YOUTH LEADERSHIP AND SOCIAL MEDIA ENGAGEMENT GUIDE

BASED ON

Victim Services Toronto's T.E.A.R.™ Program

Healthy Relationships in a Digital World

SEPTEMBER 2020

INTRODUCTION

The *Youth Leadership and Social Media Engagement Guide* is grounded in collaborative action and is designed as a hands-on, practical guide to support community agencies and school organizations as they build the leadership capacity of their youth to design and deliver programs that proactively support healthy relationships, especially in the field of social media engagement. This guide is based on a manual developed by Victim Services Toronto (VST) for T.E.A.R.™, Teens Ending Abusive Relationships, a VST program designed to equip youth with the tools and resources to make healthy relationship choices in person and online, identify the warning signs of abusive relationships, and reach out for help.

T.E.A.R.™ started in 2007; however, the seed idea for this *Youth Leadership and Social Media Engagement Guide* was planted in September 2019, nurtured over the year, and blossomed in September 2020. This guide is a product of a collaborative project, *Healthy Relationships in a Digital World* (HR), led by a Steering Committee of representatives of Victim Services Toronto and the three provincial principal associations, and funded by the Ontario Ministry of Education. Toronto-centric in its pilot stage, the HR project has now been introduced to school districts across the province of Ontario. The *Youth Leadership and Social Media Engagement Guide*, likewise, offers a youth engagement 'how to guide' that shares best practices and invites

leaders of community agencies and school organizations across Ontario to adapt the VST youth leadership model and T.E.A.R.™ Program to fit their contexts and needs. Additionally, community agencies and school organizations are encouraged to use their own unique program title, to maintain the integrity of the T.E.A.R.™ trademark.

Background of Healthy Relationships in a Digital World 2017—2020

Project Partners: Victim Services Toronto (VST), a not-for-profit registered charity dedicated to helping victims of crime and sudden tragedies; Catholic Principals' Leadership Development | Ontario (CPLDO), a service partner of Catholic Principals' Council | Ontario; Leadership en action (LEA) est un partenaire de l'Association des directions et directions adjointes des écoles franco-ontariennes (ADFO) ; and Principal Association Projects (PAP), a service partner of the Ontario Principals' Council (OPC). *Healthy Relationships in a Digital World* is funded by the Ministry of Education.

Since 2017, in response to the concerns of school leaders with the increase of cyberbullying and cyberviolence in schools and especially in social media, the HR Steering Committee of representatives of VST, LEA, CPLDO, and PAP has designed and delivered webinars and resources, starting with research in Toronto and

then offered to school leaders across Ontario. As well, *Healthy Relationships in a Digital World* has offered support to the expansion of VST's T.E.A.R.™ Program, especially T.E.A.R.™ Social Media Initiative – #TEARtalk, and benefited from developing VST's original Safe S.P.A.C.E. (Students and Partners Against Cyberviolence Everywhere) Committee into the *Healthy Relationship in a Digital World* Advisory Committee.

Please see the *Appendix* for more information about the partners, mandate, and accomplishments of *Healthy Relationships in a Digital World*.

Collaboration in Action

At the heart of *Healthy Relationships in a Digital World* is a set of definitions that anchor the work within the project. These definitions were developed by the Safe S.P.A.C.E. (Students and Partners Against Cyberviolence Everywhere) Advisory Committee and incorporate perspectives and expertise from law enforcement, social service providers, students, educators, and school leaders.

DEFINITIONS

Cyberviolence can be defined as the umbrella term used to describe a wide range of online behaviours, which are intentionally done to hurt others; including but not limited to cyberbullying, cyberharassment, cyber sexual harassment, sextortion, luring, and non-consensual distribution of intimate images.

- *Cyberbullying* can be defined as behaviour directed towards another individual or group with the intent to cause emotional harm using technology such as the Internet and electronic devices.

- *Cyberharassment* is the repeated unwanted communication with another individual using technology either directly or indirectly.

- *Cyber Sexual Harassment* is the repeated unwanted communication of a sexual nature with another individual through the use of technology either directly or indirectly including but not limited to text messages, emails, private, and public posts. This can include sexual name-calling, sexual putdowns, intimidating sexual jokes, non-consensual revealing of an individual's sexual orientation, gender identity or gender expression, sending, receiving, or requesting unwanted sexual images.

- *Sextortion* is when someone uses another individual's intimate images to threaten them into sending more intimate images and/or videos by means of electronic devices and/or the Internet.

- *Luring* is when an individual, using means of telecommunication, communicates with anyone under 18 years of age, for the purpose of committing a sexual crime such as, but not limited to, sexual assault, creating child pornography, and sexual exploitation. Telecommunication can include text messages, emails, online private and public posts.

VICTIM SERVICES TORONTO T.E.A.R.™ PROGRAM: MODEL FOR YOUTH LEADERSHIP AND SOCIAL MEDIA ENGAGEMENT GUIDE

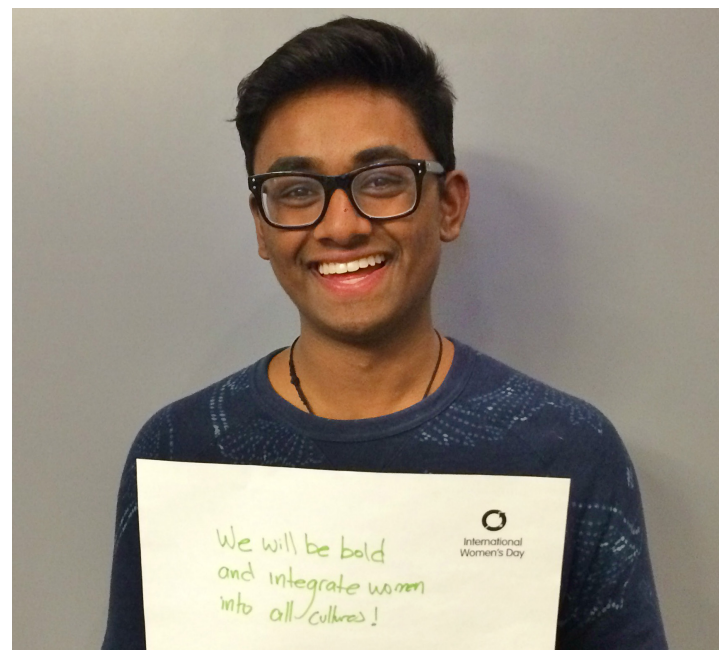**About T.E.A.R.™**
(Teens Ending Abusive Relationships)

The T.E.A.R.™ program is an established program, created and operated by **Victim Services Toronto** which aims to prevent gender-based violence through awareness, youth leadership and social media engagement. The agency recognizes the importance and value of proactive work to prevent gender-based violence both in person and online. The T.E.A.R.™ Program was initially created in 2007 by Victim Services Toronto's Program Director, Sarah Rogers.

The purpose of the T.E.A.R.™ Program is to equip youth with the tools and resources to make healthy relationship choices, identify the warning signs of abusive relationships, and reach out for help. The program achieves these goals through the T.E.A.R.™ In a Digital World Workshop, T.E.A.R™ Youth Leadership Program, and the youth-driven T.E.A.R™ Social Media Engagement Initiative. Although this is a Toronto centric program, the T.E.A.R. ™ model can be applied to meet the needs and context of communities across the province of Ontario.

T.E.A.R.™ In a Digital World Workshop is a free interactive and engaging workshop established by youth for youth 12 to 18 years of age living in the City of Toronto. The workshop equips youth with the tools, knowledge, and resources to navigate the digital world and make informed healthy relationship choices both online and in person.
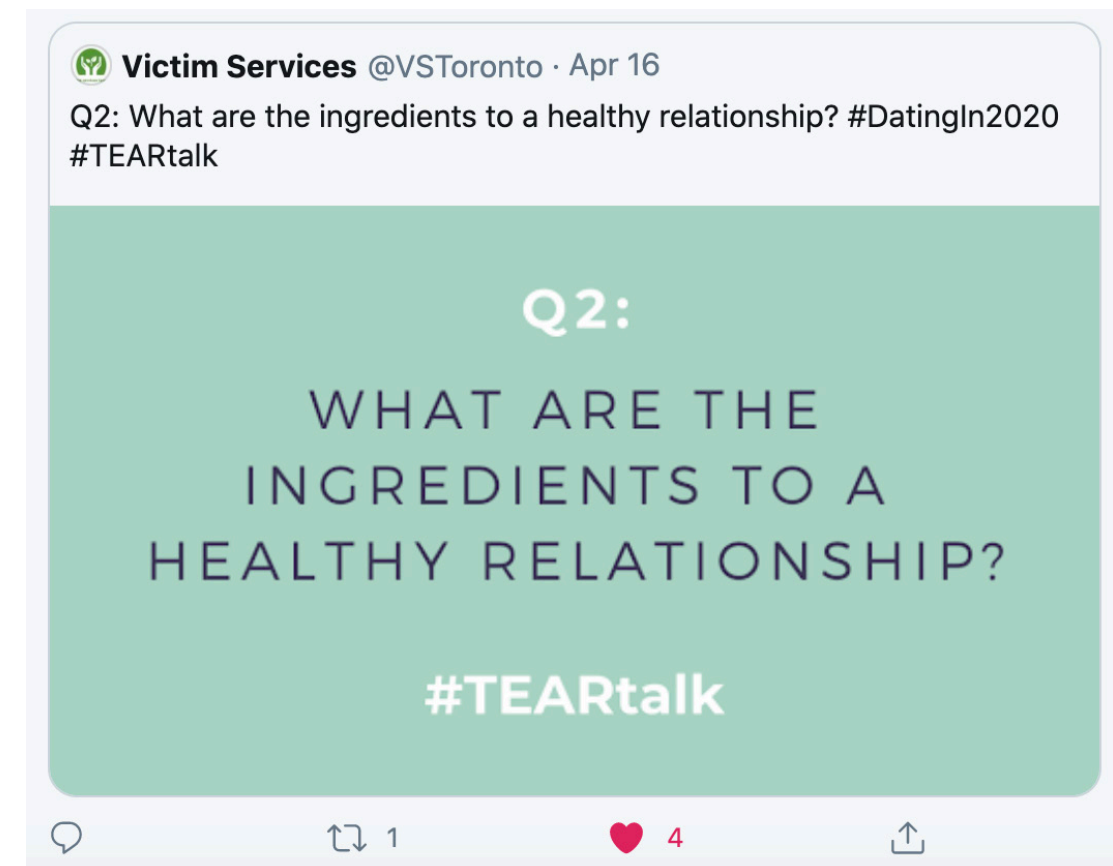
T.E.A.R.™' Youth Leadership Program
currently has 20 active volunteer youth leaders, targeting youth facing multiple systemic barriers including racialized, marginalized, LGBTQ+, and Indigenous youth. The T.E.A.R.™ Youth Leadership Program builds on the basic learnings of the T.E.A.R.™ Workshop and enables youth to further analyze root causes of gender-based violence by exploring historical and current manifestations of sexism, racism, homophobia, and other forms of systemic discrimination and oppression which perpetuate the cycle of violence. Opportunities to practice working with and incorporating the healthy ingredients to develop healthy peer relationships are provided through training, engagement, and supporting Youth Leaders to deliver T.E.A.R.™ workshops, develop innovative forums for dialogue on healthy, unhealthy, and abusive relationships, violence against women, and gender equity within their schools and the broader community.

T.E.A.R.™ Social Media Engagement Initiative
T.E.A.R.™ Youth Leaders launched their social media engagement strategy, #TEARtalk, in November 2013. #TEARtalk, a weekly Twitter and Instagram chat, is completely youth inspired and driven. This social media engagement strategy provides an innovative forum for T.E.A.R.™ Youth Leaders to discuss and bring awareness to a variety of complex topics related to unhealthy relationships, healthy relationships, equity, and trending issues in a fun and positive way. Topics include: gender-based violence, sexual violence, consent, homophobia and transphobia, cyberbullying, digital leadership and citizenship, healthy relationships, gender equity, and how to reach out for help. Since its inception, the hashtag #TEARtalk has been tweeted over 20,000 times, creating 26 million impressions.

Victim Services @VSToronto · Apr 16

Q2: What are the ingredients to a healthy relationship? #DatingIn2020 #TEARtalk

Q2:

WHAT ARE THE INGREDIENTS TO A HEALTHY RELATIONSHIP?

#TEARtalk

WHY ARE HEALTHY RELATIONSHIPS IN A DIGITAL WORLD IMPORTANT?

The age of technology has brought us computers, the Internet, email, smartphones, access to timely communication, and infinite amounts of knowledge with the click of a button. The introduction of social media sites such as Facebook, Twitter, Instagram, Snapchat, TikTok, YouTube and online games, to name just a few, connects us to family and friends through online profiles, group chats, and direct instant messaging. The rapid growth of technology and fast access to communication allows us to raise awareness and be informed about important social issues, quickly mobilize calls to action, drive social change, and create an inclusive, equitable world.

The online world is also an extension of our interactions, including abusive and negative behaviours, which are magnified by the rapid pace and far reach of technology. The various social media sites and apps designed to connect are often misused; human traffickers and individuals with negative intentions lure and groom young people online by posing as trustworthy individuals. Rumours, negative putdowns, and harassment have the potential to go viral, spread by people once considered friends, and can occur anonymously.

Young women 15 – 34 years of age are at the highest risk of experiencing stalking, harassment and intimate partner violence according to a 2016 family violence Statistics Canada Report.

Cyberviolence/cyberbullying has devastating impacts on targeted individuals, leading to distrust, isolation, stress and anxiety, decreased overall mental health and well-being, and increasing the likelihood of developing a mental health condition (Statistics Canada, 2016).

Cyberbullying can be relentless and affects young people at alarming rates. According to Statistics Canada 2016, 1 in 5 young Canadians report being affected by cyberbullying and cyberstalking.

LGBTQ+ youth report significant higher levels of cyberbullying and cyberstalking, over one third, compared to their heterosexual and cisgender counterparts. (Statistics Canada, 2016).

Young Canadians who reported a recent experience of discrimination were more likely to experience cyberbullying and cyberstalking (37%) (Statistics Canada, 2016).

THE T.E.A.R.™ MODEL

To foster healthy dating relationships and friendships on and offline, the T.E.A.R.™ Model is grounded in three fundamental principles: Youth Empowerment, Adult/ Youth Allyship, and Youth Peer Mentorship.

YOUTH EMPOWERMENT

Enables youth to recognize their own agency, abilities, and develop the confidence to implement positive changes in their own lives and community. The youth empowerment model moves away from adult-centric, hierarchical structures, and passive youth participation by involving young people as active participants and partners in program development and decision-making processes through adult/youth allyship (Bulanda & Byro Johnson, 2015). This involves supporting youth voice and agency in group settings (Bulanda & Byro Johnson, 2015).

ADULT/YOUTH ALLYSHIP

Focuses on youth skill building, engagement, and empowerment (Iwasakie et al., 2014). The model relies on mutually respectful, non-judgmental, supportive, and caring adult relationships to create a safe and trusting environment to engage youth in shared leadership and collaborative decision making. Creating a safe and trusting environment involves honouring youth voices, creativity, and lived experiences. A horizontal adult/youth relationship is further created through mutual learning and shared program planning, development, and implementation (Bulanda & Byro Johnson, 2015).

YOUTH PEER MENTORSHIP

Involves youth guided capacity building through youth-to-youth mentorship, with the support of adult/youth allyship (Bulanda & Byro Johnson, 2015). Youth mentors are provided with the opportunity to recruit, train, engage, and empower other youth in the program.

EVALUATION

The T.E.A.R.™ model has yielded positive results, with youth leaders and peer mentors expressing significant life-changing experiences.

75% increased their leadership skills

75% increased their knowledge about the behaviour that would demonstrate zero tolerance towards domestic violence

50% increased their knowledge about definitions of domestic violence and teen relationship violence

88% increased their knowledge about how to receive help and access available resources related to domestic violence

50% increased their knowledge about effective communication and listening skills

100% increased their knowledge about the cycle of violence

100% increased their knowledge about power and control, gender inequities, stereotypes and discrimination as core causes of domestic violence and violence against women

88% increased their knowledge about the elements of equality and mutual respect needed to build healthy relationships
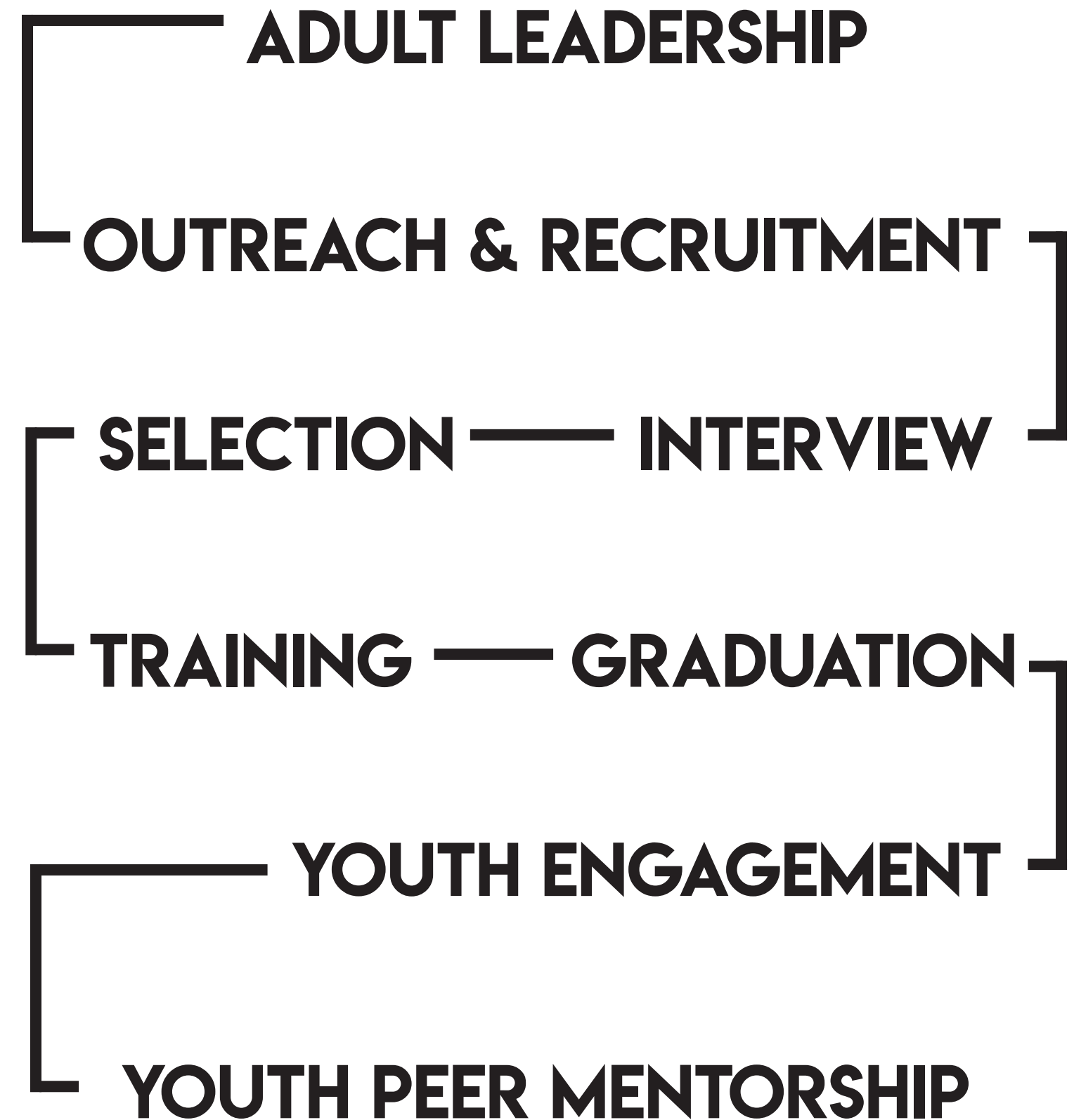

63% increased their knowledge about effective public speaking

88% increased their knowledge about identifying the warning signs of domestic violence

GETTING STARTED

This youth engagement 'how to guide' will share best practices and highlight how working in collaboration with youth, school and community leaders as well parents/ guardians can drive meaningful change.

ADULT LEADERSHIP

OUTREACH & RECRUITMENT

SELECTION — INTERVIEW

TRAINING — GRADUATION

YOUTH ENGAGEMENT

YOUTH PEER MENTORSHIP

Adult Leadership

Starting a youth leadership and engagement program requires adult leadership within agencies, schools, and districts across the province of Ontario. The role of the adult leader is to recruit, train, engage, support, and supervise youth as well as foster adult/youth allyship.

Volunteer Youth Leadership Planning and Recruitment

The T.E.A.R.™ Youth Leadership Program is held every Thursday evening from 4:30pm – 6:00pm at the Victim Services Toronto office, 40 College Street and is accessible by public transit. Youth leaders are 15 – 18 years of age and represent diverse communities. Being clear on the purpose of the group, intentional about who your group members are, and providing a consistent and accessible time of day and location is an important step to recruiting and engaging youth to your program.

Additionally, providing a friendly, welcoming, and supportive environment as well as food, free public transit, volunteer hours, and references for future jobs also provide positive incentives for youth involvement and retention.

Planning

Establish the purpose, type, and demographics of group members as well as the date, times, and location of the group meetings using the 4 **W**'s and **H**.

- **Who** are your group members?
- **What** is the type, purpose, and goals of the group?
- **What** are your modes of communication?
- **Where** will group meetings be held?
- **When** will your group meeting be held, including dates and the times of meetings?
- **How** will you recruit youth to your program?

Outreach

Use visuals and multiple platforms to reach out and engage youth by:

- Creating a visual flyer with the purpose of the program and incentives.
- Posting the flyer in your school, library, and social media sites.
- Posting the volunteer opportunity on volunteer websites such as VolunteerToronto.ca.
- Participating in youth volunteer fairs.

Interview and Selection

The interview process is an essential first step in engaging youth participants and building positive adult/youth allyship. This process also provides valuable interview experience for youth and an opportunity for them to build their interview skills and learn about your organization and program. The T.E.A.R.™ Youth Leadership Program uses the following steps when interviewing and selecting youth participants.

- Build rapport through introductions.
- Create a welcoming and friendly environment.
- Provide a brief introduction to your program attendance expectations.
- Assess the candidates' existing knowledge on topics such as cyberbullying, intimate partner violence and healthy relationships.
- Assess the candidates' individual and team skills.
- Provide the candidates with information about when they will receive a response and feedback regarding their interview along with next steps.
- Provide information about the screening process such as references and vulnerable sector check screening.

Screening

To participate in the T.E.A.R.™ Volunteer Youth Leadership Program, all youth participants are required to receive a clear background check which includes:

- Two personal and two professional references
- Social media check
- Clear vulnerable sector check

Participant Forms

All youth are required to complete the following forms and receive parent/guardian signatures for participants under 18 years of age.

- Confidentiality form
- Media release form
- Emergency contact form

Youth Leadership Training

For the first eight weeks of the program, T.E.A.R.™ Youth Leaders receive 16 hours of training for leadership development, individual and team skills, inclusion, gender-based violence, healthy relationships, and cyberbullying. They receive volunteer hours to put towards the Ontario provincial requirement of 40 volunteer hours in order to earn their Ontario Secondary School Diploma.

Topics include:

- Introductions
- Policies and Procedures
- Ethics and Values
- Leadership
- Team Building
- Diversity and Inclusion
- T.E.A.R.™ Workshop
- Sexual Violence and Consent
- Self-Care and Self-Compassion
- Professionalism and Public Speaking
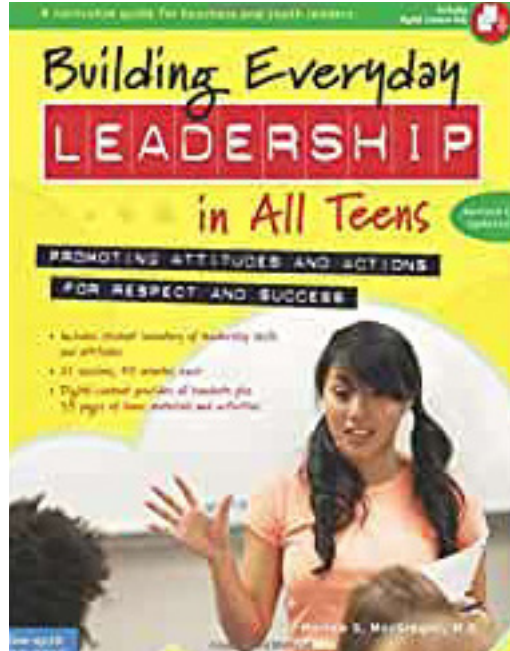- Digital Citizenship and Leadership

Recognition

Upon completion of the T.E.A.R.™ Youth Leadership Program training, youth volunteers attend Victim Services Toronto's Volunteer Recognition and Annual General Meeting. This provides an opportunity for them to celebrate and receive certificates of training completion, learn more about the organization, and network with other staff and volunteers.

Youth Leadership Engagement and Activities

Structured group activities create a safe, caring, and supportive environment by establishing roles, clear guidelines, expectations, and mutually agreed upon group norms for communication.

Many great group activities can be found in:

Building Everyday Leadership in All Teens: Promoting Attitudes and Actions for Respect and Success. 2nd ed (MacGregor, 2015).

Youth Peer Mentorship

As youth cultivate and grow, their leadership skills provide them with opportunities to continue to enhance their skills by encouraging them to take on leadership and mentoring roles. This will build capacity within the program as well provide valuable opportunities for youth.
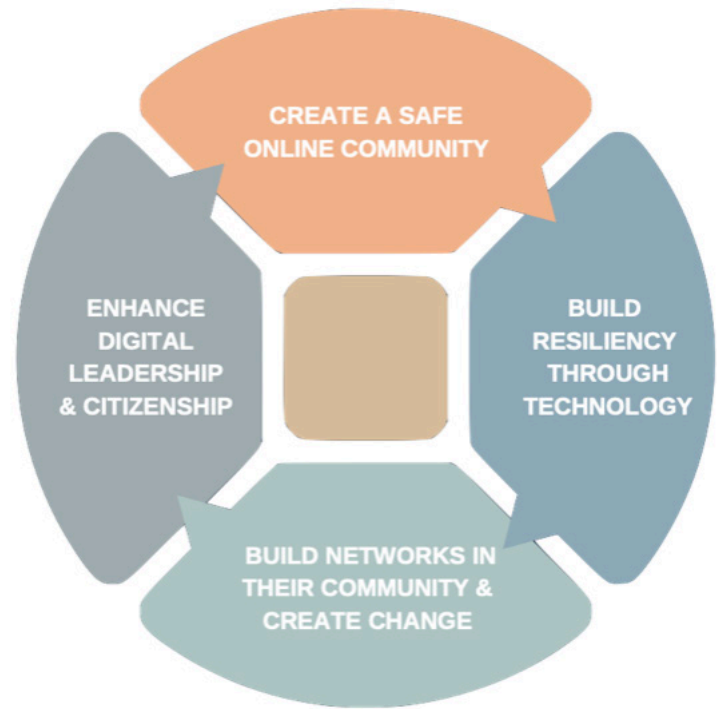
Currently the T.E.A.R.™ Program has the following youth roles:

- **Youth Communication Liaisons** are paid part-time youth positions. Currently the T.E.A.R.™ Program has four part-time youth employees. They have been involved with the program for a minimum of four years, joined while attending high school, and are currently pursuing their post-secondary education. Their role is to organize the planning and delivery of all aspects of the program such as: youth recruiting, interviewing, training, mentoring, as well as ongoing youth engagement activities and initiatives.

- **Youth Peer Mentors** are volunteer youth who have participated in the program for more than one year, assist with the delivery of group activities, and are also mentors to new youth joining the program. Volunteer hours are provided.

- **Volunteer Youth Leaders** are new youth who have joined the program. Volunteer hours are provided.

- **Social Media Ambassadors** are volunteer youth who are unable to participate in the weekly youth leadership meetings, however they are able to participate in the weekly social media chat #TEARtalk. Volunteer hours are provided.

T.E.A.R.™ Social Media Engagement Initiative — #TEARtalk

The purpose of #TEARtalk is to create positive social change by empowering youth voices through digital leadership, education, and awareness on topics such as cyberbullying, and abusive and healthy relationships.

Online Branding

Encourage youth to create a positive digital footprint (the information someone leaves on the Internet because of their online activity through branding). An individual's brand identity focuses on how they would like to be perceived by others. Encourage youth to engage in critical self-reflection to create a positive online brand.

Reflection questions:

- What do you want your online reputation to be?

- Does your online profile reflect your values?

- Will your online profile help or hurt your future opportunities?

- Would you be embarrassed if a teacher, college/university recruiter, employer, parent/guardian saw your profile or posts?

- Did you know that many employers can find accounts you believe are anonymous?

- How can you highlight your values, attributes, skills, and talents online?

Digital Leadership

Digital Leadership is the process of creating positive social change through:

- Online Branding
- Digital Citizenship
- Privacy
- Safety
- See Something, Say Something

I will empower women in my culture and overcome my struggles.

International Women's Day

#BeBoldForChange

Digital Citizenship

Foster digital etiquette and safety by encouraging youth to:

- Align their online profile picture, social media handles, and posts with their values.
- Create positive posts and conversations.
- Post material that highlights their talents, skills, and positive attributes.
- Be selective when approving friend requests – accept only those who they know personally.
- Avoid venting and posting negative comments online.
- Refrain from posting material that is illegal or goes against their school's student code of conduct.
- Avoid sharing or liking inappropriate material.
- Find out what their digital footprint is by Googling themselves regularly.
- **THINK** before posting: Is it **T**rue? Is it **H**elpful? Is it **I**nspiring? Is it **N**ecessary? Is it **K**ind?

Safety Tips

To decrease the risks associated with online activity, encourage youth to:

- Set settings to private.
- Use multiple accounts i.e., one private for personal use, one public for professional use.
- Use an anonymous name or handle.
- Use a generic profile picture such as a picture of nature, art, or an inspirational quote.
- Use a couple of different email accounts to sign up on a social media app.
- Avoid posting photos or posts with current location; instead post them afterwards (#latergram), and be sure to avoid identifiable landmarks.
- Be aware of surroundings when taking selfies.
- Avoid posting pictures while wearing a school uniform.
- Use fewer hashtags.
- If hashtags are used, consider using generic ones that do not reflect a specific time or location.
- Use secure passwords with a mixture of numbers and letters.
- Use secure networks and avoid free Wi-Fi.
- Avoid sharing passwords or providing personal information.
- Avoid ad-on applications.
- Turn off location functions and geotags.
- Avoid clicking suspicious or unknown links.
- Be aware of who your followers are, only add individuals you have established a friendship with, in person.
- View posts and photos of the individual you are adding to ensure their values align with yours.
- Screen capture abusive comments/posts and report them to the social media application or a trusted adult.

Responding to Online Bullying

Witnessing or being on the receiving end of online bullying and negative comments can trigger a range of emotions such as anger, anxiety, hurt, sadness, and fear.

When experiencing online bullying encourage youth to:

- Take a deep breath.
- Avoid retaliating.
- Save it.
- Report it.
- Block, unfriend, mute.
- Reach out to a trusted adult or friend for support.
- Be a friend and check in on the individual who has been affected by the bullying.

Who to Ask For Help

It can be helpful to identify caring and trusted adults, friends, and services prior to a negative event occurring. Encourage youth to identify their supports such as:

- Trusted parent/guardian
- Trusted adult
- Trusted friend
- Social Worker
- Child and Youth Worker
- Vice-principal
- Principal
- Helpline
- Call 911 in case of emergency

Social Media Initiative #TEARtalk

T.E.A.R.™ Youth Leaders host their weekly Twitter and Instagram chat every Thursday from 7pm – 8pm on Victim Services Toronto's Twitter and Instagram accounts. This chat is entirely youth driven and supported by adult allies.

The development and implementation of the chat is achieved through a multi-staged process and structured activities that foster youth empowerment, adult/youth allyship, and youth peer mentorship.
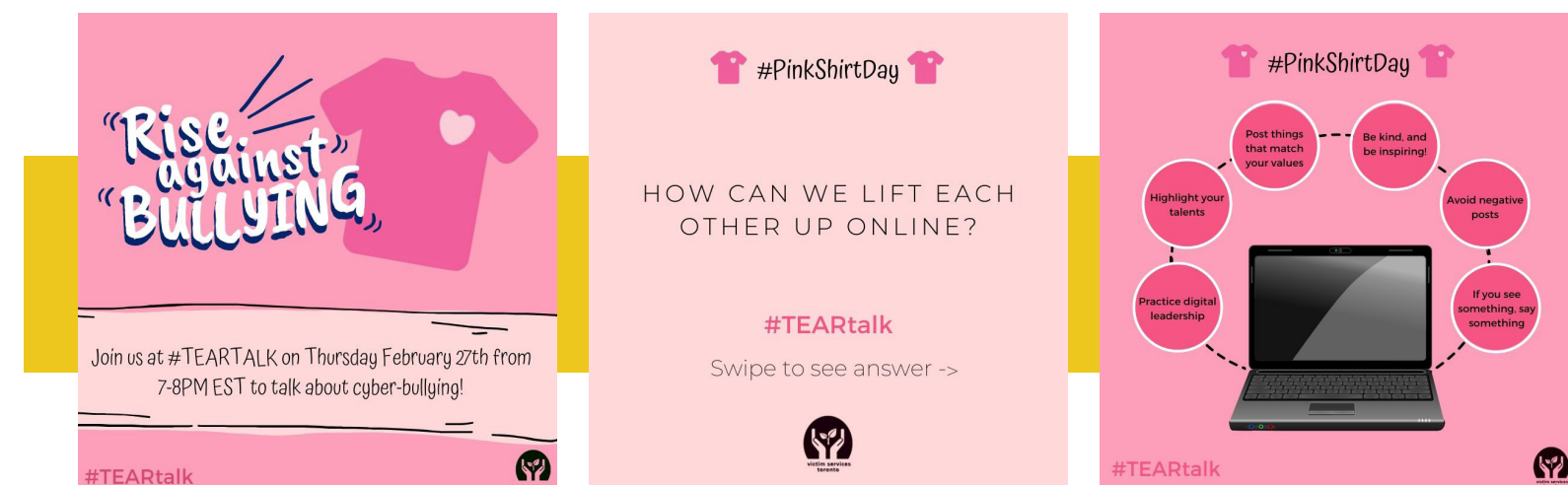
- **Brainstorming**
  Each week youth peer mentors and youth leaders brainstorm topics related to cyberbullying, digital leadership, healthy relationships, and trending topics. All ideas are written down and a vote is taken to decide on the most popular topic. Youth are encouraged to choose a topic that aligns with the agencies' vision and mission.

- **Twitter and Instagram Chat**
  Youth leaders research the chosen topic and, through supportive adult/youth dialogue, develop four questions and four answers per question for Twitter. It is important to keep questions short and concise to fit within Twitter's 280 character limit and be accessible to a large audience with a range of abilities. For example:

  Q1: What is Cyberbullying? #TEARtalk

  A1: Cyberbullying is negative online behaviours intended to cause harm such as name calling, putdowns, and spreading rumours online #TEARtalk
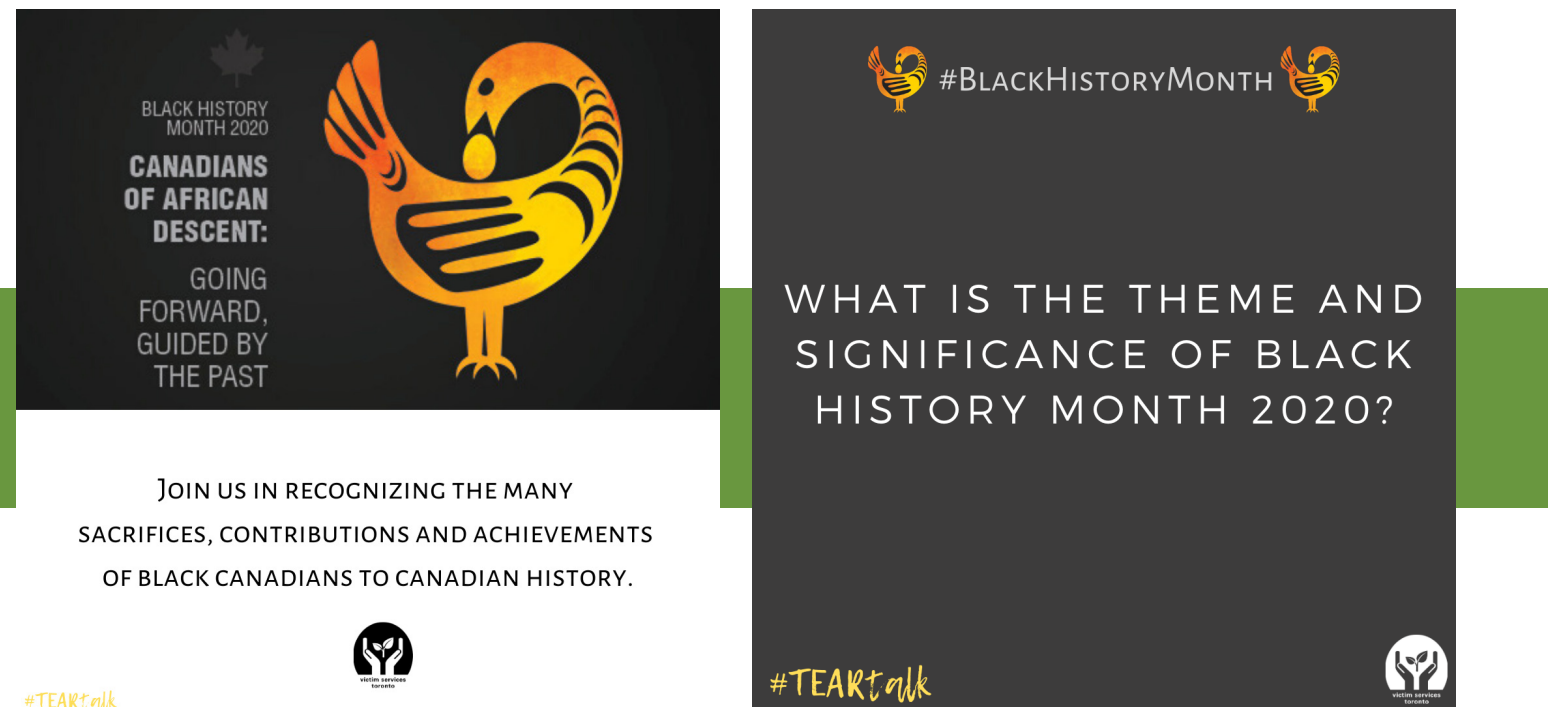
Graphics

Youth Leaders create graphics related to the topic's questions and answers using computer programs such as Canva, Adobe, and Illustrator to engage the audience.

Instagram

Youth Leaders choose two questions and create a post to represent the chat and encourage dialogue within the comments of the post.

Promotion

Promotional posters are created to encourage youth and the community to join in the conversation. Posters include the topic, date, and time as well as social media handles. Throughout the week, Youth Leaders post fun facts and multiple-choice questions on Instagram, and stories about the topic to foster engagement and participation.

How to Join and Participate in #TEARtalk
Instructions for participants:

- To join #TEARtalk, follow @VSToronto on Twitter and Instagram every Thursday from 7pm – 8pm

- Hashtag #TEARtalk so everyone can see your answers

- @VSToronto welcomes everyone to the chat

- Questions are posted

- Share your answers in 280 characters and hashtag #TEARtalk so everyone can see

- @VSToronto will retweet and like your answer

- Answers are posted

- Congratulations you have participated in #TEARtalk!

To obtain volunteer hours email: tearyouth@victimservicestoronto.com.

T.E.A.R.™ Awareness Videos

T.E.A.R.™ youth develop the concept, script, film, edit, and produce awareness videos on topics such as: gender-based violence, healthy relationships, cyberbullying, digital leadership, and citizenship. These videos are used in the T.E.A.R.™ Workshop and Social Media Engagement Initiative.

Videos can be found on Victim Services Toronto's YouTube channel: www.youtube.com/VSToronto.

Remote Youth Leadership Engagement

The COVID-19 pandemic caused an emergency shutdown in mid-March 2020. Physical distancing measures were put into place to slow the spread of COVID-19, causing social disconnection, and posing challenges to keeping youth and students engaged remotely. The T.E.A.R.™ Program used a variety of methods involving innovative technology and artistic activities to foster youth engagement and connectedness. This was achieved through:

- WhatsApp group chats

- Slack group chats

- Weekly Zoom meetings

- Weekly T.E.A.R™ Challenge

The T.E.A.R.™ Challenge

Each week the youth leaders are encouraged to step away from technology and create an artistic piece related to the #TEARtalk topic. This can range from poetry, baking, drawing, crafts, etc. A description of the art piece is provided, and submissions are shared during the weekly youth meetings and during the social media chat.

— Veronica
T.E.A.R.™ Youth Leader

Technology

Group chats through the applications Slack and WhatsApp are great ways to connect with youth, check in on the progress of tasks and goals, send meeting reminders, and brainstorm new ideas. Virtual meeting platforms such as Zoom, Google Hangout/Meet, Microsoft Meetings, and WebEx are great ways to host meetings remotely. It is encouraged to set boundaries, ground rules and expectations for electronic communication and meetings such as:

- Discuss confidentiality.

- Discourage video or audio recordings of meetings and group chats.

- Provide the option for youth/students to turn their camera off or encourage them to create a virtual background to enable them to maintain their privacy.

- Collaboratively create a Code of Conduct with youth for virtual meetings and group chats.

- Discuss appropriate days and times to send messages to the group chats.

- Encourage the use of appropriate and professional language.

- Foster positive and professional conversations related to the group goals.

- Provide training on the functions of the virtual platform.

- Provide time to check in and out with each member of the group during virtual meetings.

- Use the share screen function for group members to showcase their work.

- Use breakout rooms to foster smaller group activities.

Resources

Helplines

Victim Services Toronto (24/7) — 416-808-7066

Kids Help Phone (24/7) — 1-800-668-6868

Distress Centres of Toronto (24/7) — 416-408-4357

Lesbian Gay Bi Trans (LGBT) Youthline (Sun. – Fri., 4pm – 9:30pm) — text 647-694-4275

Black Youth Helpline (9am – 10pm) — 416-285-9944; Toll Free: 1-833-294-8650

First Nations and Inuit Hope for Wellness Help Line (24/7) — 1-855-242-3310

Online Support and Information

Kids Help Phone: www.kidshelpphone.ca

LGBT YouthLine: www.youthline.ca

Media Smarts: www.mediasmarts.ca

PREVNET: www.prevnet.ca

Canadian Centre for Child Protection: www.protectchildren.ca/en/

ProtectKidsOnline.ca

NeedHelpNow.ca

Cybertip.ca

Government of Canada: www.getcybersafe.gc.ca

Crime Stoppers: www.222tips.com

White Ribbon: whiteribbon.ca

Egale Canada: www.egale.ca

Victim Services Toronto Social Media

@VSTORONTO

@VSTORONTO

VICTIM SERVICES TORONTO

VICTIM SERVICES

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APPENDIX

Partners, Mandate and Accomplishments
Healthy Relationships in a Digital World:
Navigating Cyberbullying and Cyberviolence
2017 – 2020

Project Partners

Victim Services Toronto (VST) is a not-for-profit registered charity dedicated to helping victims of crime and sudden tragedies. VST provides responsive, accessible, and accountable programs and services that focus on restoring and enhancing quality of life and preventing victimization. VST works to prevent victimization through youth engagement, youth leadership training and healthy relationship educational programming in local high schools and in social media spaces through the T.E.A.R.™ Program.

Catholic Principals' Leadership Development | Ontario (CPLDO), a service partner of Catholic Principals' Council | Ontario, develops and delivers projects supported by the Government of Ontario to school administrators within the Catholic education sector in the province of Ontario.

Leadership en action (LEA) est un partenaire de l'Association des directions et directions adjointes des écoles franco-ontariennes (ADFO). La société est un organisme qui vise à développer des programmes de formation et des ressources pour contribuer à l'apprentissage professionnel des directions et directions adjointes des écoles de langue française en Ontario.

Principal Association Projects (PAP), a service partner of the Ontario Principals' Council (OPC), develops and delivers projects supported by the Government of Ontario to school administrators in the province of Ontario.

Mandate and Accomplishments

During the mandate of *Healthy Relationships in a Digital World: Navigating Cyberbullying and Cyberviolence*, project leaders of VST, CPLDO, LEA, and PAP have:

- Developed the Healthy Relationships Placemat Tool, which offers both reactive and proactive processes to support principals and vice-principals in responding to instances of cyberbullying and cyberviolence. As well, the project has supported the School Improvement Planning Process regarding prevention of negative online behaviours and promoting healthy, positive digital interactions by students.
- Developed and delivered webinars to school leaders to support the use of the Healthy Relationships Placemat Tool.
- Developed and delivered webinars to parents/guardians and school leaders from grades 3 to 12 on cyber safety and healthy relationships online.
- Expanded Victim Services Toronto's youth leadership program and social media youth initiatives.
- Developed a youth engagement 'how to guide' based on Victim Services Toronto's T.E.A.R.™ youth leadership program and social media initiative.
- Enhanced and expanded collaborative community partnerships including The Safe S.P.A.C.E. Committee*.

*The Safe S.P.A.C.E. (Students and Partners Against Cyberviolence Everywhere) Committee is a cross- sectoral collaborative committee comprised of social service providers, educators, school leaders, law enforcement, and students. The committee was formed in 2014 and was chaired by Victim Services Toronto to develop collaborative response strategies to cyberviolence as part of Victim Services Toronto's Safe S.P.A.C.E. Project. Since 2017, the Safe S.P.A.C.E committee has operated as an **Advisory Committee** to the *Healthy Relationships in a Digital World: Navigating Cyberviolence and Cyberbullying Project*, currently co-chaired by Victim Services Toronto and a principal partner, PAP. The Safe S.P.A.C.E Committee has played an instrumental role in the project by providing expertise of the law, knowledge of social media trends, cyberviolence, as well as feedback on coordinated response strategies and tools for school leaders.

T.E.A.R.™ YOUTH TESTIMONIALS

T.E.A.R. is important to me because when I joined at the age of sixteen, I wanted to be doing a lot but I still felt that my age was a hindrance. T.E.A.R. showed me that I could make a change and that I could do something that mattered despite my age."

— Asha

"T.E.A.R. allowed me to grow as an individual by partaking in meaningful, open-minded discussions, constantly educating myself, and raising awareness through creative outlets, etc. Thank you, T.E.A.R., and thank you VST for the work that you do. It definitely does not go unnoticed."

—Ilham

CONTACT:

Learn more about the T.E.A.R.™ Program
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PRINCIPAL ASSOCIATION PROJECTS

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