

Current Status of Recommendations on Services, Programs and Community Engagement for the U of A's Sexual Assault Centre

November 2024

[In Spring 2024](#), the university contracted Possibility Seeds to provide recommendations to help guide the Sexual Assault Centre's programs and activities throughout the 2024-25 academic year and beyond. The university has received 42 recommendations (listed below) in eight categories: organizational structure and staff support, protocols and procedures, core services and programs, support services, education program, volunteer program, community engagement and systemic advocacy, and building trust. The recommendations were informed by conversations with campus partners and community members, a literature review and data from the [2023 Alberta Campus Climate Survey on Sexual and Gender-based Violence](#), and 20+ years of leadership and participation in campus sexual violence prevention.

Under the guidance of Dunsie Strohschein, Assistant Dean, the small and growing Community Wellness Supports team has already started the expansive and important task of carefully reviewing and immediately integrating or actioning the recommendations according to resources available, or prioritizing for additional exploration alongside student representatives and other [internal and external community partners](#) where appropriate. The current status of activities is also indicated below.

For more information on the U of A's Sexual Assault Centre's revitalization year:

→ [See A Message from Dr. Dunsie Strohschein, 10 September 2024](#)

→ [See Community Engagement + Action Plan 2024-25](#) - Phase 2

→ Contact dosdean@ualberta.ca

Recommendations	Current Status
1. Organizational structure and staff support: Re-establish a distinct, centralized centre to support survivors of sexual and gender-based violence (SGBV).	Current practice ▾
2. Organizational structure and staff support: Consider expanding the centre's scope to include gender-based violence while maintaining a primary focus on sexual violence.	Accepted + underway ▾
3. Organizational structure and staff support: Archive the centre's history and legacy to honour its contributions and guide future generations.	Accepted + underway ▾
4. Organizational structure and staff support: Re-establish a dedicated leadership role with specialized expertise in SGBV and decision-making authority to oversee the centre's daily operations and systemic advocacy.	Current practice ▾
5. Organizational structure and staff support: Ensure optimal staffing levels by hiring qualified personnel to provide essential services and support.	Current practice ▾
6. Organizational structure and staff support: Invest in ongoing professional development by offering staff continuous training and growth opportunities.	Accepted + underway ▾
7. Organizational structure and staff support: Implement organizational strategies to address vicarious trauma, including access to clinical supervision and sustainable workload practices.	Current practice ▾
8. Organizational structure and staff support: Reinstate the UASAC volunteer program and build on its legacy. Ensure the program is well-resourced for training, supervision, and support, engaging former and new volunteers.	Accepted + underway ▾
9. Organizational structure and staff support: Foster volunteer skill development, providing opportunities for comprehensive, ongoing training.	Accepted + underway ▾

10. Organizational structure and staff support: Provide ongoing support, supervision and evaluation for volunteers, including informal debriefs and formal check-ins.	Accepted + underway ▾
11. Organizational structure and staff support: Promote a nurturing environment where volunteers feel supported, celebrated and valued.	Accepted + underway ▾
12. Organizational structure and staff support: Host a dedicated community space for past volunteers to share, connect, and grieve with one another.	Accepted + underway ▾
13. Strategic Framework: Maintain the UASAC's vision, mission and values by emphasizing a feminist, anti-oppressive, intersectional, trauma-informed, and client-centred framework.	Accepted + underway ▾
14. Strategic Framework: Explore renaming the centre to better align with its values of inclusion and accessibility.	Requires exploration ▾
15. Strategic Framework: Support the centre's commitment to decolonization by creating opportunities to embed these principles into its operations and service provision, which will help build a culture of consent.	Current practice ▾
16. Strategic Framework: Develop a strategic framework by collaborating with service users, community members, staff, volunteers, and leadership to create a cohesive and comprehensive plan.	Accepted + underway ▾
17. Strategic Framework: Engage in regular monitoring and evaluation by conducting ongoing assessments of the centre's operations, programs and service delivery.	Accepted + underway ▾
18. Strategic Framework: Ensure meaningful alignment between policies and practices related to addressing and preventing SGBV.	Accepted + underway ▾
19. Strategic Framework: Foster a trauma-informed campus by exploring ways to further the Truth and Reconciliation Commission of Canada's Calls to Action (2015), particularly those focused on creating trauma-informed public institutions. The university can align these efforts with Braiding Past, Present and Future .	Requires exploration ▾
20. Protocols and Procedures: Ensure a clear operational structure by establishing comprehensive, accessible protocols and procedures for staff and volunteer roles, intake procedures, confidentiality, recordkeeping, information sharing, risk management and communications.	Accepted + underway ▾
21. Protocols and Procedures: Develop a client bill of rights and responsibilities in collaboration with service users, community members, staff, volunteers, and leadership to reflect UASAC's values.	Requires exploration ▾
22. Core Services: Consider reshaping the service provision and program model with Judith Herman's Trauma Recovery Model.	Requires exploration ▾
23. Support Services: Develop a streamlined, trauma-informed academic modifications protocol to complement the SGBV policy and support survivors effectively.	Requires exploration ▾
24. Support Services: Ensure predictable and consistent access to support by fully restoring services, including timely short-term crisis intervention support, and developing contingency plans to prevent future disruptions.	Requires exploration ▾
25. Support Services: Expand campus presence by increasing access to support at Campus Saint-Jean and Augustana campuses, including providing resources in French to serve those campuses' needs better.	Requires exploration ▾

26. Support Services: Explore refreshing the crisis intervention program name by gathering input from key campus partners, including volunteers, students, centre staff, and survivors.	Requires exploration ▾
27. Support Services: Introduce a legal information program by partnering with UAlberta Law to provide free legal information and enhance systems navigation and advocacy support.	Requires exploration ▾
28. Education Program: Activate educational programming that is aligned with leading practices, continuous, consistent and theory-driven.	Accepted + underway ▾
29. Education Program: Strengthen and maintain campus partnerships to support and expand educational programming.	Accepted + underway ▾
30. Education Program: Develop targeted educational programs to engage men by collaborating with specific campus departments, groups, and faculties.	Requires exploration ▾
31. Education Program: Implement mandatory consent and sexual violence training for all incoming students, including transfer and graduate students.	Accepted + underway ▾
32. Volunteer Program: Retain and revitalize the volunteer program, focusing on support, crisis intervention, education, and systemic advocacy.	Accepted + underway ▾
33. Volunteer Program: Explore options to strengthen the intake model by increasing awareness and understanding of the process within the campus community.	Accepted + underway ▾
34. Volunteer Program: Conduct a volunteer recruitment drive to actively engage participants in the program.	Accepted + underway ▾
35. Volunteer Program: Develop a placement program by collaborating with academic departments such as social work, nursing and law.	Accepted + underway ▾
36. Community Engagement & Systemic Advocacy: Create a communications strategy and campaign to increase understanding of the centre's services.	Accepted + underway ▾
37. Community Engagement & Systemic Advocacy: Collaborate with campus partners to strengthen efforts to foster a consent culture across campus.	Accepted + underway ▾
38. Community Engagement & Systemic Advocacy: Build and maintain collaborative relationships with external partners to ensure coordinated, wrap-around service delivery and support a comprehensive response to sexual violence.	Current practice ▾
39. Community Engagement & Systemic Advocacy: Engage in advocacy and social change by promoting public awareness, supporting survivor-led efforts, advocating for policy reform and addressing structural barriers to safety.	Accepted + underway ▾
40. Rebuilding Trust: Commit to transparent and ongoing communication with the U of A community and external partners about the centre and the university's efforts to address and prevent sexual and gender-based violence.	Accepted + underway ▾
41. Rebuilding Trust: Foster meaningful participation in implementing the UASAC community engagement and action plan by creating opportunities for collaboration through ongoing advisory committees and working groups.	Accepted + underway ▾
42. Rebuilding Trust: Host dedicated community spaces for members impacted by the Fall 2023 changes to the centre, creating a space to share, connect, and support one another.	Accepted + underway ▾