

Putting Survivor-Centred Practice into Action

Safer Spaces guidance and accessibility notes

Location: Dram

Time and date: Thursday 16 March, 1-2pm (a walking bus will leave at 12.40pm from University Avenue main gates across from Main Gate <https://w3w.co/indoor.paints.avoid>)

Amid widespread institutional failures to address or prevent gender-based violence in UK universities, what does positive change look like - and how do we enact it? In this session, we'll consider the vital role that unions and solidarity movements play in creating better working, learning, and living conditions for survivors. We'll reflect on problems with the 2022 University of Glasgow Ross Report and - most importantly - discuss alternative, survivor-centred strategies for transforming our working and learning environments.

Attendees are asked to familiarise themselves with this document prior to attending. We strongly advise people to consider their capacity for engaging with GBV discussions and access to relevant support (family, friends, professional) when deciding whether to attend.

1. Accessibility
2. Glossary of terms
3. Calling in
4. Our shared commitments in the space
5. Support services
6. Further resources

1. Accessibility

Content note: The session will refer to gender-based violence and related issues (such as trauma, health, and justice systems) throughout the session. References will be general rather than specific (e.g., no examples of GBV will be discussed).

Structure: Three or four speakers will offer short presentations followed by questions. We will then divide into small groups for further conversation. Speakers will strive to use survivor-centred language and will be mindful of other survivors in their presentations. Facilitators will make themselves known at the beginning of the session. They will guide discussions and signpost relevant support services.

Location: Dram serves alcohol, although our session (held in a private area away from the main bar) will be alcohol free. The event space has step-free access via a fire exit door.

Disabled toilets are only accessible from the main bar, which is accessible via two narrow steps from the event space, or step-free by going out the fire exit and re-entering through the front door. The venue does not have a hearing induction loop.

2. Glossary of terms

Before attending the session, it may help to familiarise yourself with the following terms:

Gender-based violence (GBV): in short, violence perpetrated by one person against another that reinforces patriarchal power dynamics. GBV is typically perpetrated by men against women but it can occur between people of any gender. GBV can include physical, emotional and psychological forms of abuse.

Survivor-centred practice: an approach that centres the needs, experiences, and perspectives of trauma survivors. It can take many forms, e.g., providing appropriate support in line with a survivor's wishes; ensuring someone can give informed consent at every stage of a reporting process; writing and implementing policy that meets survivors' needs.

Trauma-informed practice: an approach that accounts for the impact trauma can have on someone's ability to engage with an individual, group, system, institution, etc.

3. Calling in

Throughout the session, we aim to foster a space in which we can communicate thoughtfully and respectfully of difference. The workshop is based on the principles of transformative justice rather than punishment and immediate exclusion. This means 'calling in,' with the aim of changing people's behaviour and expanding their understanding through compassion and care rather than shaming and aggression. If incidents of harm occur, we will work collectively to support those who have been harmed and address the issues.

If someone needs calling in: do not be afraid to ask for support either from facilitators or by asking them to find someone appropriate to your situation. Doing this work can be exhausting and difficult, and you are not obligated to damage yourself in the service of it. If possible, name the specific harmful action; if you are aware of any relevant resources, you are encouraged to share them.

If you are called in: understand that the person speaking to you may be upset or angry, and they are entitled to feel this way. Remember that calling in comes from a place of solidarity, and that whoever is doing so believes that you are able and willing to do better. Attempt to listen attentively, explain what you've learned, apologise for the harm you've caused, and commit to doing better in the future. If you cannot engage productively in the moment, the best response is to apologise, thank the person for their labour, and ask to leave the

conversation so you can take time to reflect. Remember that impact is greater than intent, and it is possible to do harm without having intended to do so.

Thank you to SWARM, Abolitionist Futures, Sisters Uncut, Decrim Now, and Arika for sharing safer spaces documents that have helped us build our own for this event.

4. Our shared commitments in the space

To help create a generative and safe space, we ask you to share our five commitments:

- Carefully considering your capacity for engaging with the themes and materials being discussed in the session before attending.
- Being survivor-centred in your contributions to discussions. We ask everyone to be mindful that others in the room may find GBV disclosures upsetting, so please respect others' boundaries. This is not a space for naming abusers, etc.
- Helping us maintain a sober space by purchasing/drinking non-alcoholic drinks only for the duration of our session.
- Only sharing the names of confirmed speakers in social media posts and not quoting, recording, or otherwise commenting on individual contributions from the floor. This will ensure people feel safe to participate fully in discussions.
- Raising any concerns about the sessions by 'calling in' via the UCU branch and facilitators, rather than 'calling out', for example, via social media. This ensures that emotive and potentially re-traumatising issues can be addressed in a safe way.

5. Support services

If you have been affected by GBV or related issues and want to access professional support, you may find the following information helpful:

Rape Crisis

<https://rapecrisis.org.uk/>

08088 01 03 02

Rape Crisis offers confidential support to survivors of GBV. They have a live chat helpline at <https://rapecrisis.org.uk/get-help/live-chat-helpline/about-the-live-chat-helpline/>

The Glasgow & Clyde branch website is <https://www.glasgowclyderapecrisis.org.uk/> and you can contact them by phone on 08088 00 00 14. Currently their weekly Glasgow drop-in sessions are not listed but it looks like some will be forthcoming. See <https://www.glasgowclyderapecrisis.org.uk/get-in-touch/our-drop-in-services/>

Refuge

<https://www.refuge.org.uk/>

0808 2000 247

Refuge offers support to people experiencing domestic violence. In addition to women and children, they offer specific help to men who experience domestic violence in relationships with people of any gender. That phone number is 0808 801 0327, and there are further resources at <https://www.refuge.org.uk/get-help-now/help-for-men/i-am-being-abused/>

Women's Aid

<https://www.womensaid.org.uk/>

Women's Aid offers confidential advice, support and emergency accommodation for women and children who experience domestic violence. They have live chat and email contacts that you can access at the following link <https://www.womensaid.org.uk/information-support/>

Scottish Women's Rights Centre

<https://www.scottishwomensrightscentre.org.uk/>

08088 010 789

The SWRC supports women who have experienced violence or abuse access legal advice, representation and advocacy. Check their website for call centre opening times.

Scottish Domestic Abuse and Forced Marriage

<https://sdafmh.org.uk/>

The organisation is well-placed to know what emergency services are available locally, and they are available to contact 24 hours a day.

6. Further resources

See below for resources that have informed our session and that you may find useful.

UCU

UCU, *Eradicating Sexual Violence in Tertiary Education: A Report from UCU's Sexual Violence Task Group*, University and Colleges Union, December 2021. Available at:

https://www.ucu.org.uk/media/12269/UCU-sexual-violence-task-group-report-20211220/pdf/UCU_sexual_violence_task_group_report_20211220.pdf

Bijan Parsia, Rebecca Harrison, et al, *UCU Members' Review of the University of Glasgow 2022 Ross Report*, 2023. Available at:

<https://docs.google.com/document/d/1wMfwC8vVHXq06P8bkg03rOyfugKMjIBNepnXEcJO2v0/edit?usp=sharing>

This is an ongoing project to annotate the Ross Report. Our aim is to draw attention to its problems and create a comprehensive summary. This is a group endeavour: if you're a UCU member and you can contribute, please contact rebecca.harrison@open.ac.uk for access. Resisting bad practice at one institution improves conditions for all of us.

Emily Test

For information about the Emily Test organisation and their GBV Charter for Scottish universities (which is student-oriented), see <http://emilytest.co.uk/>.

1752 Group

The 1752 Group are researchers and campaigners focused on staff-student sexual misconduct. Their sector guidance is available at <https://1752group.com/sector-guidance/>.

Calling in resources

Ngọc Loan Trần, 'Calling In: A Less Disposable Way of Holding Each Other Accountable,' *Transform Harm*, December 18, 2013. Available at: https://transformharm.org/ca_resource/calling-in-a-less-disposable-way-of-holding-each-other-accountable/

Sian Ferguson, 'Calling In: A Quick Guide on When and How,' *Everyday Feminism*, January 17, 2015. Available at: <https://everydayfeminism.com/2015/01/guide-to-calling-in/>

Transformative justice

Mia Mingus, 'Transformative Justice: A Brief Description,' *Transforming Harm*, January 11, 2019. Available at: https://transformharm.org/tj_resource/transformative-justice-a-brief-description/ (there are links to case studies at the end).

Excerpts from Incite! Women of Color Against Violence and Generation 5, 'What are Community Accountability & Transformative Justice?' *Transformative Justice Practitioners Network*. Available at: <https://www.transformativejustice.eu/en/what-are-ca-and-tj/> (again, there are links to additional resources from the site).