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SEXUAL MISCONDUCT Response Centre **SMRC**

Restorative Engagement: Transformation in Action



Presentation to MST Symposium
16 September 2021

GOALS FOR THE SESSION

- Impetus for the Restorative Engagement program
- Program goals
- Restorative principles
- Restorative approach to program development
- Restorative approach to culture change

FINAL SETTLEMENT AGREEMENT

- 2016 & 2017 several class action lawsuits across 4 provinces launched against Canada
 - sexual harassment, sexual assault, and/or discrimination on the grounds of sex, gender, gender identity or sexual orientation in connection with their military service or in connection with their military workplace
- Consolidated into one class action lawsuit
- Final settlement agreement approved by court 25 November 2019
- Compensation and policy measures (DND/CAF & VAC)

PROGRAM GOALS

Restorative Engagement aims to:

- Create opportunities where class members are supported to share their experiences, knowledge and understanding of sexual misconduct and its causes and impacts.
- Create opportunities for representatives of the DND/CAF to acknowledge, understand, and learn from class members' experiences of sexual misconduct and to take responsibility, individually and collectively, for its causes and responses.
- Create opportunities for class members and Defence representatives to identify lessons learned and to take action, in real time, to contribute to broader DND/CAF culture change efforts.
- Model, learn about, and build capacity for the use of a principle-based restorative approach as a response to harm and as a way to build an inclusive and respectful institutional culture now and into the future.

Principle-based approach:

- Relationally Focused
- Comprehensive / Holistic / Integrative
- Inclusive / Participatory
- Responsive
- Focussed on Individual and Collective Responsibility
- Collaborative / Non-Adversarial

RESTORATIVE APPROACH TO PROGRAM DEVELOPMENT

- By design, began by consulting affected persons
 - Virtually
 - Online anonymous questionnaire
- Expanded consultations to other stakeholders, including Defence Advisory Groups, the Restorative Engagement Working Group, CAF members, DND employees & SNPF
- On-going consultations
- Co-development
- Significant input from various subject matter experts

Breadth and Scope

- Widespread participation
- Buy-in and participation at all levels
- Integrated into broader culture change work
- Potential for enduring capability
- Systemic change

Meaningful Participation

- Acknowledgement of institutional role and shared social responsibility
- Recognition/validation of experience & harm
- Tied to actionable culture change
- Lessons learned

Supporting Participants

- Safe space
- Trauma-informed
- Holistic support
- Agency & choice

Accessibility

- Flexible options: logistical and procedural
- Enabling participation
- Diversity & GBA+
- Privacy & confidentiality

Concerns Expressed

- Limited reach / awareness
- No impact on culture
- Lack of or insufficient support
- Not confidential (& Duty to Report)
- Fear of reprisal / Career implications
- Risk of further harm

Affected Person Participation: Flexible Options

- Multiple options including direct/indirect individual engagement, circles with/without Defence representative, written/recorded submissions
- May focus on experience of sexual misconduct, how it was responded to, harm and impact, and/or ideas for culture change

Defence Participation: Cohorts

- Full range of ranks/levels, no exclusions. Inclusion of Senior Defence Representatives in each cohort
- Includes learning and preparation, engagement with class members, identification of lessons learned, and planning for action

Restorative Practitioners

- Facilitating Defence leader cohorts: relationship building, preparation, education, assessment, reflective learning and planning for action
- Coordinating, preparing and facilitating a variety of engagement processes between affected persons and Defence representatives
- Facilitating processes to identify lessons learned about sexual misconduct, about the RE program, and solutions for change

Lessons Learned, Planning and Action

- Needs to be ongoing, in real time, and involve affected persons and Defence representatives in the analysis and sharing of information, and the planning for action towards culture change

RESTORATIVE APPROACH TO CULTURE CHANGE

- Facilitated learning about sexual misconduct through the sharing of AP and DR experiences, knowledge and insights
- Planning for action - individually and collectively, for impact at the micro and macro level - throughout DRs' engagement in cohorts and beyond
- Ongoing analysis and communication of lessons learned and outcomes
- RE situated within and intrinsically linked to broader culture change efforts/initiatives and mechanisms
- Current and future leaders must be enabled to participate

PROGRAM LAUNCH

- Fall 2021
- Start small, but not narrow
 - Learn about the needs and choices of class members
 - Learn about the level of effort for RPs and DRs
 - Learn about what works, what doesn't and what's missing
 - Learn about the efficacy of the program structure, protocols, and different operational models
- Ramp up to full operating capacity Summer 2022

For information about RE:

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