A Culture of Consent:

“Safety doesn't happen by accident”
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Who am I?

My name is Stephanie Cole. In my work in hospitality, entertainment, and corporate environments, I have experienced and witnessed numerous incidents of sexual harassment. Despite these negative experiences, it is my nature to focus on the positive. That’s just who I am. I believe that everyone should have fun and feel safe while working. After all, we spend most of our lives at work.

My life experience and my background in social work and forensic psychology inspired me to help businesses build a culture that is positive, consent-driven, and inclusive. I founded SafePod to ensure that others will not have to go through what I went through, in order to pay their rent or buy groceries.

Being comfortable in your workplace, and living without fear, should be the standard for all working environments. At the heart of a safe workplace is a Culture of Consent.
What is a Culture of Consent?

01. STAND FOR EVERYONE
02. SHOW COMPASSION
03. WE BELIEVE YOU
04. SPREAD THE WORD
05. SPREAD THE SMILE
06. BE A SHOULDER
07. BE BRAVE
08. MAKE IT FUN

A Culture of Consent supports mutually healthy behavior fostering an enthusiastic work environment.”

- Stephanie Cole

A Culture of Consent occurs when a group comes together to decide the important, healthy values that will help them take care of one another and make everyone feel safe, respected and valued in their work, home or school environment.”

- Laura Liscio
What is The Recipe?

If you build a workforce using the following ingredients, you lessen the likelihood of sexual violence and harassment. Set the stage for the success of current and future employees by naturalizing positive, respectful, and inclusive behavior. Once you’ve laid the foundation for a Culture of Consent employees will naturally gravitate towards interacting in a manner that fosters productivity and adheres to higher standards of conduct. Establishing clear boundaries, providing robust employee support, and training your whole team leads to realizing long term savings and brand culture development.

Stand For Everyone

Respect, dignity and safety applies to everyone. Period. We all need to be someone who stands up for others, just as we need others to stand up for us. There is a reason they say there is strength in numbers. Create safety by building community. “Safety doesn’t happen by accident”.

Show Compassion

Employees want to feel valued. You can show an employee their value by displaying kindness, empathy and compassion. That doesn’t mean you have to like, agree or get along with every single person. Regardless, you can still display these qualities. In doing so you are setting the stage for a safe work environment. Compassion opens up communication. If an employee is feeling harrassed, they want to feel they can approach their employer and their voice will be heard in a meaningful way.

We Believe You

Take people at face value. Start with the presumption that someone is telling the truth. Research shows that is generally what happens. But why does this change when we are talking about harrassment or sexual violence? There is a tendency to question someone’s truthfulness and diminish the impact of sexual violence and/or harassment. There is a beautiful power in storytelling, especially when the listener believes and empathizes. This can be very healing. If you diminish a person’s experience or story, in the context of a workplace, they are more likely to take further action.
Be Brave

Just embrace it, you won’t regret it.

Be a Shoulder / Spread the Smile

Despite negative experiences, people still want to be happy. Overcoming a negative experience is very possible with the right support system and environment. You spend a majority of your time at work. You want to work in an environment that leaves room for a variety of experiences. Building a Culture of Consent gets you to that “I want to go to work today” Provide support systems that actually work and do things that create genuine smiles.

Make it Fun

From my experience, no matter how interested I am in something, if the delivery is boring I will forget a portion of what I heard. Professors who make lectures even relatively engaging, enable students to perform noticeably better on exams. The same goes for every workplace. Through my work I’ve collected hundreds of stories of people's personal experiences and they all follow the same theme. Case and point: I used to dread going to employee training. Now I run a business where I create and deliver training.
Why Empathy?

Science shows us how to facilitate learning and behavior change and build meaningful connections using empathy:

As a society that has long been rooted in individualistic practices, recent social movements have shown us that there is power in connectivity, even when connections arise from negative experiences.

Business strategists and managers should familiarize themselves with how the power of connectivity can be beneficial to workforces. This is not to say you should want your employees to leave their individual experiences and characteristics at the door, as a matter of fact, it is pretty much the opposite of that. Allow for your team to bring these experiences and characteristics into the workplace in order to build deeper connections within the community.

These mirror neurons provide individuals with the ability to recognize and experience the emotions of other individuals, and the neurons work by imitating and mimicking the actions they are observing (Pavlovich & Krahne, 2011). This process, in essence, breaks down the barrier that exists between us the person standing across from us and allows you to enter into a shared reality of experiences.

Empathy has been widely shown to facilitate pro-social behaviour and inhibit anti-social behaviour and therefore is marked as a critical component in developing connectedness (Pavlovich & Krahne, 2011). Recent neuroscience studies tell us that empathy comes from the activation of our mirror neurons also sometimes referred to as empathy neurons.
The Safepod Method

- Engaging Workshops
- Confidential Feedback
- Empathy Building Activities
- Group Work to Build Deep Connections
- Scenario Based Learning
- Role Play
- Policy Support & Creation
- Implementing Culture of Consent
- Hiring Practices
- Motivate & Incentivize Employees
From Workshop to Workplace

Our holistic approach combines both the micro and macro levels to ensure that there is a knowledge transfer from the workshop to the workplace. We enhance employee engagement using scenario based learning and role play within the workshops. Integrating top down and bottom up methods we accelerate positive change and validate the progress by implementing top down and bottom up methods.
Contact Us

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