# Sarah Scanlon

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## Profile

- Extensive facilitation and public speaking experience engaging with complex and sensitive issues in an accessible manner: Facilitated training and workshops to over 38,000 individuals over 16 years.
- 13 years' experience engaging practices of non-punitive accountability in response to individual and group harms.
- 16 years' experience acting as an advocate for individuals experiencing human rights violations, in particular those impacted by intersecting experiences surrounding gender-based violence.
- 14 years' experience with trauma-informed individual and group support work.
- Co- developed Essential Elements for Non-Punitive Accountability: A Workbook for Understanding Alternative Responses to Gender-Based Violence.
- Envisioned and coordinated over 400 social justice focused events, across 16 years.
- Successfully produced research based manuals, trainings/curriculum, videos, websites, other social media outlets and resources focused on bringing awareness to a variety of human rights issues.

## Employment History

Manager, Sexual Violence Response — March 2016- Present
Wilfrid Laurier University (WLU)

Consultant: Gender Based Violence Education, Policy, Leadership Coaching, and Facilitation — 2012- Present

Project Manager — September 2013 – February 2016
Gender Bullying Project – Engaging Boys with Challenging Sexualized Violence

Coordinator of Organizational and Policy Development — August 2012 – March 2016
Ontario Public Interest Research Group- Guelph

Group Facilitator for Youth Perpetrator Program — March 2012- October 2012
Changing Ways

Public Education and Outreach Coordinator — 2008 –2012
Sexual Assault Centre London

Campaign Co-Coordinator — 2009 - 2011
I Know Someone Campaign, Sexual Violence Prevention on Campus Initiative

Child Internet Exploitation Project Coordinator — April- August 2008
Child Abuse Prevention Council

Group Facilitator for Men's Accountability Group — April- August 2008
Changing Ways

# Accomplishments

## Organization Coordination

- Envisioned and directed six campaigns focused on the eradication of gender based violence.
- Developed and implemented an outcome-based evaluation framework and approach for four organizations and campaigns. Oversaw the creation of organizational/program logic models, portfolio work plans, effective evaluation tools and reporting processes, and enhanced ability to describe the organization's unique contribution and impact.
- Served as a subject matter expert and advisor on the issue of gender based violence and related topics.
- Co drafted WLU's Sexual Violence Policy and Community Consultation Process to oversee ongoing reviews.
- Acts as an internal consultant to the Laurier community, its leaders, employees and students by providing members of the campus community of their rights and responsibilities under the university's Policy on Sexual Violence.
- Acts as a central data collection hub for gathering and Ministry reporting of statistical information on the incidences and prevention strategies around sexual violence.
- Supervised and mentored seven staff positions engaging in gender based violence support, advocacy and/ or education.
- Supervised and mentored six equity based groups which included advocacy, annual training, event planning, debrief and disclosure support, negotiating group conflict, and providing feedback.
- Co-developed the Towards A Justice That Heals workbook as a part of the National Courage to Act project
- Created and mentored a public educator team advocating for and supporting survivors, running events, workshops, and distributing campaign resources focused on challenging sexual violence on campus to thousands of students at the University of Western Ontario.
- Fostered community relationships and organizational collaboration while allowing for input from a cross section of key stakeholders, increasing the organization's capacity and sustainability
- Supported and implemented research and created materials to influence transformational changes in order to meet strategic goals.
- Coordinated the visioning, strategic planning, policy development, and budget management process ensuring that the cycle of "plan, implement, and evaluate" was maintained.
- Supported the resolution between staff and board teams experiencing extensive workplace conflict through resource sharing, policy development, trainings, and individual and group discussion.

## Program Development and Facilitation

- Co- developed Essential Elements for Non-Punitive Accountability: A Workbook for Understanding Alternative Responses to Gender-Based Violence
- Coordinate WLU's Restorative Justice Community of Practice, training program for staff, and institutional strategic plan
- Planned and implemented the annual education and training cycle for staff, board and volunteers of four organizations and campaigns.
- Developed annual strategic plan and data tracking tools for all sexual violence related education across WLU.
- Chair and create strategy for the Wilfrid Laurier University Gendered and Sexual Violence Task Force
- Responsible for the annual report for the Board of Governors and Ministry of Training, Colleges and Universities.
- Chair the Sexual Violence Education Action group and the Sexual Violence Response Working Group
- Developed Sexual Violence Response Certificate pilot with 300 participants
- Co-designed WLU pilot project that engages perpetrators of sexual violence (or individuals who have

caused harm) in an alternative accountability program.

- Developed a resource on 'Tools for Navigating Content Notes, Trigger Warnings and Disclosures Related to Gender Based Violence in the Classroom' for WLU faculty.
- Envisioned and produced a youth-centered training manual and peer-teaching-peer public education program focused on child luring, child pornography, and cyber bullying.
- Created and facilitated campaign trainings for volunteer public educators, providing them with the tools to facilitate workshops with community members and university students.
- Developed innovative training and resources and facilitated workshops for students and community leaders on 'Challenging Rape Culture', 'Creating a Consent Culture', 'Transformative Change and Bystander Intervention', and 'Examining Media and its Impact on our Sexuality and Gender'.
- Developed and implemented trainings for non and for profit staff members and boards on 'Responding Sensitively and Respectfully to Disclosures,' 'Responding to Sexism and Gender Based Violence in the Workplace,' 'Group Dynamics and Facilitation Skills,' 'Engaging with Diversity and Anti-Oppression Frameworks in the Workplace,' 'Consensus Decision Making Models,' and 'Conflict Resolution in Public Communications'.
- Facilitated 'Gender Based Violence and Disclosure' training to London's City Council staff members as a part of efforts to transform the City of London's culture and human rights model.

## Case Management

- Extensive experience in responding sensitively and respectfully to contentious issues and advocating on behalf of individuals with human rights complaints.
- Established the first Sexual Violence Prevention and Response portfolio at WLU, offering direct trauma based support and advocacy to over 750 individuals impacted by gendered based violence.
- Offer disclosure support, safety and crisis planning, advocacy, accommodations, accompaniments, resource sharing and referrals, perpetrator accountability processes, and systems navigation assistance for those impacted by gender based violence.
- Provide supervision for staff offering direct support to survivors.
- Planned and facilitated 16 week, court mandated, discussion groups for adult male perpetrators, delivering messages focused on gender based violence, engaging with an anti-racist/anti-oppressive lens, accountability, and safety planning.
- Created and facilitated a peer support group for survivors of sexual violence who attend WLU.
- Chair the Sexual Violence Response Working Group at WLU.
- Created and co- facilitated 8 week 'Healthy Sexuality' program at a long-term healing residence for female First Nations youth who were challenged with solvent addiction
- Co-Facilitated 21 week, court mandated rehabilitation program for 12-year-old boys responsible for sexual harassment and assault

## Communication Coordination

- Served as a lead media contact across six organizations and campaigns.
- Created and implemented diverse outreach strategies focused on heightening the profiles and increasing volunteer involvement for four organizations and campaigns.
- Created a resource on 'Strategies for Communicating your Message Effectively Amongst a Variety of Stakeholders.'
- Envisioned and co-wrote the content for five websites focused on sexual violence prevention and social and environmental justice.
- Administered multiple organization and committee social media feeds such as Facebook, Instagram blogs, Twitter, YouTube channels and listservs.
- Directed and co-produced six videos focused on sexual violence prevention and active bystander responses to violence.

- Co-wrote two organizational weekly newsletter focused on human rights issues.
- Host of three social justice focused radio programs across 7 years.

## Event Management

- Envisioned and coordinated over 300 events focused on bringing awareness to a variety of human and environmental rights issues in Toronto, London, Guelph, Hamilton, Kitchener- Waterloo and Brantford.
- Community Events included press conferences, poster campaigns, symposiums/conferences, fundraising concerts and dances, film screenings, panel discussions, community forums, speaker series, rallies and marches, fundraising dinners, art exhibitions, youth activism initiatives, fundraising fashion shows, and annual general meetings.
- Coordinate five annual weeks focused on consent and healing based education/ awareness.
- Co-coordinated the 'Can Justice Heal? Exploring Accountability Models to Address Sexual Violence on Campus Symposium' with approximately 200 participants.
- Created a 'Strategic Event Implementation Tool' which works to match the most effective initiative with the desired goals and evaluate long term impacts.
- Supported the development and implementation of a 'Creating Equitable and Accessible Events' planning guide

## Public Speaking

In the last 14 years I have created and facilitated customized presentations and workshops to over 38,000 individuals. A few of these included:

- Engaging Non Punitive Accountability and Workplace Restitution, Laurier Human Resources, April 2021
- Embedding Alternative Accountability Strategies Across the Organizational Culture, Laurier Senior Leadership Team, May 2021
- Towards a Justice That Heals, National Courage to Act Conference, March 2021
- Identifying and Responding to Sexism in the Workplace, Guelph Community Group, January 2021
- Taking Care of Ourselves in the Workplace, WLU Human Resources, Online, Spring 2020.
- Exploring Alternative Resolutions to Sexual Violence, The Osgoode Intensive Course in Responding to Campus Sexual Violence Complaints, Toronto, April 2019
- Creating a Culture of Informed Learning, Women and Gender Studies Faculty, August 2018.
- Sexual Violence on Campus, WLU Icebreakers, Student Union, Residence Life and Hospitality Staff Trainings, Waterloo and Brantford, August 2017/2017/2018/2019/2020
- Assessing the Student Advocate's Role in a Survivor- Centered Approach, National Conference on Camus Sexual Assault for Administration, December 2017
- Unpacking our Understandings of Safety and Diversity, Laurier International Outgoing Exchange Student Training, Waterloo, September 2016
- Challenging Sexual Violence in the Education System, Transformative Social Change Conference, Toronto, November 2015
- Sexual Violence on Campus, McMaster Welcome Week Reps and Residence Life Staff Training, Hamilton, August 2015
- Transforming the Conversation: Engaging Boys with Gender Based Violence, Pathways to Prevention Conference, Chatham, May 2015
- Gender Based Bullying: Engaging Boys in Becoming the Solution, International Conference on Masculinities: Engaging Men and Boys for Gender Equality, New York, March 2015
- *Inspiring Change within the Non Profit Sector*, MSW Program – Wilfred Laurier University, Guelph, March 2013

- *Engaging in LGBT Sensitive Work and Creating Safe Spaces,* Children's Aid Society, St Thomas, May 2012
- *Youth Acting Out: Engaging with Youth on the Use of Activism to Interrupt the Landscape of Violence and Power*, 2nd World Conference of Women's Shelters, Washington, D.C , February 2012
- *Emerging Leadership in the VAW Sector*, Building a Bigger Wave: A Provinvial Forum for VAW Coordinating Communities, Toronto, November 2011
- Growing Healthy Relationships in a Rape Culture, White Tiger Girl Conference, Ontario Speaking Tour, Nov-Dec 2011
- *Grrrlz Gone Wild - Using Activism to Interrupt the Landscape of Femininity and Social Norm,* Women's World Conference, Ottawa, July 2011
- *Grrrlz Gone Wild - Using Activism to Interrupt the Landscape of Power,* All Our Sister's National Forum, London, May 2011

### Committees

Over the years, I have participated in multiple committees, including: Towards a Justice that Heals Community of Practice, Non Punitive Accountability Community of Practice, Ontario Coalition for Rape Crisis Centres; Ontario Universities Sexual Violence Network; LGBTQ2 Working Group for Staff; Laurier's Sexual Violence Task Force; Laurier's Sexual Violence Education Action Group; Laurier's Gendered Violence Response Working Group; Truth and Reconciliation Committee Guelph; Sisters in Spirit Guelph, Homophobia, Biphobia, Transphobia Working Group; Child Abuse Prevention Council; Women's Events Committee; SafeGrad London; Middlesex Coordinating Committee to End Woman Abuse; Fanshawe College Campus Safety Committee; Ontario Public Interest Research Group Provincial Board; Idle No More Guelph; and Two Rivers Festival Guelph.

## Education

Masters of Social Work
Wilfrid Laurier University 2021

Bachelor of Social Sciences (Double Major in Gender Studies & Feminist Research and Psychology)
University of Western Ontario 2009

## Commitment to Learning

Do No Harm: Confronting Systemic Policing Practices in Mental Health Care (Healing in Colour) March 2022
Restorative Justice Facilitation and Leadership Certificate Sept 2021- June 2022
Centered Accountability (Accountability Mapping) 2021
Treating Trauma Master Series (Nat. Institute for the Clinical Application of Behavioral Medicine) 2020-2021
6 Week Cultivating Somatic Resilience Online Course (Strozzi Institute, Staci K. Haines) 2020
6 Day Trauma First Aid Awakening the Ordinary Miracle of Healing Online Course (Dr. Peter Levine) 2020
Accompaniment in Crisis and Emergency Intervention with (Dr. Cisternas, Online) 2020
2 Day Justice Doing in Alternative Practice Training ( Vikki Reynolds, Online) 2020
3-Day Intensive Training: EMDR: Eye Movement Desensitization and Reprocessing and the Neuroscience, Diagnosis, and Best Practices for Successful Trauma Treatment (Linda Curran, Waterloo, ON) 2019
3 Day Restorative Justice Training (Kaaren Wiliamsen and David Karp, Waterloo, ON) 2019
Working with Parts: Healing Child(ren) Within (Sarah Schlute, Kitchener, ON) 2019
Trauma and Resistance: Innovative Responses to Oppression and Suffering (Windz Inst., Toronto, ON) 2019
Advanced Alternative Dispute Resolution Training (Stitt Feld Handy Group, Toronto, ON) 2018
Integrative Trauma Treatment (Sarah Schlute, Kitchener, ON) 2018

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| Brief Single Session Therapy (Scot Cooper, Kitchener, ON) | 2017 |
| Alternative Dispute Resolution Training (Stitt Feld Handy Group/ADR Chambers, Toronto, ON) | 2016 |
| Suicide Intervention Training (Carly Boyce, Guelph, ON) | 2015 |
| Transformative Justice Training (Arti Mehta, Guelph ON) | 2013 |
| Building Skill at Calling in and Being Called In (Chanelle Gallant, Toronto, ON) | 2013 |
| Facilitation Training (Mandy Bonisteel, London, ON) | 2010 |
| Working with Perpetrators, Group Facilitation Training (Changing Ways, London, ON) | 2008 |