

ANTI-VIOLENCE PROJECT



ANNUAL REPORT

2021 / 2022

PUBLISHED MAY 2022



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TERRITORY ACKNOWLEDGEMENT

The Anti-Violence Project would like to acknowledge the Communities and Nations in whose territories we work and live: the Lekwungen (Chekonein, Chilcowitch, Swengwhung, Kosampsom, Whyomilth, Teechamitsa, Kakyakaan, Songhees, Esquimalt) and WSÁNEĆ (STÁUTW/Tsawout, WJOLÉLP/Tsartlip, BOKEĆEN/Pauquachin, WSIKEM/Tseycum) Peoples. We would also like to express gratitude to the other local Peoples and Nations in this region including the MALAXEt (Malahat), Scia'new (Beecher Bay), T'Sou-ke (Sooke), Ditidaht, and Pacheedaht Peoples.

We understand that our work of addressing gender-based violence, sexualized violence, consent, and permission giving is inherently connected and rooted to so-called Canada's own ongoing legacy of occupying lands without consent, disrespecting territorial boundaries and infringing on people's bodies with violence and coercion. Recognizing the violence of ongoing colonialism and engaging in anti-colonial actions is critical to our work as anti-violence advocates.



EXECUTIVE SUMMARY

This document outlines the work that AVP undertook from May 2021 to April 2022, broken down by each of our staff portfolios: Support, Education, Volunteers, Community, and Outreach. Additionally, we include a breakdown of our finances and operating budget. Each section provides an overview of the responsibilities of each position, significant developments, and projects initiated and completed under the portfolio. Each section includes a set of goals for the respective portfolio. The final section includes our reflections on this previous year, including a discussion on areas for improvement, and a set of priorities for the year to come.

This years priorities were:

1) Filling position vacancies, settling into our roles, and building our capacity both individually and as a team: AVP has gone through a significant number of staffing changes over the last year, with each staff member now having been in their current role for less than a year. This required us to develop more thorough orientation practices and invest additional time in team development than in previous years.

2) (Re)introducing AVP to the campus community and increasing community awareness of our services: The Covid-19 pandemic, switch to online learning, and extended restrictions on public gatherings made it difficult for AVP to stay connected to much of the campus community over the last two years. UVic's return to primarily in-person learning in the fall of 2021 provided an opportunity to reconnect directly with students and other community members.

3) Training volunteers: AVP has historically relied heavily on volunteers to help us deliver peer-based support, conduct community outreach, help facilitate workshops, and more. Due to the Covid-19 pandemic, AVP was unable to train new volunteers until fall 2021. To learn more about the revitalization of our volunteer program, check out the "Volunteer Program" section of this report on page 26.

4) Establishing the Advisory Collective: AVP is committed to conducting all of our work in accordance with the news and perspectives of survivors and students. This year, we set about establishing a formal Advisory Collective composed of UVic undergraduate and graduate students, and community members to guide our priorities and inform our work. The inaugural Advisory Collective will begin its work in May 2022 as this report is released. For more information on the Advisory Collective, see page 32.

INTRODUCTIONS

Who We Are

The Anti-Violence Project (AVP) is UVic's on campus sexual assault center committed to addressing and ending gender-based and sexualized violence on campus and beyond. AVP offers services to people of all genders impacted by gender-based and sexualized violence, this includes survivors, people who have caused harm, and people supporting survivors or people who have caused harm. This is done through education, support, and advocacy.

Mission

To work towards a culture of care and consent.

Vision/Lens

Our approach, or "the lens" through which we work is central to who we are as an organization, and the way in which we go about working towards preventing gender-based and sexualized violence and supporting survivors. Our lens as an organization and as a team continues to grow and change in order to respond to our learning and the needs of our community. *Some aspects of our lens include:*

- Recognising that our work must actively address the ways in which gender-based violence and sexualized violence are inherently connected to, and rooted in, the ongoing legacy of colonialism. We cannot work towards a 'consent culture' without engaging in anti-colonial praxis;
- Recognising the interconnected nature of *all* forms of violence. We cannot address gender-based and sexualized violence without understanding how they intersect with, and uphold, other forms of violence, such as, racism, ableism, transantagonism etc;
- Working with people of all genders in all aspects of our work, including students, staff, volunteers, and community members who use our services;
- Being survivor-centered;
- Working with a commitment to harm reduction;
- Holding a transformative justice lens and a critical stance on law enforcement;
- Sex-positivity and supporting sex workers rights to working conditions that are free from violence and criminalization;
- Working from a reproductive justice framework;
- Upholding community care and response. We strive to support community-based and led responses (especially by survivors) when possible;
- Transparency and accountability to UVic undergraduate and graduate students, whose fees fund our work, as well as the larger community.

YEAR AT A GLANCE

MAY 2021

- Elaine and Jenn complete their training and fully transition into their roles (both hired in April)
- Previous Outreach Coordinator departs, Niko is brought on as an e-hire to cover the position

JUNE 2021

- Jenn transitions to AVP full-time

JULY 2021

- Previous Education Coordinator leaves AVP, and Niko is transitioned from Volunteer Organizer to Education Coordinator

AUGUST 2021

- Preparations for SVAW and Orientation, as well as new volunteer recruitment and training
- Training staff for workshop facilitation

SEPTEMBER 2021

- Conducted outreach during Orientation Week
- Co-ran SVAW in collaboration with the UVic Office of Student Life, Equity and Human Rights office, and University of Victoria Student Society
- Recruiting new volunteers

OCTOBER 2021

- Hired a new Outreach Coordinator, Winnie
- Filled Volunteer Organizer position for a brief time period
- Began running volunteer training for the 2021-2022 cohort, consisting of over 30 hours of training

YEAR AT A GLANCE

NOVEMBER 2021

- Completed Part 1 of volunteer training

JANUARY 2022

- Continued to provide online services and support hours
- Hired Anna-Elaine as Volunteer Organizer late January

MARCH 2022

- Staff began to transition into working into the office more regularly
- Co-coordinated and provided peer support for the SEXPO under the leadership of the GEM team
- Additional facilitation training for volunteers

DECEMBER 2021

- Transitioned to providing online services and support hours due to rise in Omicron cases and campus abruptly shutting down many in-person operations

FEBRUARY 2022

- Training new Volunteer Organizer

APRIL 2022

- Budget development and annual report writing
- Recruitment and orientation preparation for the inaugural Advisory Collective in May

OUR TEAM

AVP operates as a small, but passionate team of four part-time Coordinators, a student staff Volunteer Organizer, and amazing volunteers. We strive to work non-hierarchically through consensus-based decision-making in recognition of the inherent value of each team member's experience and unique perspective. Though our organization has taken on many different forms throughout its 29 years of history, our commitment to challenging gender-based violence and rape culture on campus, and in the wider community, remains the same.

SUPPORT COORDINATOR: JENN KROGFOSS (SHE/THEY)

Jenn is a queer white settler living on the unsundered territories of the Lkwungen and WSÁNEĆ peoples. Her professional background includes working and volunteering for nearly a decade in the social services and counselling fields. Jenn began their professional journey working with survivors of intimate-partner violence and then moved towards mental health and youth work. She became a youth and family counsellor within the school system when she moved to Victoria in 2018. Jenn holds a BA in psychology, a social services diploma, and has completed many additional training



workshops in the counselling field through professional development opportunities. Excited to start their new journey in 2021 as the Support Coordinator for AVP, Jenn looks forward to bringing helpful, engaging, and impactful support services to survivors through prioritizing their lived experiences and needs for healing and support. When not working, you can find Jenn out on her paddleboard, spending time with friends, reading, painting in her living room, or walking along the many beautiful shorelines.

OUR TEAM



COMMUNITY COORDINATOR: ELAINE BALOGUN (SHE/HER)

Elaine is a first-generation settler of Nigerian and Filipino descent. She was raised on the traditional territories of the Treaty 7 people, which includes the Blackfoot Confederacy (Siksika, Kainai, Piikani), the Tsuut'ina, the Îyâxe Nakoda Nations, and the Métis Nation (Region 3). Passionate about community, Elaine has an extensive background in student leadership, community engagement, and anti-oppression advocacy. She holds a Bachelors of Arts in Psychology with minors in Anthropology and Women and Gender Studies from Mount Royal University and is currently a graduate student in the Leadership Studies program at the University of Victoria.

EDUCATION COORDINATOR: NIKO MUMFORD (THEY/THEM)

Niko is a white settler of welsh and scottish ancestry, who was born and raised on unsundered lək'wəŋən and WSÁNEĆ territories. Their identities as a queer and trans person, as a survivor, and as a neurodivergent person greatly inform their work. Niko's background includes nine years facilitating sexualized and gender based violence prevention programs from a root cause, anti-oppressive, and sex positive perspective with the Victoria Sexual Assault Centre, the UVic Gender Empowerment Centre, and as a volunteer with AVP. Their work and organizing has included supporting youth-led social justice projects, community action, and programming on topics such as consent, gender and sexual diversity, food justice, queer and trans inclusive sex education, and supporting survivors of sexualized violence. In their spare time, Niko loves spending time with their pals, cooking for people, reading, hanging out with their many pets, and cracking dad jokes.



OUR TEAM



OUTREACH COORDINATOR: WINNIE WESTON (THEY/THEM)

Winnie is a British Arab first-generation settler living on unsundered ləkʷəŋən and WSÁNEĆ territories. They are very passionate about harm reduction, community engagement, and ensuring BIPOC and disabled voices and stories are represented in our media. Winnie has formal education in Criminal Psychology & Behaviour and Palaeobiology. They are so honoured and excited to join Anti-Violence Project as the Outreach Coordinator. Outside of work they love hanging out with their dog (and bestfriend) Milo, building model planes & space shuttles, and going for (very cold) ocean swims.

VOLUNTEER ORGANIZER: ANNA-ELAINE REMPEL (SHE/HER)

Anna-Elaine is a cis, queer, able-bodied, white settler of mixed European ancestry currently living and working on unsundered WSÁNEĆ and ləkʷəŋən (Lekwungen) territories. She was born on the unsundered territories of the xʷməθkʷəy̓əm (Musqueam), sə́lilwətaʔt (Tsleil-Waututh), and the Sk̓wxwú7mesh (Squamish) nations, and was raised on the unsundered territories of the Syilx Okanagan peoples. She has been involved in student advocacy since 2017 at the Capilano Students' Union and Alliance of BC Students. She graduated from Capilano University with



her Associate of Arts Degree in Global Stewardship in 2019 and is currently pursuing a Bachelor of Arts with Honours in Political Science at UVic. Anna-Elaine is incredibly excited to be part of the AVP team, and loves working collaboratively to build cultures of consent through education and community development. In her free time, she loves spending time in nature, listening to podcasts, painting, and taking care of her many house plants.

OUR TEAM



AVP MASCOT: MILO (HE/HIM)

Milo is Winnie's french bulldog and AVP's mascot. We love him. You can often find Milo hanging out on campus near the AVP office—he'd love for you to come say hi!



OVERVIEW OF SERVICES

The Anti-Violence Project's peer support services are entirely free and open to anyone, including UVic students, staff, and community members of all genders and identities, including trans, genderqueer, two-spirit, and gender non-conforming people, as well as people of all ages, and all immigration statuses. Our support services are completely non-judgmental and confidential, and available to anyone who has experienced violence, anyone who has caused harm, and anyone who is supporting someone who has experienced violence or caused harm. When you connect with our support services you will speak with a trained staff or peer support volunteer who can provide you with emotional support and connect you with appropriate resources and services both on- and off-campus.



OVERVIEW OF SERVICES

At the beginning of the 2021-2022 academic year, AVP hired a new Support Coordinator, Jenn Krogfoss (she/they), who transitioned fully into the role by June 2021. AVP's Support Coordinator continued to offer flexible and accessible support services by shifting between online and in person services, as necessitated by the Covid-19 Provincial Health Orders. From May 2021 to August 2021, support services were accessible by phone during dedicated support hours, as well as online through video chat and email, as requested. From September 2021 to December 2021, AVP was able to safely move to a hybrid model of offering drop-in support services in our Support Room (located in B024 in the SUB). Additionally, AVP continued to offer support hours by phone, as well as support through email and

SUPPORT

video chat (by appointment). With the rise in Covid-19 numbers in December 2021 through January 2022 due to the Omicron variant, the AVP team decided to move support services back entirely online for the safety of the students, staff, and community. By March 2022, Covid-19 case numbers were substantially down and the AVP staff team were fully vaccinated, allowing us to resume in person support services and continue to offer phone and video chat support by appointment, as well as access to support by email.

MAKING SUPPORT SERVICES ACCESSIBLE ONLINE

AVP's goal throughout the pandemic has been to make support services as accessible as possible by using commonly-used online platforms and continuing a drop-in style service, in order to best serve the community while we navigated the challenging times of the pandemic. When the pandemic began in 2020, AVP staff set up a professional Zoom account, which included a dedicated phone line for support (778-400-5007). This meant that staff could log on to the Zoom account at the time support hours started and answer calls for a drop-in-style phone support session, which replaced the in person services. Additionally, people interested in accessing support could email our Support Coordinator, Jenn Krogfoss (she/they) at support@antiviolenceproject.org, to set up a time for a Zoom video chat or phone support session at a time that worked best with their schedule, or access support directly through email. All updates regarding support services were provided through our website (antiviolenceproject.org) and social media platforms (See Community and Outreach section for more details).

THE SUPPORT ROOM, AVP'S LIBRARY AND ADDITIONAL RESOURCES

AVP has created a warm and welcoming space in the support room with a comfortable couch and chairs and lamps for low lighting. We provide Covid-19-safe drinks and snacks, such as small bags of chips, small candy bars, granola bars, and canned drinks for people seeking support. We also have a small library for people to borrow books on topics such as abuse and violence, sexualized violence and childhood sexual abuse, sexual health and sexuality, feminism, gender, healing, health, and men and masculinities. We also have a variety of pamphlets for local on- and off-campus resources displayed on many of the tables and shelves.

Located just outside the support room are some additional resources and safer sex supplies. These are free and available for students to take at any time while the SUB is open. Hanging on our string wall display are a number of zines on a variety of topics, as well as stickers

SUPPORT

created by our Outreach Coordinator, such as the “TERFS are gross” and the “Consent is an everyday practice” stickers. Next to them is our display that holds safer sex supplies, which includes lubricated condoms, non-lubricated condoms, flavoured condoms, internal condoms, lube packets, dental dams, and individually packaged nitrile gloves.

PROVIDING PEER SUPPORT SERVICES

Historically, AVP’s peer support services have been largely provided by our volunteers, who participate in 30 (or more) hours of training (see Volunteer Program section for details) in addition to three (or more) hours of specific training to become a peer support worker. In between volunteer shifts, AVP staff would also provide peer support and they received training by the Support Coordinator prior to their first shift. However, due to the pandemic, AVP staff have provided the vast majority of support services throughout the 2021/2022 academic year. Out of the total number of support hours offered this year (512 hours), 42 hours were provided by peer support volunteers and 470 hours were provided by AVP staff. This is because of the limitations and challenges of supervising new volunteers in an online format without staff being easily accessible or in the same physical space. When we held our Volunteer Training in October 2022, we decided to hold off on training any new volunteers on peer support until we knew how the pandemic would impact how we could offer our support services. Once we returned safely to in person support services in March, we were already past mid-semester and decided to wait until the end of the semester to see where capacity and availability would be at for our volunteers to take on peer support training.



SUPPORT

With consideration of all the challenges caused by the impact of the pandemic, the AVP Support Coordinator has been the primary provider of support services for the year, and was assisted by AVP team members as capacity allowed and in the absence of the Support Coordinator. Additionally, two long-standing AVP volunteers offered to fill two-hour in person shifts as their schedules allowed. Here are the peer support schedules AVP offered throughout the year:

May – August 2021

- Online on Tuesdays and Thursdays: 10:00am – 12:00pm and 2:00 – 4:00pm

September – December 2021

- In-person on Mondays and Tuesdays: 11:00am – 1:00pm and 2:00pm – 4:00pm

January – February 2022

- Online on Mondays and Tuesdays: 11:00am – 1:00pm and 2:00pm – 4:00pm
- Online Thursdays: 11:00am – 1:00pm

March 2022 – Present

- In-person Tuesdays and Thursdays: 11:00am – 1:00pm and 2:00pm – 5:00pm

Support hours will continue to be offered throughout the Summer semester

In January 2022, there was an increase in vocal transantagonism on campus. While this violence occurs on a daily basis, transmisogynistic messaging became widespread on campus. In response, AVP's Education Coordinator, Niko Mumford, offered to hold trans-specific support hours, for trans folks with a trans support worker, for the month of February and will continue to offer them as need arises and capacity allows.



SUPPORT SERVICE STATISTICS

Month	Total Sessions	Total Minutes Spent	Students	UVic Affiliated	Community Members
May	2	105	1	0	1
June	1	5	0	0	1
July	1	60	0	0	1
August	6	222	2	0	4
September	5	170	3	2	0
October	2	50	1	0	1
November	4	170	4	0	0
December	0	0	0	0	0
January	5	173	5	0	0
February	5	195	3	0	2
March	10	420	9	0	1
April	6	365	1	0	5
Yearly Totals	47	1935 (32.25 hours)	29	2	16

SUPPORT

BRIEF REFLECTIONS ON THE STATISTICS

- May to June was the transition time for the new Support Coordinator to settle into their role.
- Summer months are typically slower times for students accessing services.
- To maintain the safety and capacity of the team, support hours were offered exclusively online during the Summer.
- In October, the Support Coordinator went on leave for three weeks and returned the first week of November.
- Support numbers typically drop during exam month, but for December 2021 Covid-19 numbers also began to rise again, which may be why we saw no people seeking support in December.
- In January, UVic students returned to online instruction for the first three weeks at a minimum, though some instructors kept their classes online for five or six weeks as Covid-19 numbers continued to rise, so support hours also moved online.
- A new social media engagement strategy was developed in January by the Outreach Coordinator in response to the low number of people accessing AVP's support services (see the Outreach section for more details on AVP's social media engagement strategies).
- AVP saw increased engagement with support hours in March after moving them back in person. This increase was also followed by AVP's high profile during the SEXPO event on March 16.
- AVP saw a decrease in engagement again in April, which is likely correlated with the end of classes and beginning of exam period.
- Stats do not reflect the additional time the Support Coordinator spent on tasks related to Support Services and folks seeking information. Below are some examples of those tasks:
 - Regular email correspondence related to setting up appointments and providing resources and referrals by email to folks only seeking information
 - Our general information email address (info@antiviolenceproject.org) is connected to the support email account, and so the Support Coordinator gets fairly regular emails with a variety of requests, including:
 - Attendance for events
 - Collaboration requests on a variety of projects
 - Information about AVP's services
 - Social Media promotion requests for community-based events, volunteer recruitment, etc.

SUPPORT

BUDGETING AND OTHER SHARED DUTIES

Another important aspect of the Support Coordinator's role is to create the annual budget, in consultation with the AVP team. In addition to budgeting, the Support Coordinator tracks expenses and acts as a signing authority. This year, the Support Coordinator made improvements to AVP's internal tracking system and worked with the accounting team to thoroughly understand relevant accounting practices, which was helpful in the creation of the 2022/203 budget. The most notable need in the organizational expenses budget this year was for two new desktops, as they were no longer capable of being updated or refurbished. The AVP team was also in need of a new laptop to meet the needs of staff working from home and for later use around campus. These were purchased and installed by November 2021 (See "computer supplies" under the finances section for total the cost).

The Support Coordinator also participated throughout the year in three hiring committees for vacant positions within the AVP team. They first shadowed the hiring committee for our Education Coordinator position (Community Coordinator chaired), and then chaired the hiring committees for the Outreach Coordinator position (Community Coordinator was also a committee member) and the Volunteer Organizer (Education Coordinator was also a committee member). After completing the facilitation training with the Education Coordinator, the Support Coordinator also assisted them with co-facilitating the Understanding Consent Culture, Supporting and Survivor, and Boundaries (pilot) workshops, as needed.

SUPPORT GOALS FOR 2022-2023

- Develop structures and facilitation guide for a Community Support Group for Survivors and implement by Winter 2022
 - Brainstorm and reach out to potential guest speakers and/or artists to run a session
- Review and update the Peer Support Practices and Training Manual and Support 2.0 training outline in collaboration with the Education Coordinator
 - Co-facilitate Support 2.0 training with the Education Coordinator in Fall 2022
 - Create volunteer schedule for new peer support workers and arrange shadowing with Support Coordinator
- Complete the Support Coordinator Manual for training purposes, which will provide additional information about the specific duties of the position as well as complement AVP's procedures and UVSS Affiliated Groups Policy (currently being developed)
- Begin to develop resources and procedures for supporting people who have caused harm
- Contribute to on-campus campaigns and initiatives related to ending gender-based and sexualized violence, as opportunities arise

EDUCATION

NEW COORDINATOR

The beginning of the 2021/22 fiscal year brought a lot of change to the AVP team, including a change in Education Coordinators. Our amazing former coordinator Paloma, who was with AVP for 5 years, moved on to new opportunities in late June, and Niko, AVP's former Volunteer Organizer, transitioned into the role in July 2021. Prior to this change, Paloma spent much of May and June wrapping up the (Un)learning Together Community workshop series, where community facilitators offered workshops on anti-racism, disability justice, reproductive justice, and queer sex-ed, and building a manual for training the incoming Education Coordinator.

Summer 2021 involved Niko settling in and learning their new role, training other new staff on AVP's workshop facilitation and educational lenses, and building a plan for workshops and volunteer training in the fall.



SEXUALIZED VIOLENCE AWARENESS WEEK

September saw the planning of Sexualized Violence Awareness Week (SVAW), where Niko and Elaine collaborated with the UVSS, Let's Get Consensual, the Office of Student Life, and Equity and Human Rights to deliver a week of programming on creating, recognizing, and celebrating boundaries. After a break over the summer, SVAW also brought the return of our regular workshop programming, with our Understanding Consent Culture and Supporting a Survivor training both being offered during the event. Niko also took on multiple outreach and volunteer organizing roles until Winnie was hired in October, and Anna-Elaine was hired in February.

EDUCATION

WORKSHOPS

From September to the end of April, AVP offered our two free workshops, Understanding Consent Culture and Supporting a Survivor entirely virtually to students, staff, and community members, to increase safety and accessibility during the fluctuating pandemic. Both workshops have been offered for several years as a part of AVP's education program, and their content constantly shifts and evolves to be as responsive and relevant to our communities as possible. While much of this year involved training staff and volunteers on the facilitation of our workshops, developing the curriculum to further represent the experiences of all survivors and increase accessibility, while honouring the radical, anti-colonial, and gender expansive roots of AVP's programming, is a continuing priority reaching into this new year.

Understanding Consent Culture is AVP's consent training, and is intended to provide folks with the information, skills, and opportunity to understand and practice consent through intersectional, anti-oppressive lenses. Through activities and discussion, participants bust myths about sexualized violence and gender, explore the concept of rape culture and learn about consent (what it is, why it's required, how to practice it). The consent workshop is our most popular workshop each year. In 2021/22, AVP ran the workshop 11 times as a regular offering, with 163 participants receiving training.

Our **Supporting a Survivor** workshop, which provides participants with the foundations for supporting survivors of sexualized violence, such as the important differences between support, disclosure and reporting, the different approaches and tools that can be used when supporting someone, and supporting with active listening, believing survivors, busting myths, showing empathy, and making referrals to further resources. Supporting a Survivor was offered 10 times throughout the year, with a total of 87 participants receiving the training.

A new workshop will be joining AVP's regular workshop programming in the coming year, after close to two years of planning, developing, and piloting. **Practicing Boundaries: Building Consent Culture** seeks to further the conversations about consent we start to explore in Understanding Consent Culture. In this workshop, participants will learn about why it feels so tricky to set boundaries, nuance understanding of consent, build skills around voicing boundaries, and explore how to receive rejection in effective, compassionate ways. Two pilots of this workshop were held, one in April of 2021 for AVP community members, and another in March 2022 specifically for students. The programming was also offered for the staff team of the UVic Legacy Art Gallery, who also offered their feedback. After integrating what we learned in these pilot sessions, this workshop will be made regularly available for registration.

EDUCATION

WORKSHOP FEEDBACK

Feedback from students and community members is vital to AVP's programming, as the needs and experiences of our community directly shapes the content we want to bring to participants. Following each workshop, facilitators offer participants the opportunity to fill out an anonymous feedback form to reflect on their experiences in our workshops. Filling out the form is completely optional, and does not ask for any identifying information, unless a participant requests a follow-up from our staff. This year, we received 21 responses to our Understanding Consent Culture feedback form, and 11 responses to our Supporting a Survivor form. In February, recognizing lower uptake for our feedback forms, a change was made to directly email participants the form following the workshop, in addition to already offering the link in the conclusion of the workshop, with positive results. Beyond our feedback forms, AVP is always open to hearing from students, other UVSS and UVic offices, and community members about people's experiences with our content, and welcome conversations on how to improve our programs to be as responsive and accountable to our communities as possible. The feedback we've received this year directly impacts the upcoming goals for our education program. In the coming year, we hope to broaden our feedback mechanisms with surveys, workshop pilots, and community conversations to continue to evolve our programming in response to the needs of students, staff, and community members, in survivor-centered, anti-oppressive, and trauma-informed ways.

OTHER WORKSHOPS AND TRAINING

Beyond our regular programming, AVP often offers our programming as stand alone training for on-campus and capacity permitting, community groups. At the beginning of the year, AVP offered our consent training to the UVSS Board of Directors, with plans to repeat this training with the 2022/23 board. In October, the Grad Student's Society board received AVP's Consent and Support training over two sessions. As mentioned, our new Boundaries programming was delivered to the staff of Legacy Art Gallery, upon request by a member of staff who had attended a previous pilot.

EDUCATION

Community relationships are important to the team at AVP, and we strive to support organizations doing sexualized violence work in the broader community. AVP has a long standing relationship with Project Respect, the prevention and education branch of the Victoria Sexual Assault Centre. Collaborations with Project Respect this year included offering support training for their youth program education staff, and collaborating on providing a new safer spaces training for UVic students who will work with youth, such as education and child and youth care students. The training explores how to create spaces for youth that recognize how intersecting forms of oppression show up in the lives of young people, and how service provider can be accountable to youth while functioning in often restrictive institutions such as schools and government ministries. We offered a pilot of this training in February to Dr. Mandeep Kaur Macina's Advancing Social Justice class in the Faculty of Child and Youth Care, with lots of positive feedback. AVP also consistently offers consultation and support to multiple UVic offices on their programming, from our lens of student-led, root-cause informed, and survivor-centered education. Collaborations have included the Office of Student Life (OSL), Equity and Human Rights (EQHR), the Gender Empowerment Centre (GEM) and the Society for Students with a Disability (SSD), in addition to regular conversation and consultation with UVSS advocacy groups, affiliated organizations, and businesses.

MAY I?

The May I? Project is another example of AVP's ongoing community relationships. Since 2017, a group of service industry workers, frontline sexualized violence educators, and workers rights advocates began meeting with a common goal of addressing and preventing sexualized violence in the restaurant and bar industry. Since then, 'May I?' has supported conversations with and among workers about the root causes of violence, strategies for navigating challenging situations in the industry and support among coworkers. As countless UVic students work directly in the service industry, this program is an important part of the AVP community.

Over the years, the project has been supported by the Anti-Violence Project, the Worker Solidarity Network (formerly known as Retail Action Network), and the Victoria Sexual Assault Centre. In 2018 and 2019, the project ran focus groups with industry workers and used the concerns and ideas from those conversations to create a workshop that sought to build skills and share information. Realizing the limitations of the project's capacity, and the need for more accessible modes of spreading information about workers rights, and support for survivors, May I? participants shifted their focus to building a free zine, [now available through AVP's website](#).

EDUCATION

This year, AVP collaborated with the other core organizers to offer a workshop based on May 1?'s programming, developed and facilitated by AVP volunteers who were all current or former UVic students with experience in the service industry. The project is on a brief hiatus due to low capacity for organizers, with plans to resume conversations about the next steps of the program in the future.

THE MEN'S CIRCLE

The Men's Circle at UVic is a space where men and masculine-identified folks, including transmasculine, genderqueer, and non-binary folks, can meet to connect with others with similar and shared identities and experiences, learn about the systems and structures that uphold gender-based violence, and share lived experiences and stories. Participants in the circle work collectively on strategies for dismantling and challenging gender-based violence, dominant constructions of masculinity, and other structures of oppression on campus and in the larger community. Folks are invited to participate in unlearning, and challenging patriarchy and other various interlocking forms of oppression, in our minds and in our communities. This also means that it's a space for folks who have caused harm to come and share in a process of growth, healing, and accountability. The Men's Circle has faced some challenges this year, with low participation due to the pandemic. In recent months, there has been an increase of engagement, which has our facilitators Billy and Noah optimistic about a strong return in the fall. Circle facilitators and AVP staff will continue collaborating over the summer on plans for the fall, which will likely include regular bi-monthly circles, guest speakers, and special events.



EDUCATION

COMMITTEES AND WORKING GROUPS

The Education Coordinator regularly attends multiple committees, coalitions, and working groups to increase collaboration and relationship building with students, campus partners, community organizations, and other university service providers. They attend the following groups as regularly as capacity permits, in alignment with AVP's goals, priorities, and lenses.

Sexualized Violence Education and Awareness Committee (SVEAAC)

This committee exists as a space for discussion and knowledge sharing between UVic and UVSS offices engaging in sexualized violence prevention education. This space has often allowed AVP to engage with initiatives on the UVic campus, and offer our knowledge and critique to educational programs and campaigns from our lens.

Sexualized Violence Awareness Week/Sexualized Violence Prevention Coalition (SVAW)

With the Community Coordinator, the Education Coordinator supports the planning of UVic's Sexualized Violence Awareness Week in collaboration with EQHR, OSL, the UVSS, and other campus partners such as Vikes, Residence Life, and International Centre for Students. This past year, two iterations of SVAW were held in the Fall and Winter semesters, with the coalition meeting regularly to increase sexualized violence prevention and consent education to engage the campus community on a year-round basis

Let's Get Consensual (LGC)

The Education Coordinator consults with Let's Get Consensual as needed, to support educational and training initiatives.

Transformative Justice Community of Practice

This Spring, the Education and Support Coordinators took part in a group of community organizations including the Victoria Sexual Assault Centre, Restorative Justice Victoria, PEERS, the Moosehide Campaign, and the Men's Therapy Centre to discuss and strategize on community approaches to transformative justice on lək'wəŋən and WSÁNEĆ territories. Conversations around alternative forms of justice for survivors and those who have caused harm took place over three meetings, culminating in a list of resources and strategies for moving forward with this work. AVP will continue to build upon past work, and what was explored in this working group, to expand education and support students through transformative justice lenses.

EDUCATION

Queer Service Providers Network (QSSN)

When possible, the Education Coordinator will attend monthly QSSN meetings, where university professionals from across so-called Canada connect to strategize, build resources, and share in solidarity as service providers supporting 2SLGBTQIA+ students.

Office of Student Life Sexualized Violence Prevention Education Focus Groups

This Spring the Education Coordinator, Support Coordinator, and Community Coordinators all supported the Office of Student Life in inviting multiple student groups based on identity and experience to provide feedback and suggestions on the Tools for Change and Bringing in the Bystander workshops offered by UVic. Staff participated as support people in session, but also offered our perspectives on sexualized violence prevention education and response from AVPs lens.

EDUCATION GOALS FOR 2022-2023

- Fully integrate the Practicing Boundaries: Building Consent Culture workshop into our regularly offered workshop schedule.
- Review, receive feedback, and redirect Understanding Consent Culture to increase accessibility and intersectional, anti-oppressive perspectives within the content in collaboration with students, volunteers, community, and the AVP Advisory Collective.
- Develop more detailed tracking processes for workshop participants to ensure student and community engagement, and track trends over time.
- Continued collaboration with UVSS and UVic offices to build an effective, holistic sexualized violence prevention plan for the 2022/23 academic year.
- Continue developing educational resources surrounding support for survivors, boundaries, accountability, and transformative justice.
- Remain responsive to the educational needs of the campus and broader community, offering training, consultation, and collaboration on projects and initiatives from our lenses.
- Recruit and train a new cohort of volunteers for the 2022/23 year, in collaboration with Volunteer Organizer and other AVP coordinators
- Review and update all volunteer training curriculum modules to ensure relevance and responsiveness in line with AVP lenses
- Review and update the Peer Support Practices and Training Manual and Support 2.0 training outline in collaboration with the Support Coordinator
- Increase educational resources on AVP's online platforms including blog articles, website pages, and social media posts

EDUCATION

VOLUNTEER TRAINING

In early fall, Niko worked with the rest of the team to develop and release AVP's first call for new volunteers since 2019! As the volunteer organizer role was vacant during this time, Niko took on the majority of receiving applications, liaising with new volunteers, scheduling, building, and with the support of staff and past volunteers, facilitating volunteer training. Over the month of October, thirteen new volunteers joined us for 30 hours of training on AVP's lens, by exploring the root causes of gender based and sexualized violence. Training topics included nuancing consent, supporting survivors in trauma informed ways, troubling the gender binary and heteropatriarchy, colonization, unpacking white supremacy, and discussing sex positivity, harm reduction, and tools for workshop facilitation. Niko created a new curriculum, as well as adapted past volunteer training modules to deliver a large range of content in a very short time frame. Following training, Niko met with all new volunteers to check in, receive feedback, and hear which roles everyone was excited to take on. You can read more about AVP's Volunteer Program below.



VOLUNTEER PROGRAM

OVERVIEW OF OUR PROGRAM

AVP works with about 15-20 volunteers each year to support daily operations, workshop facilitation, student outreach activities, and providing peer-to-peer support for those affected by sexualized and gender-based violence in our community. Each volunteer goes through 30-40 hours of dedicated training, with additional readings and activities on their own time. Our programs are accredited with UVic's Co-operative Education Program & Career Services office, and AVP volunteers may request to have their involvement included on their transcript through their Co-Curricular Record (CRC). Our training program is designed to give volunteers the tools they need to have nuanced conversations around consent, and understanding sexualized violence as a systemic issue rooted in overarching systems of power and oppression. We aim to provide a safe and inclusive environment by ensuring that support is always available during training sessions by trained staff and volunteers from previous years, and that volunteers are paired into support buddies. AVP



currently has 18 active volunteers, including 13 new recruits from 2021 and 5 continuing volunteers from previous years. We at AVP are enormously grateful to our volunteers for their time and energy. We could not do what we do without them!

VOLUNTEER TRAINING 2021

This year, AVP held its first volunteer training program entirely online in October 2021. This training was initially delayed due to ongoing staff shortages and the challenges of the pandemic. Volunteers attended 30 hours of training over the course of the month. By November, many volunteers and AVP staff had lower capacity to complete the last steps in the volunteer training program due to additional academic and work obligations, and the final workshops were put on hold. At this point, AVP's Volunteer Organizer position was vacant, and the team's ability to support the volunteer program was limited.

VOLUNTEER PROGRAM

VOLUNTEER TRAINING AND PROGRAM REVITALIZATION: 2022

In January 2022, a new Volunteer Organizer was hired, enabling AVP to revitalize the volunteer program. Meetings were held between the AVP staff team and volunteers to discuss plans for the rest of the semester, and new systems were set up to easily track volunteer tasks and hours. Volunteers helped with work parties to make buttons and tabling supplies, and promoted AVP's services by tabling at events. In March, volunteers received additional workshop facilitation training, allowing them to co-facilitate AVP's Consent and Supporting a Survivor workshops.

This year's volunteer training program provided a lot of important learning experiences. We look forward to working with our continuing volunteers over the summer to strengthen the program, and find new ways to support our campus community moving into the fall.

VOLUNTEER PROGRAM GOALS: 2022-223

- Have all volunteers from the 2021/2022 cohort trained to provide peer support by Fall 2022.
- Maintain regular communication with volunteers through
 - weekly volunteer email updates,
 - monthly volunteer social nights, and
 - setting up one-on-one meetings with volunteers to discuss their experience with the program and identify goals for the next year of their involvement by the end of September 2022.
- Depending on volunteer attrition rates and the ongoing needs of AVP, hold new volunteer training either in October 2022 or May 2023.
- Recruit at least 20 new volunteers for the 2022/2023 cohort.

INTERESTED IN VOLUNTEERING?

AVP typically hosts one volunteer orientation each year either around October or May. Because our 2021 training took place much later in the year than usual, we will be evaluating the need for additional recruitment and training for the 2022-2023 academic year over the next couple of months. We will decide whether to bring in new volunteers based on the attrition rate of our 2021-2022 cohort and the ongoing needs of the organization. If you have any questions about the volunteer program, or are interested in getting involved with us, please contact volunteer@antiviolenceproject.org to learn more.

COMMUNITY

INTRODUCTION

Community is at the core of what we do. AVP frequently collaborates with and supports campus and community partners to plan, coordinate and deliver sexualized violence prevention programming and initiatives throughout the year. In September 2021, AVP once again collaborated with the Office of Student Life (OSL), Equity and Human Rights Office (EQHR) and the University of Victoria Students' Society to hold UVic's annual *Sexualized Violence Awareness Week (SVAW)*. Following the success of the event, we came together again to host part two in February 2022.

Other events supported by AVP include the National Day of Remembrance and Action on Violence against Women (NDRAVAW) and the *UVic SEXPO* organized in partnership with the Gender Empowerment Center (GEM), UVic pride, Society for Students with Disabilities

(SSD), Native Students Union (NSU), Students of Colour Collective (SOCC), and the University of Victoria Students Society (UVSS).



Though the majority of our engagement took place online due to the pandemic, AVP was able to connect with students and the community in person during Residence Move-In day, Thunderfest, Club and Course Union Days, Sexualized Violence Awareness Week part one, and the SEXPO. As we begin planning for the upcoming year, AVP looks forward to continuing to grow its relationships and forming new partnerships.

COMMUNITY

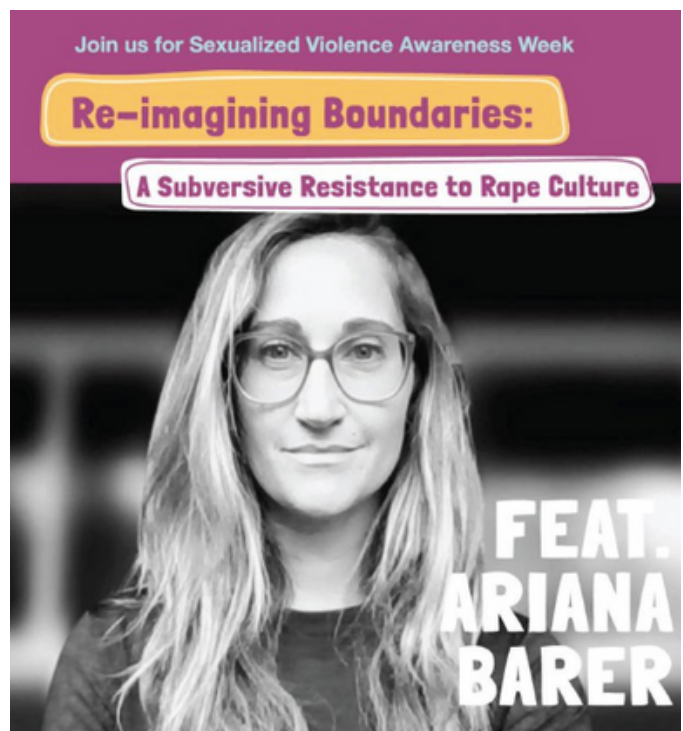
EVENTS AND CAMPAIGNS



Sexualized Violence Awareness Week

During the third week of September each year, UVic holds a Sexualized Violence Awareness Week (SVAW) to engage the campus community in topics surrounding sexualized and gender-based violence. As of 2018, SVAW has been extended to become part of a year-round schedule of events. Below are some highlights of this initiative.

The 8th annual SVAW took place from September, 20th-24th 2021. The theme for this year's week was **Let's Talk about Boundaries: Creating, Recognizing, and Celebrating Boundaries**. This week included a series of virtual workshops including AVP's *Understanding Consent Culture* and *Supporting a Survivor* workshops, as well as, in person engagement in front of Petch fountain, where we handed out buttons and other swag. The week was kicked off with a keynote presentation from anti-violence educator, Ariana Barer, titled *Re-imagining Boundaries: A Subversive Resistance to Rape Culture*.



COMMUNITY

Throughout the week, AVP also released a series of three blog posts that explored the process of creating, recognizing, and celebrating boundaries, adapted from our upcoming 'Practicing Boundaries' workshop (for details on the Boundaries workshop, see page 19).

The week was coordinated as a collaboration between four main partners, known as the Sexualized Violence Prevention Coalition (SVPC), comprised of the Anti-Violence Project (AVP), Office of Student Life (OSL), Equity & Human Rights (EQHR), and the University of Victoria's Student Society (UVSS), in consultation with Vikes Athletics and Recreation, Residence Services (RESS), International Student Services (ISS), Health and Counseling Services, and other community services.

After the success of Sexualized Violence Awareness Week 2021, The SVPC decided to continue with the theme of boundaries and offered part two of SVAW from February 7-11, 2022. Though we were unable to engage with students in person due to safety concerns related to the pandemic, we connected with the community through our online workshops (including AVP's two main workshops) and over social media throughout the week.



COMMUNITY

UVIC SEXPO 2022

In March 2022, AVP supported the UVSS's first SEXPO, a day-long event which offered workshops, panels, vendors, and performances centered around informed and empowered sexual expression and sexual health. Organized in collaboration with the Gender Empowerment Centre and other UVSS Advocacy Groups, this event became the largest in-person event since the beginning of the COVID-19 Pandemic, with over 1000 participants joining for the day long event. AVP staff led and oversaw multiple aspects of the event, with many hours dedicated to the planning and execution of the day. All staff were present throughout the day, supporting with set up, take down, and all programming in between. Jenn coordinated support services for the day, ensuring the presence of support staff and volunteers throughout the day and access to quiet space for participants in need of care or a break. They also acted as the point person for all vendors, securing their participation, liaising with them, and supporting set up and take down of their booths.

Niko moderated the "What you Missed in Sex Ed" panel, stepped in for a shift as a support person, and was the main point person and stage manager for the after party, which involved securing, communicating with and supporting drag, burlesque, and musical performers, creating setlists, organizing tech, props, and playlists, and ensuring the safety of all performers and audience members before, during, and after the show. Winnie, Elaine, and Anna-Elaine ran an info booth where we engaged students in some sex-positive trivia (this included a raffle in which we gave away prizes made up of goodies from local businesses), helped with managing crowds and checking vaccine passports, and acted as support people for the event. Anna-Elaine also acted as a stage hand and assistant stage manager throughout the after party.



COMMUNITY

LET'S GET CONSENSUAL

Let's Get Consensual (LGC) is an initiative to address and prevent gender violence on campus and in the wider community.. Due to the pandemic, staff and partner turn-over, and low capacity, the LGC campaign underwent a period of dormancy. During this time, we reviewed previous LGC branding, began updating materials (including the LGC handbook), and met with previous campus-to-campus- partners to touch base, learn more about their experiences with past LGC programming and delivery, and begin to determine what the future of LGC could look like.

One of the main challenges of this campaign has been maintaining its momentum due to aforementioned turnover and lower capacity of staff and partners to dedicate the time needed to run it. In the upcoming year, one of our goals is to revamp LGC so that it is more sustainable long-term, while maintaining it's main goal of addressing the systemic violence and prevalence of rape culture on university campuses. As public health restrictions continue to change, we anticipate even more students returning to campus this fall - as well as the increased potential for violence. With this in mind, the need for comprehensive, survivor-centered, and student-led approaches to prevention must not be understated.

AVP looks forward to working with the upcoming UVSS Director of Campaigns and Community Relations, as well as other key partners to shape the direction of LGC and continue on-going dialogue about the ways we can all contribute to shifting the culture on our campuses from one of rape culture, to one of consent.

For more information about this campaign visit the [LGC webpage](#).

ADVISORY COLLECTIVE: TRANSPARENCY, ACCESSIBILITY, AND RELEVANCY

Behind the scenes, AVP has been working to establish our Advisory Collective (AC): our own advisory body made up of 5-10 students (undergraduate and graduate) and community members. This group will advise, assist, and support AVP staff to ensure that our work continues to be informed by survivors, and is reflective of student's wants and needs.

We are incredibly excited to have this group up and running this spring. If you have questions about this group please contact Elaine (she/her) at community@antiviolenceproject.org.

COMMUNITY

COMMUNITY GOALS: 2022-2023

- Work with the Advisory Collective to strengthen AVP's student and community consultation strategies for the upcoming Fall and Winter (including engaging with graduate students and students in residence)
- Strengthen LGC's long term sustainability and work with students and campus partners to develop and deliver programming. Determine more opportunities to learn from other campuses, network, and build community campus-to-campus.
- Work with AVP Coordinator's to plan and run more events throughout the year
- Continue to build and grow AVP's relationships with students, campus and community partners and other organizations.



OUTREACH

OVERVIEW

AVP's Outreach portfolio generally includes the organization's long-term and day-to-day outreach initiatives and programming, while leaving room for community and team collaborations. This means that the Outreach and Community portfolio's often intersect.

2021-2022 UPDATES

Organization Branding

- Due to the organization not having an Outreach Coordinator for some time, AVP was only able to use a general Canva template for their social media.
- AVP went through a branding update and shifted to a space/galaxy theme as part of its' "Gender Galaxy" training materials through the education/workshop program, updating all program materials (Education, Support)



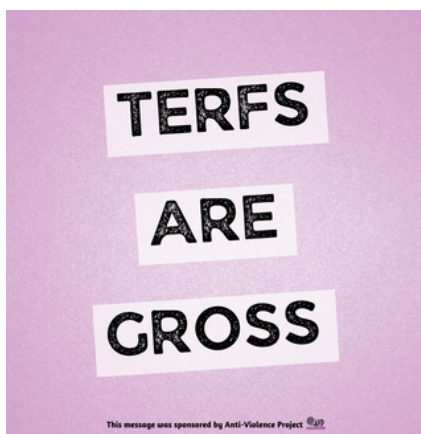
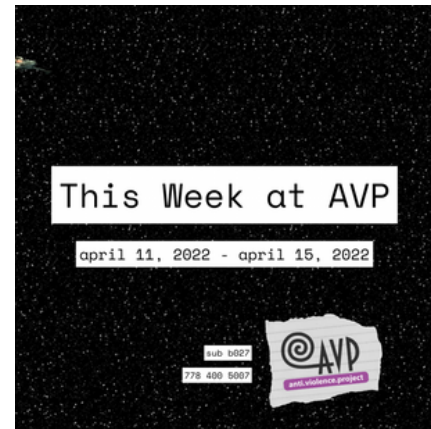
Engagement Strategies: One of the larger areas for improvement in AVP's Outreach was its engagement strategies: what are we doing to engage our audience consistently and sustainably?

- Organization branding update (see above) to associate AVP with a style and make it familiar with our audience
- Re-launch of newsletter in April 2022
- Re-launch of AVP website blog in April 2022
- Consistent, scheduled, messaging and posting for support hours, increasing visibility and familiarity with folks that access our services.
- Spot on CFUV radio on ongoing basis
- Updated business cards for AVP team
- Drafted and implemented unofficial engagement strategy
 - TLDR; focus on consistent messaging for our audience both in timing and voice/tone

OUTREACH

Other Initiatives

- “Terfs are Gross” + “Trans Femmes Are Loved” Sticker Campaign
- “Consent is an everyday practice” stickers



anti.violence.project

If you need support right away, here are some emergency resources available to you:

KUU-US Crisis Line: 1-800-588-8717 (available 24-hours). KUU-US provides crisis support for Indigenous people throughout British Columbia.

Vancouver Island Crisis Line: 1-888-494-3888 (available 24-hours). The Vancouver Island Crisis Line can provide support, information, and referrals. They also provide support over text and online chat-visit their website at <https://www.vicicrisis.ca/> to find out how to access those services.

Trans Lifeline: 1-877-330-8366 (available 7am to 1am every day). Trans Lifeline provides culturally competent services to trans and gender-nonconforming people in crisis.

Youthspace: available by text 6pm to midnight every day: 778-783-8177 or by online chat. Youthspace is an online support network for youth up to 30 years. Visit <https://youthspace.ca/> to access their online chat services.

Victoria Sexual Assault Centre's Sexual Assault Response Team: (SART) is available to anyone who has been assaulted in the past week and provides 24-hour all-gender crisis support, information and referrals, including information on safety planning. SART is accessed by calling the Vancouver Island Crisis Line: 1-888-494-3888.

Victoria Women's Transition House: 250-385-6611 (available 24-hours). The Victoria Women's Transition House Society collaborates, advocates, and educates to address and prevent intimate partner violence and abuse of women and children through supportive shelter, housing, counselling and other community-based services.

OUTREACH

STATISTICS & ANALYTICS

Due to the limits on Meta (Facebook, Instagram) analytics, we are unable to show the rate (%) in which our social media channels grew over the 2021/22 year, however we are able to report on our current statistics and keep record for future reporting.

Instagram

Instagram is easily our most popular social media/engagement platform and we see most meaningful on this platform – this is not too shocking as Instagram is a pretty youth-centered social media platform (compared to Facebook, LinkedIn, etc.).

- Followers: 1,631

Facebook

We don't have too many personal interactions with our audience via Facebook, but our following count and engagement is still pretty high and consistent.

- Likes: 1,497
- Followers: 1,662

Twitter

Due to the nature of this platform and our content, our Twitter doesn't have too big of a following, but it's still important nonetheless!

- Followers: 689

OUTREACH GOALS: 2022-223

- Increase social media presence and audience
- Organize and implement two (2) outreach/engagement events
- Maintain regular social media programming
- Support and mentor AVP volunteers interested in media activism OR general social media coordination
- Continue to update and develop AVP marketing and general information materials/posters

FINANCES

The Anti-Violence Project is funded entirely by student fees and is placed in our own trust fund. The following chart shows AVP's proposed budget for the 2021-2022 fiscal year and the **actuals up to March 1, 2022**. The remaining actuals for March and April 2022 have not been input because they are being gathered and finalized by UVSS' accounting team. The actuals will be available and posted on our website in August 2022 after the final income statement from the annual UVSS audit is completed. You can visit our website at <https://www.antiviolenceproject.org/finances/> in August to see the updated finances.

AVP FINANCES CHART: 2021-2022

General Statement of Income	Proposed	Actual
AVP Annual Income from Student Fees	\$182,588.00	\$168,719.59 (as of March 1, 2022)
AVP Trust Fund opening balance (May 1, 2021)		\$192,664.00
AVP Annual Income	Proposed	Actual
Undergrad Fees	\$162,588.00	\$157,967.10
Grad Student Fees	\$20,000.00	\$10,752.49
Other Income (trust fund transfer)	\$27,963.24	\$27,963.24
Total Annual Income	\$210,551.24	\$168,719.59
AVP Annual Expenses		
COSTS OF LABOUR	Proposed	Actual
Wages	\$80,294.91	\$73,548.64
Canada Pension	\$6,362.43	\$6,412.56
Employment Insurance	\$2,918.81	\$2,640.08
Insurance (Supplementary Benefits)	\$9,250.87	\$6,460.33

Employer Health Tax	\$1,904.19	\$2,007.85
Workers Compensation	\$189.61	\$130.03
Staff Training	\$1,350.00	\$10.86
Health and Wellness Benefits	\$1,800.00	\$150.00
Staff Discounts	\$600.00	\$211.50
TOTAL COST OF <u>LABOUR</u>	\$104,670.82	\$91,571.85
ORGANIZATIONAL COSTS	Proposed	Actual
Building Maintenance	\$200.00	\$0.00
Equipment Purchase	\$1,000.00	\$98.88
Equipment Rental/Maintenance	\$100.00	\$0.00
Programs-Support and Library	\$3,100.00	\$814.76
Programs-Outreach	\$1,105.00	\$1,503.23
Programs-Education	\$3,000.00	\$350.00
Programs-Volunteer training and appreciation	\$4,000.00	\$0.00
Programs-Community	\$5,000.00	\$100.00
Programs-Men's Circle	\$1,000.00	\$0.00
Programs-"May I" Project	\$500.00	\$0.00
Memberships and Subscriptions	\$769.92	\$224.28
Advertising	\$2,500.00	\$0.00
Computer Supplies	\$2,000.00	\$3,670.63
Info Tech Services	\$2,000.00	\$1,260.00
Office Supplies	\$1,000.00	\$887.67
Other Sundry	\$500.00	\$650.11
Conferences (SVAW)	\$500.00	\$0.00
General Travel	\$100.00	\$0.00
Special Occasions/Accessibility	\$11,250.00	\$622.77
Meetings/Advisory Collective	\$1,550.00	\$44.75
TOTAL ORGANIZATIONAL COSTS	\$41,174.92	\$10,227.08
ADMINISTRATIVE COSTS	Proposed	Actual
Rent-Triple-Net	\$4,808.28	\$4,006.90
Telephone/Fax	\$168.00	\$140.39
Postage	\$100.00	\$20.05
Zap Internal Charges	\$500.00	\$45.60
Total Administrative Costs	\$5,576.28	\$4,212.94
Total Expenses- Year to Date	\$151,422.02	\$106,011.87

FINANCES

NOTES ON INCOME AND EXPENSE TABLE ABOVE

- All accounts that are open and utilized are included in the table above.
- The wages total is significantly lower than in past years because AVP received varying amounts of CEWS (BC Government wage subsidies) throughout the year. The total wages number is reflective of the wage costs plus the wage accruals minus the CEWS credit. In other words, the CEWS was not coded as income by UVSS accounting, rather it was calculated as a credit within the wages account.
- Many of the organizational expenses totals are low due to the pandemic. Moving our services online reduced costs significantly, but it also prevented us from being able to engage with the student and community population as we would have wanted.
- The “other income” row was used to include the transfer of \$27,963.24 from our trust fund surplus (\$192,664.00 as of May 1, 2021) to our expense accounts to provide the funding we needed for the proposed budget.
- AVP anticipates that our income will reach our proposed amount by the end of the fiscal year.
- As of March 1, 2022, AVP has spent \$106,011.87 and is under budget by \$45,410.15.

If you have any questions regarding the finances, please email our Support Coordinator at support@antiviolenceproject.org.



REFLECTIONS

One of the most notable challenges of this past year was the hiring and training of almost an entirely new AVP team. Almost every position within the AVP team became vacant and was filled within the 2021/2022 year. Here is the list of positions and when they were hired:

- Community Coordinator, March 2021
- Support Coordinator, May 2021
- Education Coordinator, July 2021
- Volunteer Organizer, October 2021 (temporarily filled) and then January 2022
- Outreach Coordinator, October 2021 (position was vacant from May–October 2021)

With each position, there was a significant amount of time and energy that went into the hiring and training processes to create a collaborative and effective team. In addition, due to the vacancies in so many of these roles, existing coordinators took on multiple responsibilities to fill gaps.



We will continue to build what we have learned in the last year. We are in the process of establishing our strategic plan for the coming year and have identified the following priorities and goals:

- Training Advisory Collective members and working with them to further our goals
- Engage in strategic plan to build multi-year plans for our organization
- Work with campus and community partners to further push for SVP on campus
- Intergrate the Boundaries workshop into our regular AVP programming
- Revamp Support Manual and support 2.0 training for volunteers and staff
- Establishing student consultation practises
- Updating our materials and resources (including our library)
- Expand our Outreach – Connect with students in and the community in person (classroom talks, more events)
- Programming: Men's circle

THANK YOU

Our team would like to take the time to thank everyone who has supported our work over the last year. To our amazing volunteers

to our community and campus partners; to everyone who attended our workshops, took the time to provide us with feedback, engaged with us at events, and spread the word about our services and programming.

CONTACT US

Jenn (she/they), **Support Coordinator:** support@antiviolenceproject.org

Niko (they/them), **Education Coordinator:** education@antiviolenceproject.org

Elaine (she/her), **Community Coordinator:** community@antiviolenceproject.org

Winnie (they/them), **Outreach Coordinator:** outreach@antiviolenceproject.org

Anna-Elaine (she/her), **Volunteer Organizer:** volunteer@antiviolenceproject.org

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Visit our website: <https://www.antiviolenceproject.org/>

Sign up for our e-newsletter: <https://www.antiviolenceproject.org/subscribe/>



GLOSSARY OF TERMS

Common Acronyms

EQHR: University of Victoria Office of Equity and Human Rights

GSS: University of Victoria Graduate Students' Society

OSL : University of Victoria Office of Student Life

SVAW: Sexualized Violence Awareness Week

SVP: Sexualized Violence Prevention

UVSS: University of Victoria Students' Society

Ableism: A system of superiority and discrimination that provides or denies resources, agency, and dignity based on one's abilities (mental/intellectual, emotional, and/or physical.) Ableism depends on a binary, and benefits able-bodied people at the expense of disabled people. Like other forms of oppression, ableism operates on individual, institutional and cultural levels.

Anti-oppression

The process of making one's views of the world large enough to include everyone—looking for ways to make connections among different people's struggles and finding ways to think about how issues affect different people in different ways. It means not just not accepting 'norms,' 'isms' and oppressive dynamics, but actively working to make the invisible visible, and challenging the systems that hold them in place. Also, an anti-oppression analysis acknowledges that all forms of oppression are linked and that the best way to organize against oppression is to take into account that all oppressions are linked.

Colonization

Emma LaRocque has defined colonization as a "form of invasion, dispossession and subjugation of a peoples...The result of such incursion is the dispossession of vast amounts of lands from the original inhabitants. This is often legalized after the fact...The long-term result of such massive dispossession is institutionalized inequality. The colonizer/colonized relationship is by nature an unequal one that benefits the colonizer at the expense of the colonized". Colonization provides colonizers with political power and control, economic gain through the exploitation of peoples and resources, and social power with the dominance of colonizer cultural practices and beliefs. Colonization is an ongoing process which continues to provide political/economic/social benefits to the colonizers of lands.

Consent

There are many different definitions and models of consent that take into account the particular wants, needs, and communication styles of those who practice it. At AVP, we define consent as a mutual, emotional, physical and psychological understanding between people(s) without force of any kind. When engaging intimately with other individuals, consent is necessary to ensure that everybody involved is aware and interested in what is happening. Consent is based on communication, not assumptions.

Gender-based violence

Violence rooted in gender-based oppression and power inequalities based on gender identity, perceived gender identity and/or gender expression, such as sexism, cissexism, misogyny, and transmisogyny. Any act of interpersonal, institutional or systemic act of violence (physical, sexual, economic, emotional, spiritual, social) that devalues and/or reinforces expected entitlement to women, girls, and trans, Two-Spirit, genderqueer, non-binary, and gender non-conforming bodies and lives.

Harm reduction

A set of practices, resources, politics, and support systems that are put in place and work to reduce harm. This framework is most often cited in relation to drug use and safer consumption practices, but can be applied to many of the patterns of behaviour that we take part in. Examples include seatbelts while driving, offering and educating people about safer sex supplies, carrying naloxone, consuming water and food to reduce impacts of the environment and other stimulants, and many others.

Homoantagonism

Active hostility or opposition towards people whose sexuality is not heteronormative. This is often based on the assumption that monogamous relationships between one man and one woman is the traditional, superior, and only legitimate form of sexuality. The language has shifted from the use of “phobia” (as in homophobia), to the use of antagonism to better encompass the violence that is perpetrated.

Intersectionality

Coined by legal scholar Dr. Kimberlé Crenshaw to describe the unique experiences of Black women, Intersectionality is used to describe the ways in which different kinds of oppression (racism, sexism, homoantagonism, transantagonism, ableism, classism, etc.) are interconnected and cannot be examined separately from one another.

For example: two people who have a disability or are differently abled (one intersection) may come from different class backgrounds (another intersection). One person may be working class, while the other comes from the middle class. The way that disability affects

their lives would be vastly different because of their relationship with the class system that they come from (access to money, education, resources, therapy, etc.). Inversely, that disability can affect their relationship to class (ability to find work, finding educational institutions that can accommodate their abilities, etc.).

Other intersections such as race, gender, citizenship, and many others directly affect these relationships and understandings of oppression.

For example: women do not all experience sexism in the same way. Their/our race, class, ability, citizenship status, body type (and many other intersections) affect what it means to experience that identity.

Microaggressions

The everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership. In many cases, these hidden messages may invalidate the group identity or experiential reality of target persons, demean them on a personal or group level, communicate they are lesser human beings, suggest they do not belong with the majority group, threaten and intimidate, or relegate them to inferior status and treatment. Microaggressions are rooted in ideologies such as racism, classism, sexism, cissexism, ableism, ageism, heterosexism, colonialism, as well as other discriminatory belief systems.

Non-disposability

The belief and actions that treat all folks as worthy of care, support, community, and accountability. Non-disposability upholds that we are indispensable in the web of humans – we are all needed! This is a lens commonly used by folks in transformative justice and anti-prison work. We all have the capacity to cause harm and while we must hold ourselves and others accountable to harm caused, causing harm doesn't make us bad people.

Oppression

Institutionalised power that is historically formed and perpetuated over time that allows certain 'groups' of people to assume a dominant position over 'other groups' and this dominance is maintained and continued at an institutional level. This means oppression is built into institutions like government and education systems. It gives power and positions of dominance to some groups of people over other groups of people.

Privilege

Privilege is an unearned, special advantage or right that a person is born into or acquires during their lifetime. It is supported by the formal and informal institutions of society and conferred to all members of a dominant group, by virtue of their group membership.

Privilege implies that wherever there is a system of oppression (such as capitalism, patriarchy, or white supremacy) there is an oppressed group and also a privileged group, who benefit from the oppressions that this system puts in place. Privilege and power are closely related: privilege often gives a person or group power over others.

Queer

Queer has many meanings and definitions for all kinds of people. It is commonly used as an umbrella term by folks who feel that they personally don't fit into dominant norms due to their own gender identity/expression, their sexual practices, their relationship style, their politics, etc. It is a term that has been reclaimed by many folks, as it was one time considered a derogatory slur towards the gay and lesbian community. For this reason, some folks do not wish to identify with it and it should be recognized as one option for folks to identify with if they find it fitting.

Racism

Racism is a white supremacist ideology backed by systemic power, and reinforced through violence. It is a system of power that privileges those people who are defined and socially constructed as "White". Racism treats all races as inferior to white people, and also subordinates each race to each other. Racism is often understood as an individual state of being, as in someone is or isn't racist. Racism, however, is not merely a personal attitude, it is a racialized system of power maintained by violence. An individual can be perpetuating this system without even being conscious of their actions.

Rape culture

The culture in which live that normalizes and glorifies sexualized violence, creating a sense of entitlement to other people's physical, emotional, and sexual well beings without consent.

Sex positive

Sex positive is a way of being in the world that believes that sex and sexuality can be integral part of being human. A sex positive perspective does not "yuck another person's yum" meaning that all consensual expressions of sex are affirmed and not shamed. A couple of important nuances that often get lost are that this perspective respects all choices to have sex or not, including those on the asexuality spectrum. AVP's approach to sex positivity includes remaining critical about how we have sex and how our sexuality is shaped by oppressive systems.

Sexual assault

Any unwanted sexual contact. This is a range of things that includes touching or rubbing any parts of another's body in a way that feels sexualized (always up to the person who was assaulted to decide this).

Sexual harassment

A variety of unwanted sexualized acts that create an intimidating, humiliating, or hostile environment. These acts threaten a person or group's personal boundaries, physical choices, and/or emotional well being. Sexual harassment is many things and can include cat calling, sexually suggestive noises or motions, jokes about sex, stalking, spreading rumours, etc.

Sexualized violence

Anything that disrespects your sexuality (including disrespect of asexuality) or is violence in a sexualized context. This is many things and can look like comments, leering, intimidation, coercion, expectations, discrimination, non consensual touching, sexual assault, sexual harassment, etc.

Transantagonism

Active hostility, opposition, aggression and/or violence towards trans people. Transantagonism reflects a hatred of those who do not fit easily into the gender binary. The language has shifted from the use of "phobia" (as in transphobia), to the use of antagonism to better encompass the violence that is perpetrated.

Transgender

This term has many definitions. It is frequently used as an umbrella term to refer to all people who do not identify with their assigned gender at birth or the binary gender system. Some transgender people feel they exist not within one of the two standard gender categories, but rather somewhere between, beyond, or outside of those two genders.

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Two-spirit

A word for non-heterosexual and/or non-cisgendered Indigenous people that is used to refer to identity, roles, and responsibility. Not everyone chooses to use this word and instead chooses to use words like gay, lesbian, trans, queer, genderqueer, gender-fluid, gender creative instead, or in combination. This word came into being in 1990 via Dr. Myra Laramée at a gathering for “Native American and Canadian Aboriginal LGBT people”. (For more information see twospiritmanitoba.ca). This word is not for non-Indigenous folks to use.

White supremacy

A historically based, institutionally perpetuated system of exploitation and oppression of continents, nations, and peoples of colour by white peoples and nations of the European continent, for the purpose of maintaining and defending a system of wealth, power, and privilege.

For a full glossary of terms relevant to AVP’s work, and for further resources, you can visit <https://www.antiviolenceproject.org/glossary/>.