



COUNCIL OF ONTARIO DIRECTORS OF EDUCATION

ANTI-SEX TRAFFICKING PROTOCOL

FINAL REPORT, JULY 31, 2022

This document is the final report that is part of the requirement set out in Schedule “B”, B1 Project Plan, Anti-Sex Trafficking Policy: Support for Sector, of the Ontario Transfer Payment Agreement (TPA) between CODE and the Ontario Ministry of Education. It covers the period from September 1, 2021 to June 30, 2022 and describes the details of the project work in accordance with the budget outlined in the Transfer Payment Agreement.

Background

In November 2021 the Ministry of Education granted a TPA to CODE to facilitate and support all District School Boards in Ontario in meeting their obligations under PPM 166. CODE enlisted three retired Directors of Education to lead this work. Stuart Miller, Brenda Blancher and Monique Menard (CODE team) were contracted by CODE and since November met regularly and provided boards with various levels of support as required. A mid term report was completed January 26, 2022 and submitted to the Ministry at the end of January. The TPA required CODE to provide boards with support in developing and implementing an Anti-Sex Trafficking (AST) protocol. In addition, CODE was required to support boards with AST resources for both implementation and training. In order to fulfill the requirements of the TPA, the CODE team developed and shared three webinars with all Ontario boards along with a ready-to-use staff training video. All these resources have been posted and remain on the Ministry’s VLE site and CODE’s website. All webinars and the training video are in both French and English.

Webinar Topics

Jan 12, 2022 AST protocol development and sharing of template and resources

Apr 13, 2022 AST strategies and resources for implementation

June 15, 2022 Introduction of a training video which can be utilized for all staff.

June 16, 2022 AST training video posted to VLE in both languages. One section inclusive for all staff and one specifically for teaching/classroom staff.

Representing/Représentant :

CODEC – Conseil ontarien des directions de l'éducation catholique • **CODEP** – Conseil ontarien des directions de l'éducation publique
ECCODE – English Catholic Council of Directors of Education • **PCODE** – Public Council of Ontario Directors of Education

For the purposes of this final report, activities reported on the mid-term report will not be repeated

Actions/Activities since Mid-Term report (Jan 26/22)

On April 13, 2022 a webinar (#2) was presented to all boards. Every board had provided a contact responsible for AST within their own board. All contacts were invited to attend the webinar. All Directors were also invited through the Executive Director of CODE. The focus of webinar # 2 was on implementing the protocol each board had developed. In surveying boards (for the Ministry) there were several boards who had not yet completed and/or submitted their protocol. Less than 50 % had been able to complete their protocol by the required date of January 31, 2022. As a result, some boards were not at the implementation stage at the time of the webinar. To support these boards the webinar was posted on the Ministry's VLE site and on CODE's website. It was also sent to all boards in a link which they could utilize when they were in a position to do so.

Participants, like in webinar #1, were invited to post questions during webinar # 2. These questions would be compiled and be distributed to all boards along with the answers sometime after April 13, 2022. There were no questions in the English language webinar and only 4 in the French language webinar.

The webinar was shared with the advisory panel prior to it being presented to boards. Some of their comments and advice they provided was included in the webinar.

On June 15, 2022 the final webinar (#3) was presented to all boards. The focus of webinar #3 was on the training of all staff in every board on the AST protocol and its implementation. It was also intended to provide all staff direction and support on how to identify, intervene, prevent and support victims of sex trafficking. The actual webinar was shorter than both the previous ones, as it was intended to introduce the topic to boards and ultimately direct them to the Ministry VLE where they would be able to access a training video which had been produced and posted. Like the other webinars, #3 had been developed in both French and English, as was the training video.

The staff training video in English is 56 minutes and in French, 72 minutes long. They both address awareness of sex trafficking, identifying signs of trafficking, intervening (and how to intervene) when it is identified and support for victims. They are both divided into two parts. The first part is for all staff, both classroom and non-classroom. The second part is primarily for those who work directly with students in a classroom environment. Although the training video was developed by the CODE team it was done so with two partners to the TPA. White Ribbon and Action Ontarienne contributed to the production to the webinar and White Ribbon presented also on the English webinar. There was also testimony from a victim/survivor in the video. The Ministry of Children, Community and Social Services (MCCSS) also presented "The Trap" in both versions of the webinar. Finally, the training video contained ten guiding

questions which boards could use to facilitate discussion during their staff training. These questions can support boards in guiding essential conversations with their staffs.

Both the webinar and the training video were shared with the advisory panel for comment and/or questions prior to being shown to boards.

Webinar #3 was posted to the VLE on June 15, 2022 and the training video was posted on June 17, 2022 to the VLE. It was subsequently posted to CODE's website and a link to the actual training video was sent to all 92 board contacts in Ontario. The guiding questions were posted and were sent out as a PDF to all board contacts.

As in the previous webinars, participants were invited to post questions in the chat box of the webinar. There were no questions posted in the chat box. There were some follow up questions, however they were mostly of a technical nature on how to access the VLE and/or the training video. These were addressed by technical staff.

Although the webinar was presented on June 15, 2022 and the training video is posted, it is expected that few, if any boards were intending to utilize the video prior to the end of the 2021-22 school year. In speaking with several Superintendents and a few Directors, they intend to use it in late August or early September when their staff returns from the summer break. Boards are not required to use the training video, but many board contacts have expressed gratitude for the video and intend to use it.

Communication

The CODE team developed a list of school board contacts. These are senior staff who are responsible for the development of the board protocol and for leading this work within their own board. The total number of identified board contacts was 80. All 72 boards were represented. The Executive Director of CODE has also updated Directors of Education and shared information, including webinar dates with them. Below are the dates of communication with board contacts.

January 24,2022	Update and reminder of protocol date (Jan 31)
February 15,2022	Survey sent to boards at request of Ministry of Education
March 22,2022	Information regarding Webinar #2
April 13,2022	Webinar #2 (in English and French)
April 27,2022	Response to questions from Webinar #2
May 11/12,2022	Update
May 30,2022	Information regarding Webinar #3
June 15,2022	Webinar #3

June 27,2022 Instructions on accessing training video on VLE

The CODE team has worked closely and in consultation with the Ministry of Education (MoE) and the Ministry of Children, Community and Social Services (MCCSS). Below are the dates of meetings with both Ministries:

February 7,2022 Follow up to webinar #1 and discussion of a survey for all boards

March 4,2022 Results of survey (MoE)

March 28,2022 Discussion of training video with MCCSS and MoE.

May 18,2022 Discussion of inclusion of “The Trap” in training video

In addition to the above virtual meetings there were also several phone calls with staff at the Ministry of Education and the Ministry of Children, Community and Social Services.

The CODE team also met virtually with some of the partners and the Advisory Panel

March 21,2022 Advisory Panel

February 1,2022 OneChild

May 17,2022 White Ribbon

May 19,2022 Action Ontarienne

Many school boards have contacted and had conversations/discussions/email exchanges with the CODE team or individual members of the team. The questions ranged from technical issues to accessing organizations and/or resources. The 12 Francophone boards are also placing the training video, currently on the VLE, on their common training and reporting platform for easier access for their boards

Quantitative Data

Webinar # 1 Jan 12,2022

Participants:

English 93

French 24

Input on utility of work/resources provided:

3.5 overall impression of the value of webinar#1 (on a scale of 1-5 with 5 being the most helpful. 30 respondents)

Webinar # 2 April 13, 2022

Participants:

English	22
French	7

It should be noted that for webinar #2 there were fewer COVID restrictions in place in Ontario. This allowed for groups of staff to watch the webinar together in the same location. Although there is no data to show the numbers of boards and/or staffs which did this, we know anecdotally that some did so.

Webinar # 3 June 15, 2022

Participants:

English	48
French	18

As in webinar # 2, the fewer COVID restrictions preventing gatherings, allowed for many boards to have staff to gather in one place and watch the webinar together

Training Video Posted to VLE June 15, 2022

Participant Views since June 15:

English	144
French	35

A separate link to the training video was forwarded to all boards, on June 21, 2022, for their use at their discretion. The training video will remain posted on the VLE. The Ministry of Education sent out instructions on how to access the VLE and as an additional support to boards, the instructions and link were sent out by the CODE team on June 27, 2022. In addition, the CODE team addressed and supported 5 boards in accessing and navigating the VLE.

A survey was sent to all boards as to the efficacy of the webinar #2 and #3.

For webinar #2, 14 contacts responded and gave an average score of 3.86/5

For webinar #3, there were no responses to the survey

There has been no survey distributed with respect to the training video, as many boards intend to use it in the school year 2022-23.

Qualitative Data

The chat function on webinar allowed for questions and comments to be addressed in real-time. However, as indicated above, there have been very few questions which have had to be addressed by the CODE team other than some technical questions.

Advisory Panel

As part of the CODE team's TPA requirement, an advisory panel was composed. The members are as follows.

Karly Church	Human Trafficking Survivor/Speaker/Support worker with Durham police and Durham Victim services
Carly Kasich	Formerly Executive Director Durham Victim Services (presently Executive Director of Toronto Victim Services)
Jody Smith	Grand Council Treaty 3 Police Services
Marissa Kokkoros	Executive Director and Founder AURA Freedom International
David Correa	Detective Sergeant Toronto Police Services, Human Trafficking Division
Mike Perry	Lawyer Metis Nation of Ontario
Krystal Snider	Executive Disruptor/ Human Trafficking Survivor Collaborative Community Solutions
Gisele Hebert	Executive Director of Children's Aid Society of Nipissing and Parry Sound. Sits on several provincial committees and participates at regional and local tables advancing the welfare of children and youth

Feedback to the Ministry

1. It continues to be a challenge for the CODE team and school boards to acquire and find anti-sex trafficking resources in French. There is an abundance of materials and resources available in English which can easily be distributed to school boards, however this is not the case for French. Even many of the TPA partners do not have resources in French. The government and/or Ministry may consider acquiring more French resources or expertise. We would also recommend that both the Ministry of Education and the Ministry of Children, Community and Social Services have all their own resources in both languages. As an example, for the demonstration of "The Trap", it was necessary that one of the CODE team do the narration in French due to MCCSS having challenges in getting the French narration translated in a timely fashion.
2. Some boards have expressed to the CODE team that they were unable to meet the timelines set out in the PPM. As a result, many were unable to get their protocol completed by the January 31, 2022 deadline and indeed not even by the time webinar

#2 on implementation was presented in March. Boards are doing their best to meet the requirements of the PPM.

3. In doing this work, the CODE team was often working and communicating with different staff at both MCCSS and MoE. It is fully appreciated that this may be out of the control of those same staff. It is recognized that the Ministries are dynamic institutions and are subject to changes beyond their control. However, if at all possible, it would be suggested that there be more consistency at the Ministry level with liaising with the CODE team.

Final Comment

CODE was pleased to work with the Ministry of Education to support boards in this very important work. The Ministry of Education has been very supportive of this work and the CODE team undertaking it.