



2019 Year in Review

Summary by little woo

Who We Are

- We are vetted by GVIAS Board & community members
- We have signed confidentiality agreements
- We volunteer for a minimum one-year term
- We work year-round and meet every month

Our Mandate

We address conduct concerns raised by community members that violate the GVIAS Code of Conduct and/or threaten the Board's ability to host events.

- Receive reports and do assessments
- Share anonymized summaries & opinions with the Board
- Facilitate accountability & restorative practices when possible

Our Philosophy

- To see and hear people who feel that harm has occurred
- To apply Restorative Practice and Transformative Justice
- To facilitate understanding, accountability and resolution
- To use punitive measures as a last resort

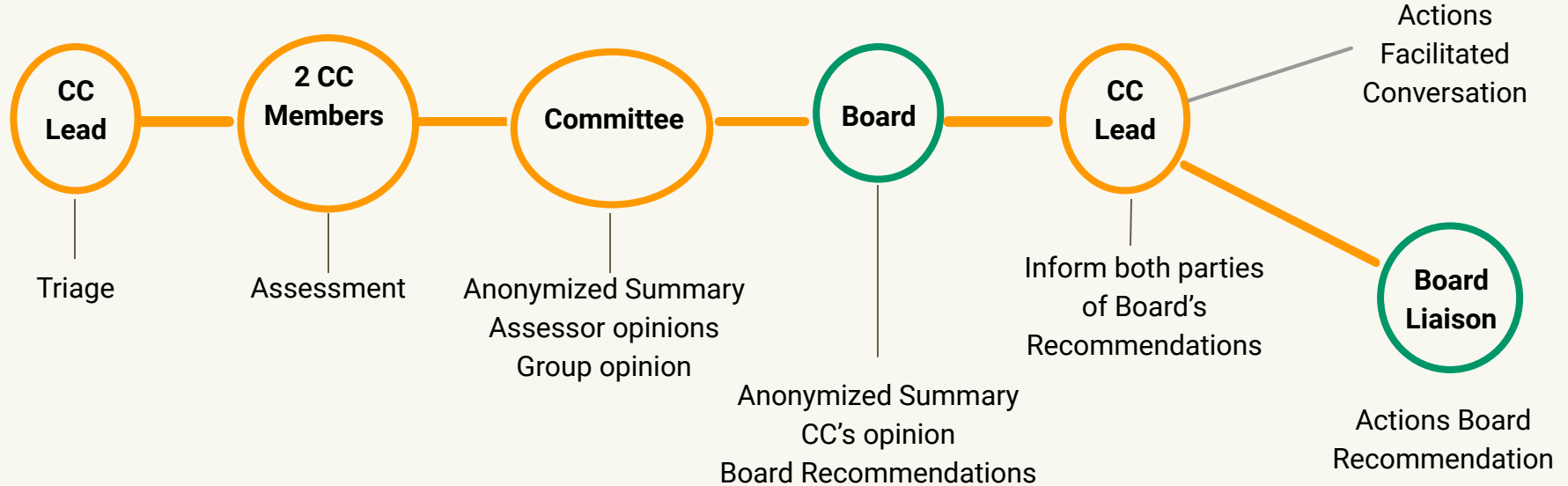
Year 1: Feb 2018-2019

- 11 members
- Established a Code of Conduct
- Conducted 2 Town Halls
- Created extensive FAQ and the Report Form
- Created an Assessment Process
- Trained in Accountability and Restorative Justice

Year 2: Feb 2019-2020

- Report Form opened Feb.18, 2019
- 3 new members in May 2019 (still 11 members)
- Received 19 reports between Feb-Dec 2019
- Lost 3 members in December (health & family matters)
- Trained in Investigation Protocols, Trauma-Informed Interviewing and Restorative Practices

What Happens



2019 Incident Types

Misuse of Position or Authority **7**

Sexual misconduct **6**

Predatory Behavior **5**

History of prior misconduct **4**

Intimidating/Threatening Behavior **3**

Endangering GVIAS ability to host events **3**

Physical Endangerment/violence **2**

Trespassing (2) **2**

Misappropriation of funds **1**

Confidentiality Breach **1**

Slander **1**

Racism **1**

19 Reports in 2019

| | |
|------------------------------|---|
| Required assessment | 9 |
| Required conversations | 2 |
| Reviewed, no action needed | 6 |
| Reviewed, no action possible | 2 |

Assessment Processing Time

| | |
|-----------------|-----------------|
| 6 assessments | 2 months |
| 2 assessments * | 5 months |
| 1 assessment * | 6 months |
| Average time | 3 months |

*Main reason for delay: Resignation of 2 members mid-assessment due to family or health reasons

Challenges

- Logistical challenges (member resignations & availability)
- Long wait for crucial info from consultant delayed our work
- Long hours and year-round commitment
- Complex and difficult reports to process
- Resolution is not straightforward
- Restorative Practice not possible in many cases

Appreciations

- Conduct members' dedication to this work
- The Board's dedication to this work
- GVIAS members' courage to take part in this process
- Learning about trauma-informed & restorative practices
- Being part of a pioneer initiative in community resilience
- Much groundwork was completed and wisdom acquired
- Creating a legacy to build upon and evolve