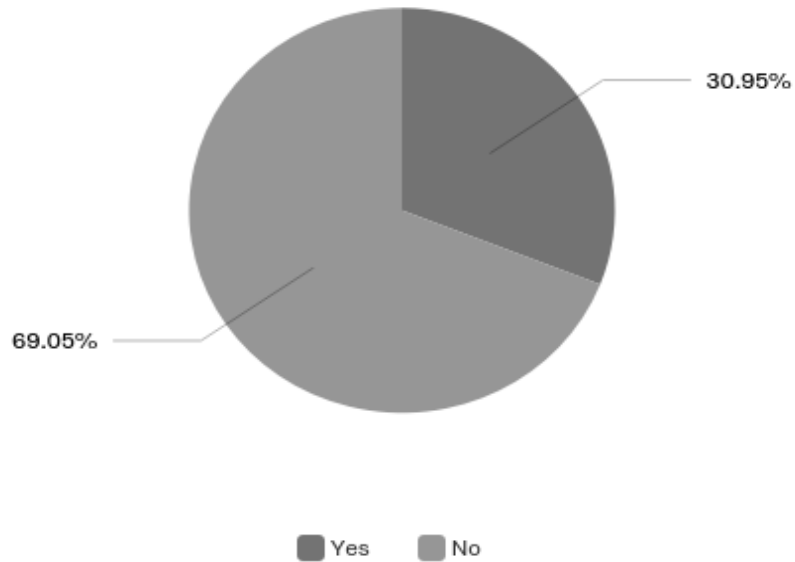


Figure 4: Pie chart of the answers to question 9 on the survey. The question asks: “Has the information changed the way you or your organization delivers services?”

## Discussion

*“Did the Conference provide a learning experience for professionals that is relevant to their roles in the community?”*

The results demonstrate that the information presented related to most of the attendees' role in the community, with 92.86% of attendees stating that they found the information relevant. Different sessions were more relevant to others due to the information that was being presented and the attendees' roles in their communities. Dr. Terry Humphreys session was the most popular of the plenary sessions, one attendee stated that Dr. Terry Humphreys informed their teaching practices in regards to how they talk about, and teach consent.

From those interviewed, three have professions within the education sector. All stated that the information about campus' and Julie Lalonde presentation about consent and bystander intervention to be the most informative. It could be hypothesized that the interviewees were more interested in attending the sessions that would give them the most information about their roles in the community.

People also commented on the uniqueness of having aboriginal sessions. There were two sessions at the conference with aboriginal information. The first was a plenary session from the Native Youth Sexual Health Network that spoke about colonial consent and indigenous bodies, lands, and water. The second one was an individual session held in the teepee from Nijkiwendidaa Anishnaabekwewag Services Circle that spoke about Mnaadendamowin (Respect)- All relations start with this. One interviewee stated that they enjoyed the session in the teepee as it encouraged in depth thought in regards to each persons' history of knowledge surrounding consent while providing a calm atmosphere, which made it easier to participate.

The conference was able to provide diverse information to the attendees' however some felt it was more research based than skill based. Future research could demonstrate the added benefits of having skilled based sessions, and the roles that this could play for the attendees.

*“In what ways did the Conference enhance attendees’ knowledge and skill set?”*

To separate the answer to this question information presented that enhanced the attendee’s knowledge will be discussed first and then how it enhanced their skill set will be discussed next. The people who answered the survey and agreed to be interviewed indicated that they were able to learn new things about the law and how to speak to the public about sexual consent. This could mean that people were learning new facts and new concepts, increasing their awareness about the complexity of consent. The more popular responses were learning about aboriginal issues, and issues around the law/regulations. This means that having multiple disciplines speak at the conference was very informative for many attendees.

Results also showed that 27% of the respondents stated that the information did not broaden their understanding of consent. Of these people the main theme was that it only solidified their understanding of the issues. Some also stated that the conference was basic and lacked the in-depth discussions they were hoping to have. The type of people that may not have learned anything at the conference could be people that have lots of experience with the information that was presented.

The conference was able to enhance the skills of some of the attendees. One interviewee stated that they learned new strategies to implement in their daily work. Other skills mentioned included ways to change the language around policies and procedures, speaking to survivors of sexual violence, and educating the public on the diversity of these issues. Another interviewee

stated that they gained skills about how to change the reporting process when listening to a survivor go through the challenges they had reporting. Most of the answers from the survey and interviews did not mention specific hard skills that could be used to help implement changes.

*“In what ways did conference attendees modify their approaches to service delivery as a result of what they learned at the Conference?”*

When this question was asked on the survey 31% of the attendees stated that they modified their approaches to the delivery of services. A major theme was that the attendees changed their policies and procedures, which is a great first step. Of those who did change the way they deliver services changed it based on conveying the information to the public and how to talk to survivors of sexual violence. One interviewee stated that they are now able to implement changes on a more frequent basis, understanding that this type of information needs to come in multiple forms and not just once or twice a year. This is correct with an added note, that the information or prevention methods need to come as a community. This means it needs to be a collaboration between agencies in the area working towards the same goal. For the attendees to understand what specifically needs to be modified for prevention and survivor support, they need to be shown what to do and skills that can be implemented.

69% of the attendees did not modify their approaches to service delivery. This could be because the attendees do not know how to implement the changes, they do not have the authority to make the changes, or they do not feel they need to change the way they deliver their services. One interviewee stated, “It is harder to challenge the system when you are the system”. When comparing the numbers from the skills and knowledge that was gained only half of the people that stated they learned something did something with the information. This still showed that it is possible to implement changes with a lecture style conference, but to maximize the changes that

can or should be made need to be specified. One interviewee stated that “We know campaigns don’t work now what, what tools should we be using”.

Another reason why people stated they did not modify their approaches to service delivery could be because of how they interpreted the survey question. 61% of the attendees stated that they were able to learn something new about consent or gain new skills from the conference. One of the main themes were changing policy and procedure. This change is a way of modification of service delivery and when asked if they changed their policies and procedures in the interviews, 4 of 5 stated that there were changes. This could mean that not all the attendees understood that this was a modification and stated that they didn’t change anything on the survey, when they did.

### *Recommendations*

My first recommendation is to include a workshop(s) or have the conference focus on specific methods of change. This could mean specifying what needs to be done in the different communities the attendees are a part of. For example, what skills should be implemented when supporting survivors, or what prevention techniques should be implemented, and how to implement them. This could help people understand what needs to be changed and why it needs to be changed. It would also allow people to understand how to implement changes in their own communities.

My second recommendation is that within these workshops, or during the sessions at the conference, is to have more opportunities to converse. Many people stated, when comparing the evaluations that KSAC administered at the conference with the survey I administered 7 months later, there was not enough time to network with others. Some recommendations that the

interviewees had includes: having booths or tables that people can go to in order to converse with others around the same topic, or having quazi facilitated sessions. I believe having interactive, workshop based, sessions could help in this aspect while allowing people to understand how to implement changes with other organizations.

The multi-sectoral design of the conference was impactful because many of the attendees stated that different sessions resonated with them. What can be included however is having an emphasis on the different organizations and what they do. This will help others understand what resources there are in the community and how to refer between organizations, helping maximize the opportunity to converse between organizations and to keep that connection. This was brought up in the needs assessment and could be implemented at the next conference or as a guide given to all the organizations in the community.

If there were to be another conference it could be focused on how to make specific changes within communities and what parts of campaigns worked and what didn't work and why. It would be quazi facilitated by a person around specific issues. Each session could be different aspects of these issues. For example, there could be one session based on campus prevention methods, one based on law enforcement, and one based on bystanders. This would allow discussion between many organizations and many people from different areas of the community working together towards one goal.

#### *Further research*

Some future research could be to delve into the history of legislation around consent and ask people involved what should be changed from their perspective. The people involved could include those that service survivors as front line workers, or those who deal with the court



system trying to get justice for the survivors. They could also examine how to talk about these issues at trial and potentially determine another way survivors can testify without potentially being retraumatized.

Another research suggestion could be to determine if there is a difference in the use of the information from a conference depending on the topic. This could be done by evaluating multiple conferences and determining if the way the attendees use the information presented is the same throughout, or if the use of the information is different depending on the topic of the conference. If the information presented at conferences in general are not used or does not influence the attendees at the conference, how people run conferences may need to be re-evaluated.

### *Limitations*

One limitation of this research is the interpretation of the survey questions. The attendees that answered the survey may have misunderstood what the question was asking. This is because one of the main themes to the answers for the second research question was changing of policy and procedure. This in my opinion is a modification of service delivery and not just a skill that is gained. In the interviews 4 of 5 stated there were changes to policies and procedures.

Another limitation is a limitation of the field. The people working with consent issues and sexual violence are predominantly female. There were others at the conference that identify with other gender expressions but it seemed to be predominantly female. This was also observed by one of the interviewees. These issues are not just female based and having the diversity with other gender expressions is needed in this sector of work.

**Appendix A**

**Dr. Lori Schindel Martin, Daphne Cockwell School of Nursing,  
Ryerson University:**

***“Sexual Consent, Dementia and Aging”***

**Sexual Consent Conference Session Evaluation**

**Please circle your rating of the statements below**

5 = Strongly Agree 3=Neutral 1=Strongly Disagree

I felt that the session was well organized and the main points were well covered and clarified.	5	4	3	2	1
I felt that the presenter(s) demonstrated comprehensive knowledge of the subject matter.	5	4	3	2	1
I felt that the presenter(s) conveyed ideas effectively and clearly and the material was informative and easy to understand.	5	4	3	2	1
I gained usable skills and knowledge and will be able to apply them to my academic or professional life.	5	4	3	2	1

**What was the most valuable aspect of the session?**

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**What could have been done to improve the session?**

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**Additional Comments or suggestions:**

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## Appendix B

Thank you for taking the time to participate in this conference evaluation. Your comments will enable us to better plan and execute future conferences and tailor them to meet your needs.

**1. How did you learn about this conference?**

- Poster
- Conference Web Site
- Colleague
- E-mail / Newsletter
- Other: \_\_\_\_\_

**2. Please specify the primary reason for attending this conference:**

- Content
- Professional Development
- Networking
- Personal Growth & Development
- Speakers
- Other: \_\_\_\_\_

**3. Which plenary speaker(s) were you most interested in hearing from?**

- Dr. Terry Humphreys – Attitudes and Beliefs about Sexual Consent
- Native Youth Sexual Health Network – Colonial Consent and Indigenous Bodies, Land, and Water
- Dr. Lori Schindel Martin – Sexual Consent, Dementia, Aging
- Dr. Charlene Senn – Evidence-Based Campus Sexual Violence Interventions

**4. Overall, did the conference fulfill your reasons for attending?**

- Yes – Absolutely
- No – It was not what I expected
- Somewhat (Please comment): \_\_\_\_\_

5. Please indicate your overall satisfaction with this conference.

	Very dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied
Conference Content					
Registration Process					
Venue					
Food & Beverage					

6. Which other session(s) did you have interest in, but not the opportunity to hear from?

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7. What did you like most about this conference?

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8. Additional comments (ie. Other topics you are interested in?)

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9. Would you recommend this conference to others?

- Yes
- Maybe
- No

## Appendix C

1) What sector do you work or study in? (optional)

\_\_\_\_\_

2) Did the conference directly relate to your field of work or study?

- Yes
- No

3) How did it relate?

4) Please specify the primary reason for attending this conference:

- Content
- Professional Development
- Networking
- Personal Growth & Development
- Speakers
- Other: \_\_\_\_\_

5) Which of the plenary speakers did you find most valuable for your field of work or study?

- Dr. Terry Humphreys – Attitudes and Beliefs about Sexual Consent
- Native Youth Sexual Health Network – Colonial Consent and Indigenous Bodies, Land, and Water
- Dr. Lori Schindel Martin – Sexual Consent, Dementia, Aging
- Dr. Charlene Senn – Evidence-Based Campus Sexual Violence Interventions

6) Are there any other particular sessions that resonated with you?

7) Upon reflection please indicate your overall satisfaction with the conference

	Very dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied
Conference Content					

Registration Process					
Venue					

8) Did the conference broaden your understanding of Sexual Consent and the impact of sexual violence? Please elaborate:

9) Did you relay the information presented to colleagues or other organizations?

- Yes
- No

10) who did you relay the information to and how?

11) Has the information changed the way you or your organization delivers services?

- Yes
- No

12) What did you or your organization do to change how services are delivered?

13) Overall did the conference meet your expectations:

- Yes – Absolutely
- No – It was not what I expected
- Somewhat
- Additional comments: \_\_\_\_\_

## Appendix D

### Interview Questions

1. What stood out for you about the conference? i.e. what do you remember most?
2. What did you learn from the conference and how did you learn it? How is it relevant to you?
3. In what way did the Conference enhance your knowledge and skill set?
4. Did anything you learned from the conference lead to changes in your work or study?
5. Did you share the information with anyone? Such as coworkers or others in the community?
6. Did any policies or procedures change because of you learned from the conference?
7. Did you make any new contacts as a result of the conference? And have you maintained them?
8. Do you have any thoughts about the organization of the conference?
9. What do you suggest should be considered if another conference were to be held? Such as speakers, or what you would like to see done differently as a whole?

## Appendix E

### Points from Interviews

(1)

#### What stood out for you?

- Well planned
- Volunteers per room
- Appeared predominantly female but there were men and trans folk there
- Gendered by people interested- not necessarily a bad thing, just noted
- Having community front line workers and academic people there
- Not just academic but police and sexual assault centres
- Good blend of people

#### Learn?

- Sexual consent on campus
- Interesting to hear what students had done on their campuses
- This campus was doing so much better- Wilfrid Laurier
  - the students more engaged- more inclusive, more people involved and deeper theoretical understanding, approached it from more than just “consent is sexy”
  - more inclusive
- the trio did it very well, seeing what that school was doing was inspiring.
- The students there were more engaged
- To implement it is a tough thing to grow a student movement when your not a student.
- Needs to come from a grass roots swelling up
- Can have student life educated but in terms of that movement it need to be a student based one and having students see other students doing it could help
- Needs to come from the students- in student life services even presenting what they have done
- Students seeing other students doing it to give that inspiration

#### Enhance your knowledge and skill set?

- Talking about held their events and how they have accessibility
- Such a difference in experience between years, now versus 10 years ago
- some of the ways the students spoke to students and used the extra curricular time

#### share

- yes, did an article in newsletter
- had conversations based on having more inclusive student culture



- sexual consent is not so simple in some cases we look at it as 2 people engaging in sexual context but we know it happens in this context of a variety of oppressions and networks and things
- how do we have a student population more safe and empowered to give and receive consent
- had those conversations- how to make our university a more inclusive campus
- hard to address this in an institution with the idea there is absolute knowledge
- the very foundations that make the giving and understanding of consent overlooked, those same structures and framework hold up the institution
- harder to challenge the system when you are the system.
  - Not giving up on it but it is challenging
  - I don't think we are doing enough

#### Policy changes?

- Nothing yet that I'm directly involved in.
- Non academic misconduct policy- when I was a student, students were doing things that could harm their academics
- These were the same policies that hurt people for sexual assault
  - Felt that they should be handled by police – what we say but we also know it doesn't happen effectively
  - What do we do when they are in a class together especially when it has not gone through the court system
- Risk management and student life is working on this stuff.
- Constant challenge how we manage issues like sexual assault is we do it through the institution or the police.

#### New contacts?

- Yes a couple- one was more a fun reconnect than someone who was work related
- This was a previous student and learning what they are doing in their lives at another sexual assault centre
- Books and kits from a primarily French organization- passed on their info to lots of people
  - This was about children and engaging children in these conversations
- Professionally not as much but personally yes

#### Organization?

- Could have had more time for networking
- There were breaks but a lot of times people would not go to a session because they were networking
- Our time was pretty packed- not sure if it was a bad thing but maybe an extra 20 mins at lunch could be helpful
- Having a table about something that most people want to talk about and are drawn to it and can network by having something they can talk about- this could be helpful for something like this
- Content spoke to a variety of people
- People stayed with the people they came with

- A quazi facilitated networking session could be really great
- Letting people talk around particular topics to make that networking starting point a bit smoother

#### Suggestions

- The ministry involved - the deputy coming in at the end of the day when no one wanted to be there.
- There was some confusion that was out of the planners control but it felt bad that people were leaving during the deputy talking and people wanted to have dinner before they went to the play but if there could have been a shift so that the government could have the timing shifted to the morning for example
- In some way the native youth plenary was fantastic and radical and yet I wonder if they were as interesting to others and applicable to others
  - The aboriginals is at the forefront of the at risk population for policy changes but maybe a group that was more accessible starting point
- It seemed there was a lot of white folk privilege
  - Instead of having a radical political piece. It may not have been as applicable, not sure who but someone more clinical, frontline, more accessible working in this area.
- Seeking out speakers that speak to multiple realities and so that it is not just addressing white folk concerns, not that they did that but continuing to have speakers from multiple realities is important
- Seeking out researchers and grad students on projects on marginalized folk, recognizing that within academia is a pretty white space and I think that a lot of women work in sexual assault centres and because of the populations that are served so it's the nature of the beast but keeping an eye to that piece- ie. Do we have all different types of people overall
- We only have so much control but keeping an eye to that

(2)

#### Stood out?

- The session in the tipi was the ahah moment- the unstructured structured time
- Organic, welcoming and calm
- When your sitting in the outdoor space it was very communal and you could feel the difference in the energy- people come together for a similar purpose
- Never asked myself the question "when did you first learn about consent?"
  - It was a comfortable space to share
  - If it was in an academic lecture setting you would not have seen as much participation
- The nature, energy and simplicity yet powerfulness of asking the right question stood out

#### Learn?

- Yes and no
- Heard both Terry Humphreys and the woman from Windsor that spoke about the upstanding program so it wasn't new learning but was legitimizing and reinforcing my knowledge

- One speaker that amplified new learning were the 2 speakers from an indigenous background- talking about consent and the land- that was taking consent out of a sexual context and how we live in the world and it was a new frame for me
- The one from dementia was new learning for me because I focus on young people

#### Enhance skill set

- Enhanced awareness
- Conferences are about gaining an awareness not building a skill and now its about what I absorbed implement
- I rearranged my training materials and de colonized it a little.
- It was not a perspective I had and now I am making an effort to see more broadly
- No other conference had emphasis on aboriginals so it was unique to the one I went to at Trent

#### Share?

- Operate in student services department and had in depth conversations with the aboriginal student services and got their support so I was understanding everything accurately there and so that I knew if I was saying things right
- I connect with a greater team and we try to bring back information to the wider teams
- I get to go into faculty and student spaces and even if I am not telling people specifically what I learned but I changed the way I approach it so indirectly I shared the information

#### Policy and procedure

- I write all of the policies and I did change some but not just because of this conference
- I wrote them based on the 2015 template from colleges Ontario
- Every year we renew the information and the changes I made are not specifically from the conference but the collective learning through the year and seeing the policy in action
- We have had an informal and formal process and we added more and made it clear that it is the complainants choice if it is going to be informal and formal and changed the language and language around support services and things like that

#### Contacts?

- None because I stayed in my little comfort bubble.
- It was a lot of schools there and they are already connected

#### Overall thoughts?

- Went to another conference and sometimes we can be theoretical and we don't talk about what should we be doing, how are we going to impact
- We know campaigns don't work now what, what tools should we be using
- How can we get people to be more collaborative
- We get defensive and possessive and we don't need to
- People spoke about how they reported sexual violence and what was helpful and what wasn't helpful
  - Hearing from people with life experience would help

- If you can put both prospective in a room it would be a different conversation
- I would rather hear them speak than another academic
- I hear stories about all sorts of different things but I am not asking questions about the process and its not the same and I challenge people to ask other what about this process is helpful.
- People with a variety of lived experience would be good speakers
- Speaking to a woman in a relationship with another woman and there was no abuse story that was like this persons and it took them years to figure out what was going on and exit the relationship
- Policy makers and front line staff we need to recognize that known male to female sexual violence is not the only narrative and there are other experiences
- You need to have these conversations differently and layer the conversation- not just sexual violence but sexual identity and gender identity as well as or in addition to these conversations
- More research and lived experience in the LGBTQ community and male survivors
- We have exhausted the conversation about consent

(3)

Stood out?

- Beyond talking about consent and the importance of awareness education but learning from past education that didn't work and a new wave of people trying different strategies
- Looking at the new initiatives and showing promise in that area
- Information is great but I want to know about how to utilize it and how do I implement it here so it is successful and sustainable

Skills?

- Beyond the strategies I learned about I also took away the networking.
- Connecting with people
- Talked to Julie Lalonde and has provided us with resources
- It's a small nit community
- Access of provincial resources that I had no knowledge of before the conference

Changes?

- We had been providing awareness work based on recommendations from our local resources we were kind of providing the same information and I learned from the conference that we need to provide this information in different venues and different ways and cannot just be a one time thing
- Its something that you have to keep reminding people not just for students but for staff too
- Reaching different subsets weather it being healthy masculinity and bystanders and empowering women
- Not only talking about consent but looking at the things that support that culture
- We opened up our mind sets, started a healthy masculinity program and then we have self defence courses and we want to bring in ways to empower women with self defence
- Not just telling students but demonstrating the actions

#### Share?

- Anybody who would listen to me
- I was so energized after the conference and I was renewed and wanted to share it with my colleagues in particular
- Having new strategies was exciting

#### Policies?

- Our task force is new and we did the initiatives before the task force was formed
- We couldn't bring the people together fast enough but I didn't want to keep the programming on hold
- We are looking at these policies and procedures now but has been a bit backwards
- In this regard it has been helpful because there was a little trial and error
- It will be more quality improvement
- It opened up people and received feedback to know what is needed and what is not
- So the students are receiving the information in different ways, supporting consent and consent information with multiple venues
- Its not something that just changes overnight you have to first engage people and introduce things slowly

#### Organization?

- Wonderfully put together
- No confusion about where things were
- Speakers were incredible
- Enough opportunity to network
- If it was presentation after presentation you would lose it but I felt like there was plenty of time between sessions and over lunch to talk to people

#### Speakers?

- I enjoyed Julie Lalonde and I also liked the program in Windsor and it was a very much bystander focused
- I would like to see people implementing these changes and I liked that it was practical and had strategies you can use.

(4)

#### Stood out?

- Mandy grey, I remember the anger
- 2 survivors that said their universities let them down
- Everyone's perception is different, there are 100 of sides
- She named names and I was quite surprised by that and I don't know how they are organized but those 2 survivors were the most powerful

#### Learn?

- A little bit, the timing was that bill 132 just came out and the regulations in June
- the students and I and other services are the sexual violence policy stirring committee and that's what informed the process of fixing it
- Remove barriers and make policy clear and user friendly as possible
- Problem with legislation was that it effects students and employees to treat them differently but then you have students that are employers like graduate students and it creates that barrier
- We started with 5 possible policies and tried to make them as accessible as possible

#### Enhanced knowledge and skill set?

- Yes, sexual violence is a part of the workplace before and now
- Julie Lalonde spoke about it
- Our job as the institution to get this behaviour out

#### Changes?

- We have the policy now
- Testing out the policy as the events occur

#### Share?

- All of the guards and people in the school
- Lots of people through out the school went

#### Contacts?

- I reconnected with many but I knew most of the people
- Dr Sharlene senn spoke with and we want to be a part in the train the trainer
- Use the wendo training now
- She gave an excellent presentation and she really went through the you can train guys but it doesn't change their behaviour
- You can empower the victim and you can't walk through the world thinking there are no risks
- What Terry said too stuck with me, that consent does not equal desire
- Next step is when does consent become cotorsion consent
- The law is clear with that cotorsion is illegal

#### Speakers?

- Women that have made a change
- Sexual assault is a symptom of how our society is constructed
- All of those people speaking are trying to deconstruct that construct
- Its about what they teach their little boys
- Having Justin Trudeau as the key note speaker next time
- Need to keep the momentum that we have going with these conferences
- Maryam Monsef- can talk to her to get to Justin and she is a status of women minister
- Or have Maryam speak if Justin can't come

(5)

#### Stood out?

- The fact that most of the information was research based
- What had the biggest impact- distinction of wanting sex and consenting to sex

#### Learn?

- Education around consent and sexual violence
- Also enjoyed the conversation around the distinction between what people think they know and how they use the information
- We bring it up now- when you think about consent what do you think that is but how do you actually talk about consent in your relationships

#### Enhanced knowledges and skill set

- Yes because we had research behind us
- This is what some of the research is telling us

#### Share?

- Board of directors and coworkers

#### Policies?

- We're getting there
- It's a process but we are making headway around changing the language- pro consent instead of anti-violence

#### Contacts?

- Yes, followed up with a couple of them with their research

#### Organized?

- Yes
- Would have been nice to have people from across Canada, it was very Ontario based

#### Speakers?

- No I was impressed with the calliper of speakers that was present

## **Appendix F**

# Report

*Sexual Consent Conference Survey*

April 2nd 2017, 10:28 am MDT

### **Q15 - Impact of Sexual Consent Education on Working Professionals**

#### **Student**

Name: Neeshali Adhya

E-Mail: neeshaliadhya@trentu.ca

#### **Host Organization**

Name of Organization: Kawartha Sexual Assault Centre

Supervisor's Name: Lisa Clarke

E-Mail: lclarke.ksac@nexicom.net

#### **Trent University**

Instructor's Name: Sharon Beaucage-Johnson

E-Mail: sharonbeaucage@trentu.ca

Department: Forensics

#### **Trent Community Research Centre**

Dr John Marris – Peterborough

Email: johnmarris@trentcentre.ca

Community-Based Research Coordinator

**This research project is an impact assessment of the Sexual Consent Conference that was held at Trent University June 2nd and 3rd, 2016. Specifically, I will be**



**evaluating if the attendees at the conference used the information provided in their work and if they changed the way they deliver services.**

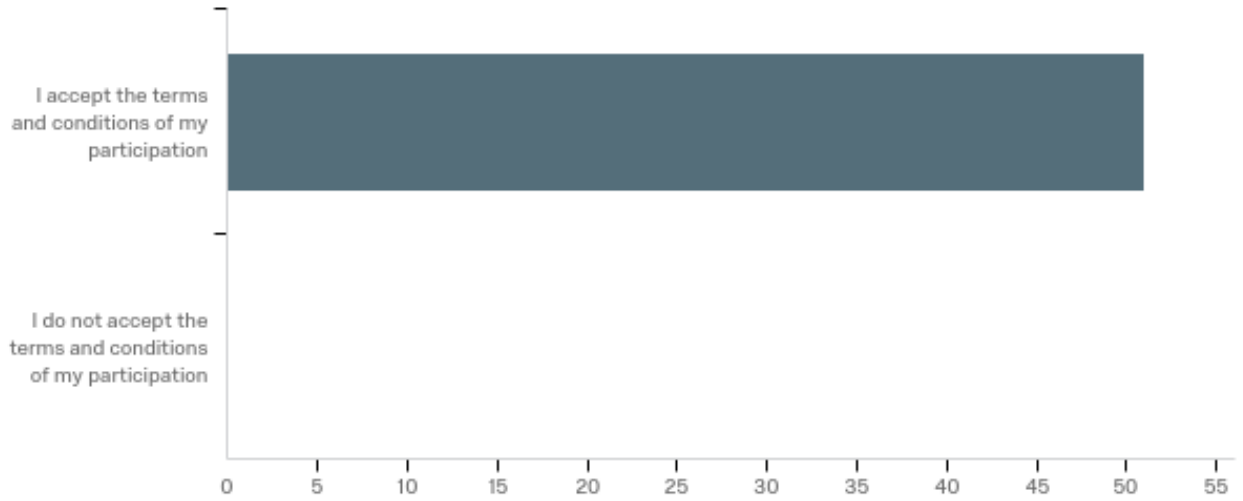
**The attendees of the conference that agree to fill out the survey will be asked a series of questions about the conference itself. The questions will be based on their experiences attending the conference. Each survey takes about 5 minutes.**

**Some anticipated benefits of being surveyed are: knowledge of contributing to impact research, knowledge of contributing to the possibility of another conference, and allowing personal reflection of the material presented at the conference.**

**The survey will remain anonymous and the information provided will be used in the final report. The information provided will be stored as digital copies of the survey. All of the information will be stored until April 2017. At the end of April, the survey will be destroyed. If you would like a copy of the final report or if you are interested in taking part in an interview relating to this research, please contact the researcher at: [neeshaliadhya@trentu.ca](mailto:neeshaliadhya@trentu.ca)**

**Please consent by reading the following:**

**I, the undersigned participant, have been informed of the nature of this study as described above and freely give my informed consent to participate. I understand that I am free to leave at any time before or during the survey. I understand that privacy/confidentiality of my participation and information provided will be maintained in the following manner: the survey is done anonymously. I permit data and records from this research to be used in research publications or for teaching so long as my privacy and confidentiality are protected. I understand that this research project has been reviewed and received ethical approval by the Research Ethics Committee of the Department of Forensic Science, Trent University.**



#	Answer	%	Count
1	I accept the terms and conditions of my participation	100.00%	51
2	I do not accept the terms and conditions of my participation	0.00%	0
	Total	100%	51

## Q1 - What sector do you work or study in? (optional)

What sector do you work or study in? (optional)

---

support for students who have experienced sexual violence, university

---

VAW

---

Education

---

Police

---

study- criminology work: sexual assault centre/ women's centre

---

Social health and Addictions

---

Education

---

High school teacher, M.Ed. student

---

Education HIV Prevention Harm Reduction

---

PSE

---

Social services, Legal, Social justice

---

victim assistance

---

Legal

---

VAW/Education

---

Social welfare, poverty reduction, food insecurity

---

Psychology

---

VAW and education

---

Domestic Violence Sexual Assault

---

education for non-violence

---

I work at an AIDS Service Organization, and facilitate educational prevention based initiatives

---

Sexual Violence - Violence Against Women and Children

---

Counselling

---

Non-profit; HIV/STBBI Prevention and Support

---

I work in the anti-sexual violence field.

Health care

---

VAW

---

Sexual Assault Clinician/Psychotherapist

---

Health Care

---

Study in the social psychology of sexuality, work in sexual health education

---

Education - university

---

Nursing-Public Health

---

University personal counsellor

---

I study Journalism and Digital Media, and work in advocacy for survivors of sexual violence

---

Health Care

---

human rights

---

Seniors

---

Federal Government

---

Indigenous wellness

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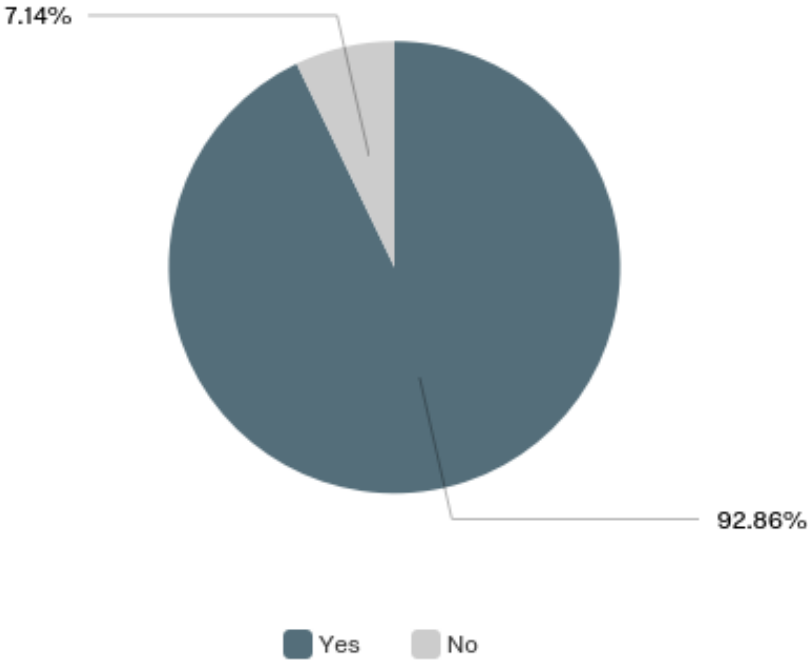
Education

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Post secondary

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**Q2 - Did the conference directly relate to your field of work or study?**



#	Answer	%	Count
1	Yes	92.86%	39
2	No	7.14%	3
	Total	100%	42

### Q3 - How did it relate?

How did it relate?

---

consent, capacity, legal issues, support services, training and education, prevention and response

---

client issues / concerns

---

SV Education for students on campus.

---

the Conference allowed me to look at and relate how the law and society view sexual assault

---

There were workshops on Consent in the curriculum, and consent in general is an important topic to discuss with children. I also volunteer at a Women's Centre, and Sexual Assault Centre so being more aware is important to me

---

I'm researching sexuality education in schools.

---

Certain seminars were specifically about ethics and best practices for dealing with issues of consent in regards to HIV disclosure and public education.

---

Sexual Violence Response and Prevention is in my portfolio

---

Provide services for young people who have been a victim of sexual assault, charged with sexual assault, and general public legal education on consent and sexual assault

---

related to the central/complex issues that both victims and police deal with

---

I work with survivors of sexual assault who are engaging with the criminal justice system

---

I teach youth and adults about consent, sexual violence, trauma, and disclosures.

---

Many of my clients have either been sexually assaulted or found themselves in situations where consent had not been provided and verbal aggression had resulted. Oftentimes worse.

---

I volunteer with the Sexual Assault Services at Carleton and am applying to Adler for Counselling Psychology

---

Presented research findings

---

We deal with issues of consent on a daily basis

---

I was preparing for a contract working with a theatrical presentation on sexual assault and relationship violence

---

Our work is directly related to sexual health and well being, and understanding consent and educating on consent is integral to our scope.

---

We are a Sexual Assault Centre

---

Increased knowledge about issues affecting clients

---

Consent is of particular interest for people living with HIV, community-based HIV organizations and activists, racialized peoples, HIV legal services, and HIV researchers. In Canada, a person who is living with HIV can be charged with Aggravated Sexual Assault if they do not disclose their HIV status to sex partners. This happens even when a person is on treatment and has an undetectable viral load – which

---

means there is no virus to transmit, or if a condom is used. This issue is particularly concerning for women's service organizations as the application of Aggravated Sexual Assault uses the Consent portion of the criminal charge - meaning that by not disclosing one's HIV status it vitiates consent. In situations where sex is otherwise consensual and where no transmission of HIV has occurred the use of such charges are problematic.

---

I support individuals who disclose sexual violence, and i'm also responsible for prevention programming Learning about the multi-faceted aspects of consent and how to education current clients regarding this issue.

---

I am the clinician for a Domestic Violence and Sexual Assault Treatment Center

---

Study in the social psychology of sexuality, work in sexual health education

---

I am responsible for campus security at Trent University and take disclosures and reports of sexual violence, as well as conduct sexual violence and harassment investigations.

---

I work in a Sexual Health Clinic

---

Consent is an ongoing discussion on campus and policy development around it.

---

I got to present my research about campus consent initiatives

---

Work in a clinic and teach sex ed in schools

---

It directly informs the work I do, and more specifically gave me ideas about best practice.

---

client cases on sexual abuse, education to service providers on sexual abuse, programs for engagement, outreach and messaging campaigns

---

I deal with Family Violence, Intimate Partner Violence and Gender Based Violence.

---

I work with Indigenous women as a counsellor, most (if not all) of whom have experienced sexual violence.

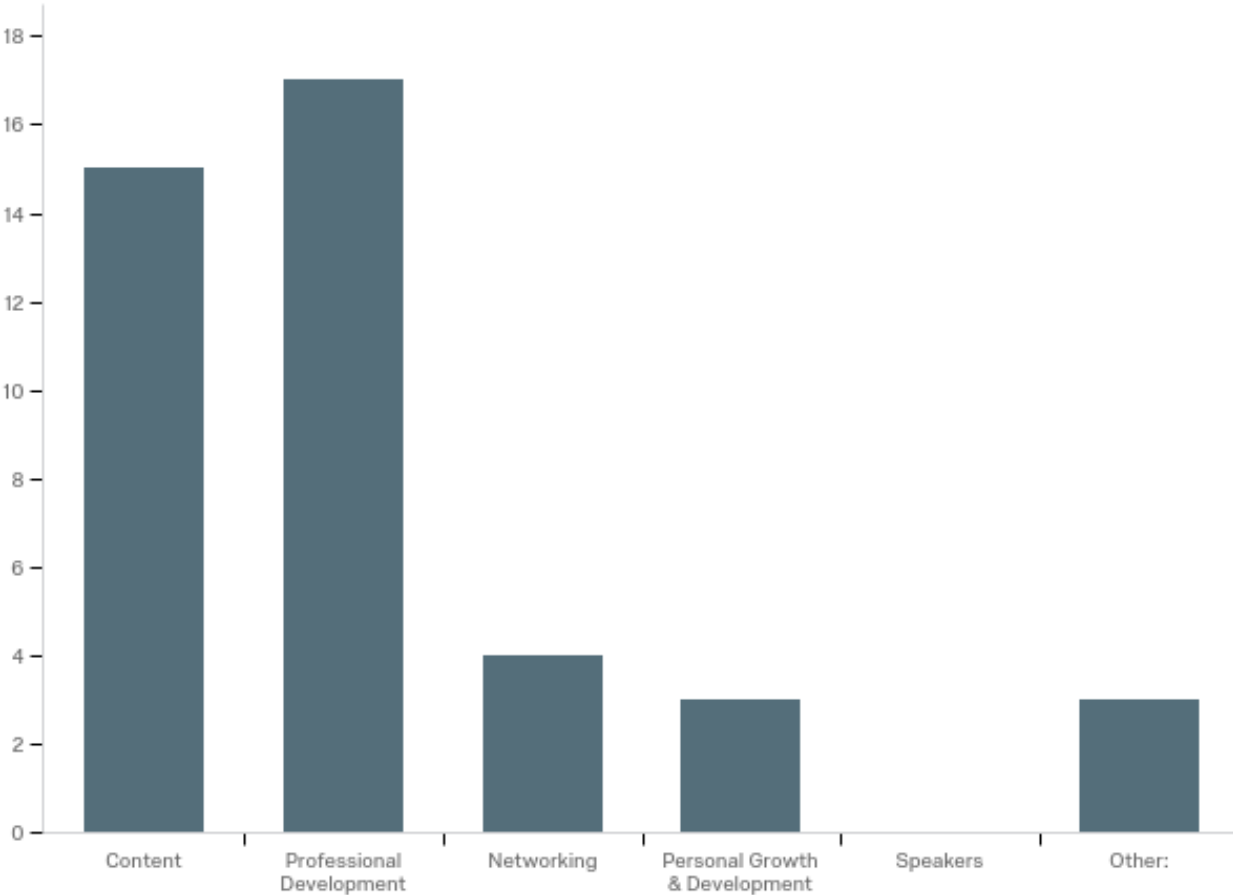
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I work on building policy and working with individuals directly impacted by sexual violence.

---

I am often a first point on contact on campus for survivors of sexual violence. I also provide sexual violence prevention education on campus

**Q4 - Please specify the primary reason for attending this conference:**



#	Answer	%	Count
1	Content	35.71%	15
2	Professional Development	40.48%	17
3	Networking	9.52%	4
4	Personal Growth & Development	7.14%	3
5	Speakers	0.00%	0
6	Other:	7.14%	3
	Total	100%	42

Other:



Other:

---

Part of my job requirements

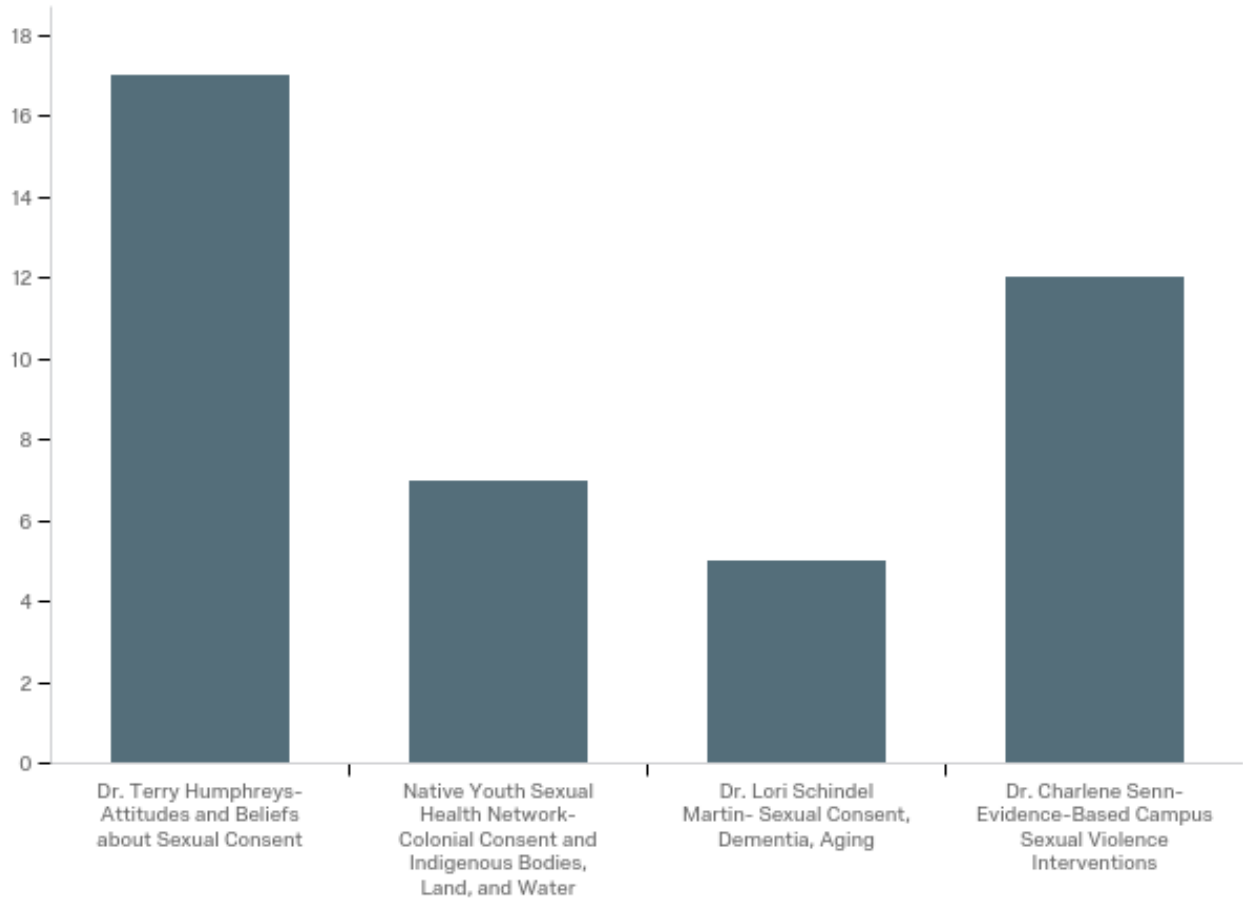
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presenting

---

I was a presenter

**Q5 - Which of the plenary speakers did you find most valuable for your field of work or study?**



#	Answer	%	Count
1	Dr. Terry Humphreys- Attitudes and Beliefs about Sexual Consent	41.46%	17
2	Native Youth Sexual Health Network- Colonial Consent and Indigenous Bodies, Land, and Water	17.07%	7
3	Dr. Lori Schindel Martin- Sexual Consent, Dementia, Aging	12.20%	5
4	Dr. Charlene Senn- Evidence-Based Campus Sexual Violence Interventions	29.27%	12
	Total	100%	41

## Q6 - Are there any particular sessions that resonated with you?

Are there any particular sessions that resonated with you?

---

consent and aging - another perspective

---

they were all excellent speakers and sessions

---

Crown Attorney was best suited for my profession

---

I found that they had to most to offer me in my understanding of indigenous consent. I work in a community with a large indigenous population and i felt that i knew little about the subject and that they provided easy understanding and resources to use.

---

Youth advocacy, and legal changes around duty to report HIV to your partner

---

I found many of the other topics raised some red flags, however I found the Native Youth Sexual Health Network to be honest and speak to a topic that is very important to be aware of, that many are not. Often people do not realize how consent relates to the land and indigenous issues and this is really important for people to understand.

---

Shannon Salisbury

---

I found the one on consent and HIV particularly relevant to my work. I also appreciated Dr. Senn's overview of evidence-based assault prevention programs.

---

The spoken word artist who did a traditional acknowledgement. The crown attorneys.

---

Dr Humphreys discussion of consent as more complicated has informed my teaching practices in terms of how I talk about and teach consent. The session on consent and alcohol was also particularly informative.

---

Yes, primarily because our population is quickly becoming more heavily senescent than it has ever been in generations before. Ideas, attitudes and opinions are impacted by the onset of most neurological conditions where slow gradual losses of memory, word associations, and cognition occur. Does this mean that well-intentioned family members have the right to demand that their parent be restricted from engaging in sexual activity which is itself a basic normative human need for intimate connection? At the other end of the spectrum, within these environments how can the most vulnerable portion of our elderly population have their sexual safety assured?

---

None were particularly good. The individual sessions were better

---

A presentation about sexual assault education campaigns presented by a researcher working in New Zealand, Julie Lalonde's presentation, and one by I believe the Canadian Women's Directorate about healthy relationship programs.

---

i found the plenary speakers very useful and i really enjoyed the session related to HIV (led by Mikiki)

---

Now, almost 8 months after the presentation, I think Dr. Humphreys and Dr. Lori Scchindel-Martin's presentations still stand out the most. Both of these presentations left me with more questions than answers. They were also very thought provoking presentations. Upon reflection of Dr. Humphrey's presentation, I found his power point very confusing. At the time of his presentation it made sense. Because there was no note paper provided for notes, I couldn't understand a lot of it when I reviewed it recently.

I took quite a bit of issue with Dr. Terry Humphreys views, I thought that his analysis was problematic-- it did not speak to the realities of consent that I see in the field as a worker.

---

As a youth facilitator, it was great to hear youth sharing their own stories

---

All of the sessions I attended were excellent, we presented and knowledgeable presenters.

---

Diana Tikasz's session on the neurobiology of trauma, Dr. Charlene Senn on Evidence-Based Campus Sexual Violence Interventions, Julie LaLonde on Bystander interventions, session on consent movements on campus

---

The presentations from victims of sexual violence at universities. Particularly, the anger and frustration with the way their institutions responded - or failed to appropriately respond - to their complaints.

---

I really enjoyed my session with COPA and loved the resources that they provided.

---

It is impossible to promote a culture of consent without acknowledging that we occupy lands non-consensually. NYSHN's Land Body Defence campaign is a fantastic resource, and this presentation helped introduce me to the work being done around colonialism and consent. You can't discuss sexual consent without understanding consent outside the bedroom and the way society reinforces rape culture through its actions towards Indigenous lives and the land.

---

Don't want to be a cock block

---

We will be bringing EAAA to Queen's this year. I also really enjoyed Terry's session.

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Lori's presentation as it had direct relationship with the work i do, content was relevant and practical.

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I was unable to attend the other sessions

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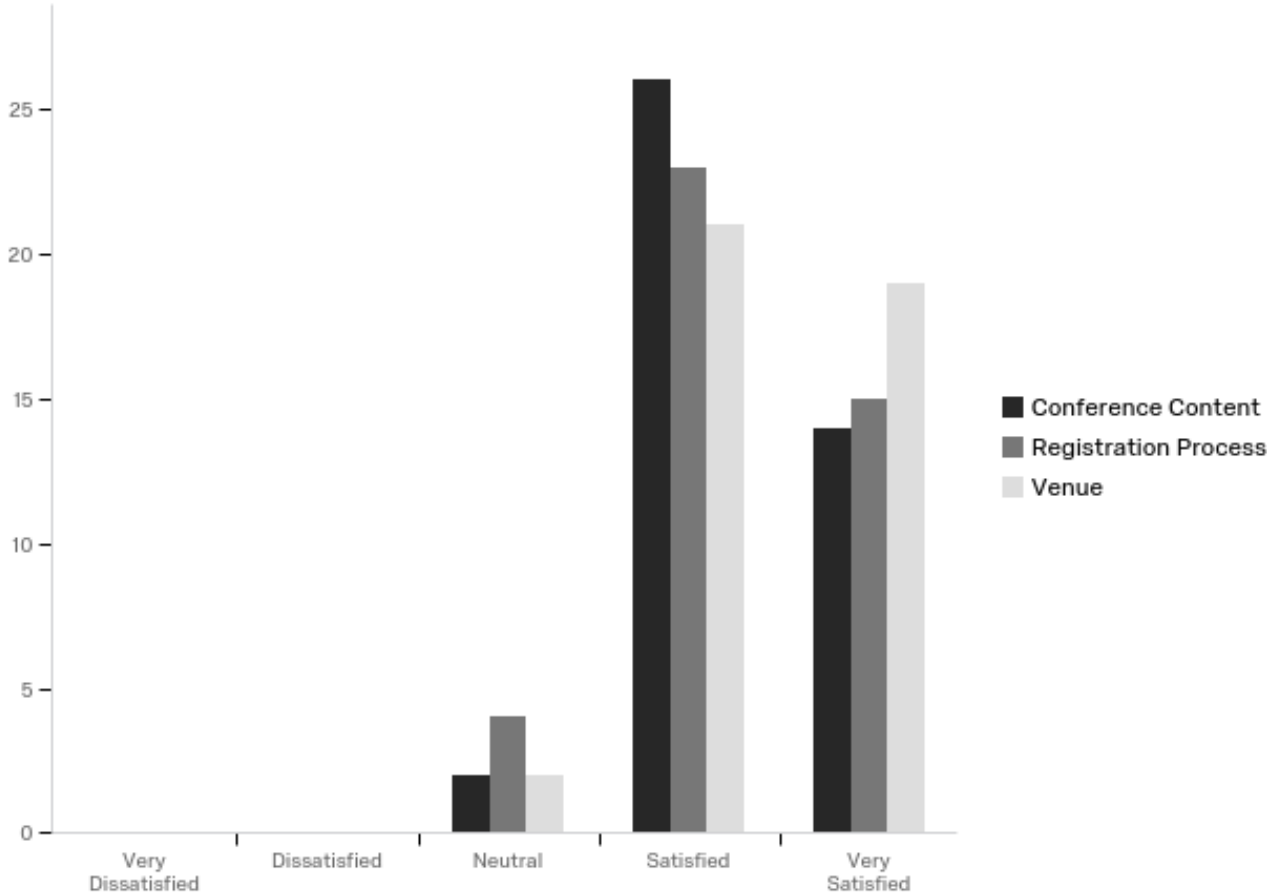
The Colonial Consent and Indigenous Bodies, Land, and Water resonated as it helped link a number of issues together as one for me. It highlighted that we have opportunities and obligations to have larger conversations about consent and its practice. Also, the session in the tepee was fantastic. It was conversational in nature, but SO rich. They asked us about when and how we first learned about consent. It led to some great discussion that really made me consider so many other things I hadn't previously.

---

Dr. Melanie Beres; session on the neurobiology of trauma; closing spoken word performance

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**Q7 - Upon reflection please indicate your overall satisfaction with the conference.**



#	Question	Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied	Total
1	Conference Content	0.00%	0	0.00%	2	26	42
2	Registration Process	0.00%	0	0.00%	4	23	42
3	Venue	0.00%	0	0.00%	2	21	42

**Q8 - Did the conference broaden your understanding of Sexual Consent and the impact of sexual violence? Please elaborate:**

Did the conference broaden your understanding of Sexual Consent and the imp...

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solidified my understanding and knowledge

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Yes. Dr. Humphrey's session provided opportunity to re-examine how consent is framed in my work with students.

---

I found they they had a lot of different options and things to learn about. they had lots of resources and content that i could research further.I opened my mind to the law that are in place now especially when it comes to HIV and AIDS and the legal system and it being considered sexual assault.It also cleared up a lot of ideas about some of the changes i wish to see in the law and how i can better help my clients understand the processes a little better.

---

yes, I never viewed sexual consent/abuse as a "Rape Culture" and I was impressed with Dr. Humphrey's speach about Trent University and their role in specialized sexual abuse education offered at their facility.

---

I found many of the workshops to lack depth and discussion as well diversity in speakers. It was a lot more professional and academic then I expected, I was hoping for more grass roots presenters rather than academic presenters who only discussed their own research.

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Not really. I went out of academic curiosity.

---

Not really. I already had a broadening view of consent (sexual and otherwise) and it is a topic I think about in my day to day life. I did find the conference useful in learning more of the legal aspects and institutional interventions and responses to sexual assault.

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We were in the process of revising our policy and the thinking informed this.

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Yes. Hearing from different perspectives is a growth opportunity. Also provided safe venue for open discussions.

---

Some of the sessions were not particularly relevant or the speaker did not do a great job of staying on topic, one session the speaker just read off the slides which was not engaging at all. However overall the conference was well worth it and well attended.

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It definitely gave me a lot to think about, and informed some changes to how I teach consent.

---

Yes. I hadn't considered the long term implications of consent and sexual activity over the life span. While I have certainly had clinical experience with youth and young to middle aged populations who have experienced sexual violence - and in many cases observed the horrible trauma and suffering my clients have experienced as a result... however, perhaps due to my own psychological attempt to "wall off" men and women in my mothers age group I had not given it the time nor thought it deserved. So thank you..... for the epiphany.

---

Kind of. There were aspects of the conference that were great, really enjoyed some of the courses we got to choose. I did not find the 4 key speakers that everyone had to attend very good or informative. The native one, was the worst in my opinion. It was uncomfortable being spoken how we were and I felt didn't relate to the conference at all.

---

Yes. Lots of great topics and Conversations

Yes, by exposing nuance in different understandings of consent and best practices in education campaigns.

yes, i found it interesting, especially the conversations that came out of the topic and the role of ambivalence plays.

Yes. Although it raised more questions about what is Sexual Consent.

Provided more info. on laws as well as different perspectives on the issue from the speakers

Yes, especially the issue raised by Dr. Lori Schindel-Martin about the lack of a nuanced understanding of sexual assault in residential senior's programs.

No--- not really. But it was a great networking space.

I learned a lot from the many of the speakers- particularly the conversations about indigenous health.

Yes, the conference gave me a new way of looking at and explaining consent (using the 4 quadrants) which has been beneficial in my work with youth

Yes. Very informative. However, I do wish more time could be spent on one or two of the presentations. I would also like an indepth analysis of conclusions from Dr. Humphreys, as it was very complex.

Yes. Terry's work is important to understand that consent is influenced by factors other than desire, and raises the question of what is coercion?

I feel as though the conference only touched on the the basics. My intent when attending the conference was to gain new and helpful knowledge and skills when working with clients in terms of consent that go beyond the basics. Overall, the conference was interesting and much needed. It was hopefully the beginning of a discussion that will continue to grow.

It was very helpful to introduce me to other work being done around sexual consent and the impact of sexual violence, particularly in institutions (like university campuses, schools, long-term care homes, etc.). Some of the poster presentations were particularly interesting and I found the content/research very unique.

Consent is not simple and requires repeated and ongoing education from a young age to address it. The conference raised more questions than specific answers or strategies.

not a lot

Yes it complicated my understandings and challenged assumptions

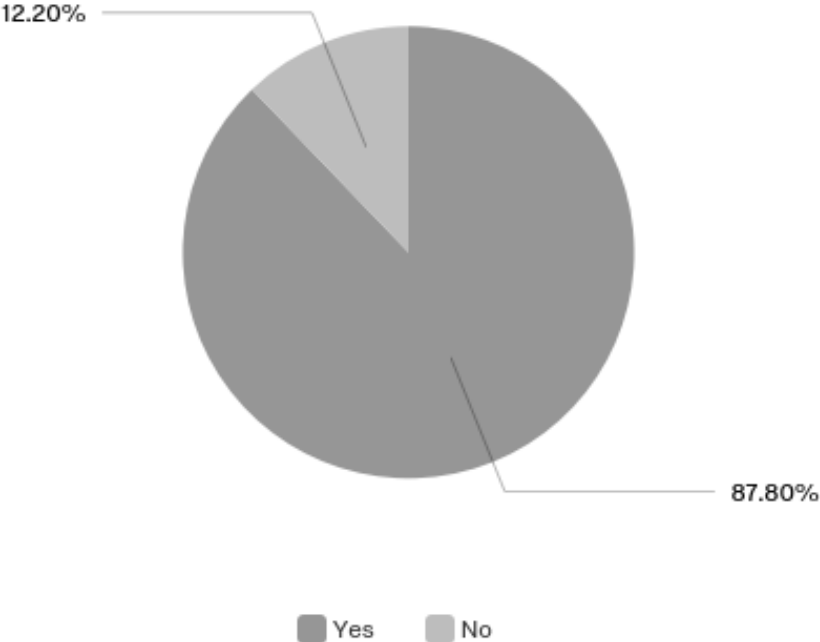
yes, I felt the information in the sessions could be transferable to different sectors of work ie seniors, new ideas and connections with stakeholders. Expanded understanding of issues.

I would like to see more of what other Indigenous organizations are doing to address sexual violence at a community and individual level.

Yes, as stated above linking the conversation to other issues was new for me. I find I am so focused on consent and the individual process of asking for, gaining, and giving consent, that I do not always look at broader concepts.

Yes, the conference provided a variety of information and viewpoints as well as evidence based practices to implement on campuses. I would have appreciated more time or opportunities to discuss material with other attendees. A lot of the sessions were lecture style but with so many brilliant people in each room, it was a missed opportunity to not interact with these people about the material.

**Q9 - Did you relay the information presented to colleagues or other organizations?**



#	Answer	%	Count
1	Yes	87.80%	36
2	No	12.20%	5
	Total	100%	41



## Q10 - Who did you relay the information to and how?

Who did you relay the information to and how?

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staff at the centre, clients as well

---

Shared the information with colleagues and staff at staff meetings.

---

Nishnawbe Aski Nation, my supervisors and community leaders here in Cat lake First Nation reserve

---

The workshop on consent and the curriculum was useful and I shared information with my colleagues.

---

I discussed the content with my employer in the context of discussing how to build consensual learning environments with children, as well as in a personal discussion of our experiences of assault and trying to heal and make sense of them.

---

Colleagues where I work. Email and verbally.

---

Let other organizations if was coming up and also shared some of the learnings.

---

colleagues who did not attend and supervisors

---

My colleagues in my office in a team meeting after the conference

---

Colleagues-- through conversation

---

The information was relayed to my colleagues at our weekly team meeting. I asked how many of them had ever given consideration to the implications of "consent" - and how situations, substances, and circumstance can all interfere with the provision of meaningful consent. I was shocked to learn that most of my team were not aware that experiencing sexual assault is as catastrophic to the human brain as other types of well-documented traumas; hence the reasons why when survivors of sexual aggression can't remember specific details of their assault no judgement or suspension of belief and empathy should ever be made. Being raped is like jamming a lit stick of dynamite into the middle of the amygdala, but worse, because the skull prevents the gruesome damage which results from being seen.

---

Fellow staff, gave overview of information we collected

---

We gave a brief overview to our staff at our team meeting

---

my coworkers with Far From the Heart as well as colleagues working with a PAR program

---

information used to inform own presentations on consent and relationship related topics.

---

Just to my colleagues - verbally.

---

My team of clinical counsellors

---

Colleagues in the HIV sector.

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Other colleagues in my department and broader multidisciplinary team. Through conversations

---

The rest of our staff at a staff meeting, through conversations

I attempted to convey Dr. Humphreys research but it became apparent I was unable to communicate conclusions and content effectively.

---

Relayed information from the "Draw the Line" Campaign as discussed by Julie LaLonde at her session to the Women and Gender Equity Network and Student Health Education Centre at McMaster University.

---

My security team by providing the link to the sessions.

---

Mostly the information from COPA and Dr. Schindel's presentation.

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Dean of Students. Committee informing sexual violence policy.

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My colleagues at Wilfrid Laurier University, and through talking and sharing notes

---

Co workers in the clinic

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Talked to the rest of my office

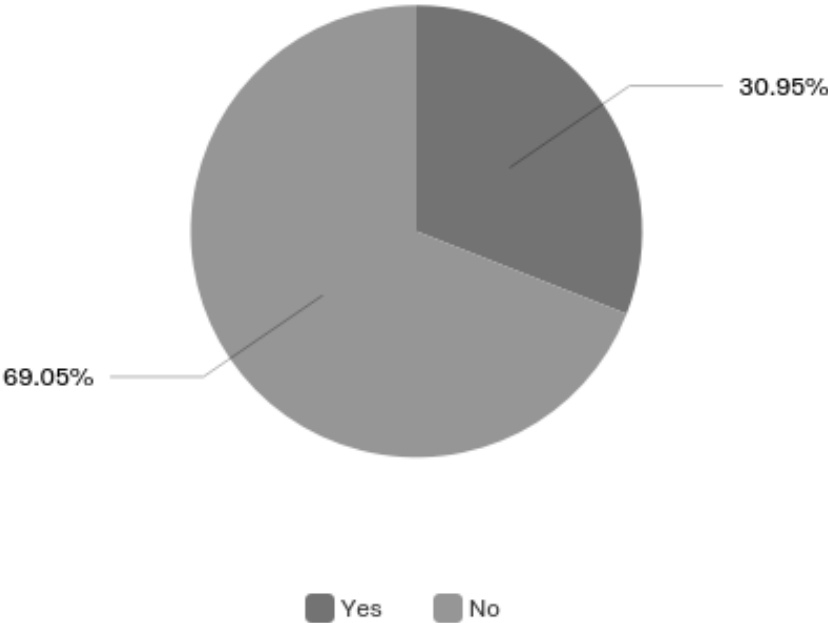
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informed colleagues at work staff meetings,

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The colleagues doing similar work as me. We had a meeting post-conference where I presented and then led a facilitated discussion on the material I brought back.

**Q11 - Has the information changed the way you or your organization delivers services?**



#	Answer	%	Count
1	Yes	30.95%	13
2	No	69.05%	29
	Total	100%	42

## Q12 - What did you or your organization do to change how services are delivered?

What did you or your organization do to change how services are delivered?

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exploring EAAA as a possible addition to programs offered on campus

---

Modified our discussions at presentations about consent.

---

it helped me to understand existing services in our surrounding area and I have spoken to a selected few coworkers to form a committee in our community which supports historical trauma in our community

---

Not so much across the board, but on an individual level the learning from the conference helped in developing new strategies in explaining how to set boundaries and negotiate consent with youth.

---

It changed how we deliver some of our educational content-- particularly around consent (how do you do it?) and also around alcohol consumption and the law.

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I ask very specific questions to be sure I clearly understand what has happened, but in the most gentle, subtle way possible. I also never assume that the client in front of me wants to be referred to somewhere else. This type of one-lens thinking is not helpful either.

---

Dr Humphreys' research has helped us to better understand human behaviour related to the negotiation of consent. It adds a new perspective to the problematic legal requirements to disclose one's HIV status, even when there is no detectable virus and/or when a condom is used and/or when low risk activity takes place. Since most people don't overtly negotiate consent there is an unfair burden on people living with HIV to do something that is outside of typical engagement.

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We now incorporate the 4 quadrants in our explanation of consent in public education workshops and our youth programming

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We need to explore the issues again.

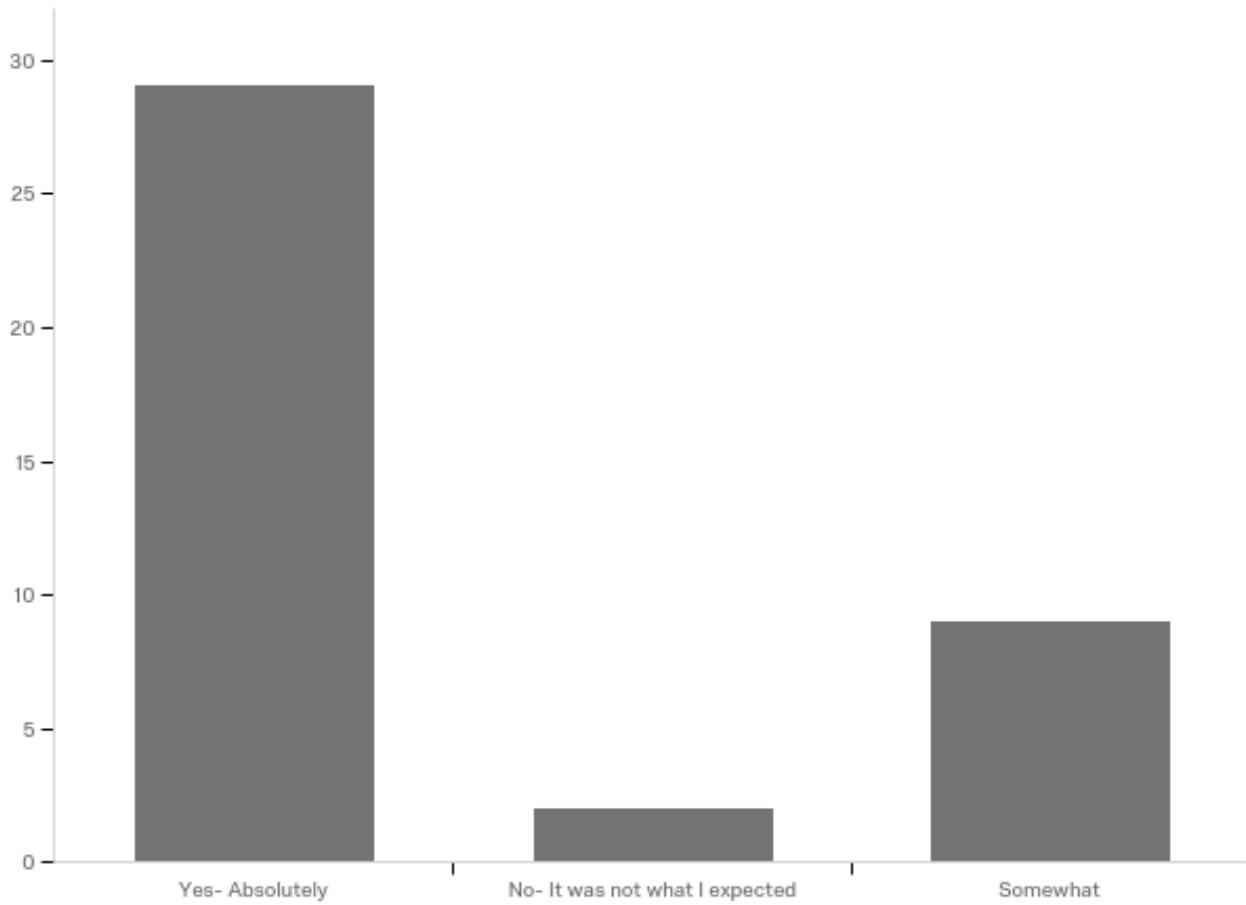
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It informed the development of our sexual violence prevention and response policy.

---

We have made our consent campaign more nuanced

**Q13 - Overall did the conference meet your expectations?**



**Q13 - Overall did the conference meet your expectations?**

#	Answer	%	Count
1	Yes- Absolutely	69.05%	29
2	No- It was not what I expected	4.76%	2
3	Somewhat	21.43%	9
4	Additional Comments:	23.81%	10
	Total	100%	42

Additional Comments:

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new in my role, needed the network and support

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i found that the first speaker in my opinion shouldn't have been a man. just my opinion. for a predominately women's issue starting with him threw me off a little.

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I hope there will be another annual conference in the future and would like to be informed of it as I am in the middle of budgeting my program funds and would like this conference be included

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As previously mentioned I was hoping for more grassroots discussions and less academia and research.

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I was only able to attend the second day of the conference.

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Congratulations! The Sexual Consent Conference really delivered. A thoughtful range and depth of topics that enhanced knowledge and introduced topics that expanded by view of consent.

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More skills building sessions please!

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The presentation by Dr. humphreys was very problematic and I was not the only one who felt that way, many were disturbed and disappointed by his opening keynote. For instance, he said that females often are not assertive and dont ask for what they want etc., and this should affect how men think about consent. However, he did not contextualize this or get to the root of the systemic issues.

---

I would have liked to have been able to attend the rest of the conference. As an academic-organized conference, my concern is there are a lot of community-based non-profits who may not be able to attend due to cost.

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See above about interacting with other attendees

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