



**SURVIVOR** PERSPECTIVES  
CONSULTING **GROUP**



**WHITE PAPER**  
**PRESENTED BY SURVIVOR PERSPECTIVES**  
**CONSULTING GROUP**  
**FALL 2023**

*Now registered in Wyoming to allow for US contracting*

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## INTRODUCTION

There is no integrated uniform service in the Western world that is **NOT** struggling with the issue of Sexual Violence/Sexual Misconduct. At a time when evolving global threats are threatening National Security, our militaries, police, corrections, and emergency services are battling the internal threat of gender violence, causing the loss of trained personnel and the erosion of trust and safety.

Sexual trauma is not a military/uniform services problem but a societal issue that finds root in the fertile and nourishing ground of a toxic uniform culture. Attempting to address this crisis with tougher punishments, stricter discipline, and broader orders is not the answer. Perspective needs to shift. There needs to be an open dialogue and engagement with the person inside the uniform. Addressing this crisis is not about taking the teeth out of the forces – it is about re-learning how to accept the responsibility of being able to apply extreme violence, unlimited liability, and powerful loyalty while maintaining professionalism, respect, and dignity.

Addressing this crisis aims to prevent the loss of someone's potential due to victimization. It involves actively pivoting towards a trauma-informed and survivor-centered approach while also recommitting to the core mission of delivering a powerful uniform service.

## BUSINESS CASE

Survivor Perspectives Consulting Group Inc (SPCG) is a small-medium, female-veteran-owned business that started with one idea – what if being raped did not have to cost you your career? As four current and veteran Canadian Armed Forces members, we knew all too well the cost of being sexually assaulted in uniform. It cost all of us promising careers and, for a time, robbed us of our own belief in our potential.

The cost of recruiting and training one soldier, just through basic training, is **\$50,000 - \$72,000**. Estimates are that sexual assault causes twice as many members to voluntarily discharge within 28 months of being assaulted (approx. 2000 as per RAND study). That translates to at least a **\$100,000,000 loss**, not considering the added cost if they have received further training past boot camp.

But what if it didn't have to be that way? What if everyone in uniform services knew what to do with the mental health injuries caused by gender violence? What if we could arm our peers, subordinates, and leaders with the vital "first aid" response to start the healing?

Trauma experts agree that the single biggest indicator that someone will suffer the long-term effects of sexual assault is the response at first disclosure. We can support and help those victimized heal – thus allowing them to stay in uniform and serve their country.

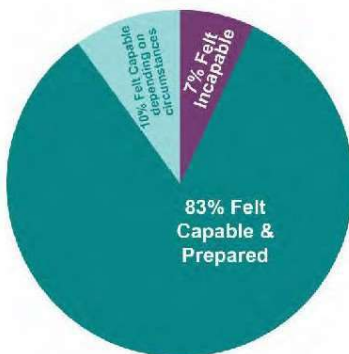
Those that have taken our workshops report the following:

### Post-training Responses:



- 98% of members felt that they now knew what to say and what not to say after a disclosure

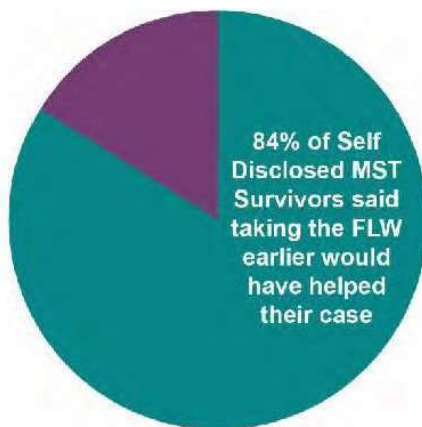
### Capability of Respondents to Respond to and Support an MST Survivor AFTER Taking the Front Line Workshop



After taking the Front Line Workshop, 83% of Respondents said they felt capable and prepared to intervene as a bystander, 7% of participants indicated they did not feel more prepared to intervene as a bystander and 10% said they felt more prepared depending on the situation's circumstances.

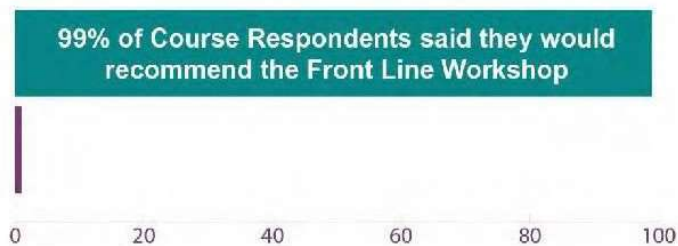
- 83% of Course Respondents felt that they were more equipped to intervene as a bystander following the workshop training.

We also had many survivors reach out before and after the training. So many of them felt seen, heard, and represented.



50 Course Participants disclosed they had been affected by sexual misconduct. 42 of those (84%) said that taking the Front Line Workshop earlier would have positively impacted their case.

- 84% of survivors reported believing this training could have positively influenced their case had they taken the course earlier.



- 99% of respondents said that they would recommend this training to others

Finally, even though over 80% had received other training on this exact issue, many expressed a feeling of "topic fatigue" and "burnout," 99% said they would recommend this package to others – anecdotally, many commented that they "wished they had this training, years (or decades) earlier."

So, why are we different? What allows us to address this issue in an engaging and real way?

Our facilitators have served in uniform, both officers and enlisted/NCMs. We represent all elements and a broad scope of trades. Our training package had reached brand new Recruits up to Three-Star General. Delivering online, on weekends, and off hours to meet operational demands worldwide. We have trained over 3000 personnel and continue to adapt and evolve our training package to address new and emerging threats in this area. We meet the requirements for Gender Based Analysis Plus (GBA+) and work hard to reach marginalized and underrepresented communities (BIPOC, LGBTQ2SIA+).

We present in English and French and have some ASL capabilities. All uniformed services have embraced our training, and we have made inroads in athletics, college/universities, and other high-trust environments.

We do not shy away from the ugliness of this issue – instead, we recognize that people will be uncomfortable and provide support and care. We meet our training audience where they are and work hard to make sure they leave feeling called upon instead of called out.

## SERVICE OVERVIEW

We are a small, female-veteran-owned business ready to help address the harm that injured us. SPCG promises this to our training audience (and ourselves) – we will not shy away from this difficult topic. Those in our audience have committed to their country and communities to uphold their duties with honour, and we believe that trying to soften or neuter this topic not only shows a lack of respect for that commitment but stymies the growth necessary to address it properly.

As survivors, we use our stories, our pain, and our healing to bring authenticity and depth to the workshop. We engage with respect and relentless compassion, driving our sincerity and passion through our service experience. Survivors can see in us that resilience and healing are possible – your rape does not define you. Bystanders can hear firsthand how they can use their personal power to make a difference early on, leaving inspired and equipped to interrupt problem behaviour. Sexual violence is not a "woman's" problem; it is a human problem, and allowing lesser-harm conduct to continue is unacceptable.

We dive into the cause of this issue, addressing the insidious roots that hide in areas like morale and camaraderie.

SPCG can offer our workshop in several forms, but it is always an interactive and live experience. Shifting a moral compass is not a spectator sport. It requires engagement, discussion, and even debate.

Available Workshops and Sessions:

1. 90 min Presentation
2. Front-Line Workshop - Large Group with small breakout sessions (30+ pers) (in-person, 8 hours)
3. Front-Line Workshop - Small Group (5 – 29 pers) (in-person or online, 8 hours)
4. Front-Line Workshop - Online Modules (5 – 20 pers) (online, three sessions of 3 hours)
5. Consulting

## **SPEAKER FEE**

### **WITHIN BUDGETARY CAP (US UNIFORM GUIDELINES)**

We are pleased to offer in-person presentations of up to 90 minutes within US budgetary restraints for speaker fees. All travel adheres to United States Department of Treasury guidelines and in compliance with “CONTRACTOR’S CERTIFICATION ON COMPLIANCE WITH NATIONAL DEFENSE AUTHORIZATION ACT (NDAA)” also known as form 889.

## **FRONT-LINE WORKSHOP - LARGE GROUP WITH SMALL BREAKOUT SESSIONS**

**(30+ PERS)**

**(IN-PERSON, 8 HOURS)**

**\$800 CAD/PERSON**

SPCG designed this workshop with the large organization in mind. Major (ret'd) Donna Van Leusden Riguidel, our director and lead facilitator, will present and manage the large group. Once in the morning and once in the afternoon, the group will break out into smaller groups (approx. 20 pers), working on scenarios and discussing with trained facilitators, allowing for small-group engagement. SPCG will also provide peer supporters trained to receive disclosures to provide safety and support where needed.

All members get an e-certificate, workbook, padfolio, pen, and pin.

## **FRONT-LINE WORKSHOP - SMALL GROUP**

**(5 – 29 PERS)**

**(IN-PERSON OR ONLINE, 8 HOURS)**

**\$750 CAD/PERSON**

SPCG designed this workshop with intimate and focused discussions in mind. The presentation can be performed in person or online (in-person always provides better engagement, but online can be accommodated due to operational constraints). It is



usually managed by 1 – 3 facilitators, depending on audience size) and still allows for small group breakout sessions for groups over 15. SPCG will also provide peer supporters trained to receive disclosures to provide safety and support where needed.

All members get an e-certificate and workbook (e-workbook, if online). In-person presentations also get a pen, pin, and padfolio.

## FRONT-LINE WORKSHOP - ONLINE MODULES

(5 - 20 PERS)

(ONLINE, 3 SESSIONS OF 3 HOURS)

**\$300 CAD/PERSON/SESSION (TOTAL OF \$900 CAD)**

SPCG created modular sessions with smaller organizations or individuals in mind. We have taken our full workshop and broken it into three sections or approximately 3 hours. Participants must take all three sessions to receive a certificate of completion, but they do not have to be consecutive, allowing further flexibility.

All members get an e-certificate, e-workbook, pen, pin, and padfolio.

## CONSULTING

**COST TO BE DETERMINED BASED ON STATEMENT OF UNDERSTANDING/REQUIREMENT**

Consulting is available on an as-needed basis and tailored to the request. After any training package, some consulting is available on a casual basis – we believe in the continued support of those previously trained.

## SAMPLE SCHEDULE

Below is a guide of the presentation schedule. We try to respond to the needs of each training audience, so flexibility is a must. Members are asked to use breaks for self-care and reflection.

<b>0800 —1015</b>	<b>Block One</b>	<ul style="list-style-type: none"> <li>• Intro and expectations</li> <li>• Survivor Empathy Exercises/Videos</li> <li>• Victimology</li> <li>• Duty to Respond</li> </ul>
<b>1015—1030</b>	<b>Break</b>	
<b>1015—1200</b>	<b>Block Two</b>	<ul style="list-style-type: none"> <li>• Marginalized in Uniform</li> <li>• Harassment vs flirting</li> <li>• Support to Survivor</li> </ul>
<b>1200—1300</b>	<b>Lunch</b>	
<b>1300—1415</b>	<b>Block Three</b>	<ul style="list-style-type: none"> <li>• Roleplay—support</li> <li>• Discussing the role of command/legal</li> <li>• Compassion with strength</li> <li>• Impact</li> </ul>
<b>1415—1430</b>	<b>Break</b>	
<b>1430—1530</b>	<b>Block Four</b>	<ul style="list-style-type: none"> <li>• Roots of Sexual Misconduct/Systemic Advantage</li> <li>• Being an Ally</li> <li>• Scenario and creative tools</li> </ul>
<b>1530—1600</b>	<b>Final Exercise</b>	<b>What now?</b>

## CONCLUSION/SAVED ROUNDS

Formally established in 2021 as a volunteer group, Survivor Perspectives Consulting Group Inc (SPCG) training on Uniform Survivor Support, Sexual Violence Prevention, and Bystander Empowerment has been delivered to over 3000 personnel. Our team has a combination of over 120 years of military and uniform experience, all ranks, elements, regular and reserves. We have representation from LGBTQ2SIA+, men, women, and BIPOC individuals. We offer services in French and English, and all our Facilitators must have First Responder Training with the Association of Alberta Sexual Assault Services (AASAS) or be monitored by a qualified member until they have received this training.

SPCG was referenced in the official reports tabled by the Government of Canada Status of Women working group and is Gender Based Analysis Plus (GBA+) compliant, and takes a trauma-informed, survivor-centred approach.

This training, presented by veterans with the lived experience of Uniform Sexual Trauma and allies, has been designed to allow those to carry this knowledge, skills, and abilities to every aspect of their lives, whether in uniform or not.

On 30 March 2022, Major Donna Riguidel, CD (ret'd), was given a Chief of Defence Staff Commendation for creating and facilitating this training. The following day, SPCG formally began contracting and hoped to continue to grow, allowing more survivors to have a voice and become powerful agents in this necessary change.

SPCG created this training to educate uniform members about the social, cultural, and legal aspects of sexual assault and abuse to improve recognition and response to the continuum of behaviours that escalate to sexual assault and abuse.

As of Spring 2023, we are registered in Wyoming to allow for US contracting.