



Dear members of Victoria City Council,

The Collective Wine Bar (The Collective) is pleased to provide a letter of support for the development of specialized training programs for sexualized violence awareness and prevention for the Victoria hospitality industry.

Sexualized violence is a prominent societal issue and recent disclosures in the Victoria Hospitality industry have continued to highlight the urgent need for all communities to take steps to dismantle rape culture. To that end, The Collective is fully supportive of the creation of a dedicated, hospitality-focused, training program on sexualized violence awareness and prevention for staff, management, and owners of Victoria hospitality businesses.

The Collective Wine Bar is committed to helping assist the important work ahead of us required to address sexualized violence issues in hospitality through:

- helping form and participate on a steering committee to lead the creation of an online hospitality-focused training program for staff, managers, and owners;
- hosting a take-out fundraiser and silent auction in late May, 2021 to raise money to help establish this training; and
- providing dedicated training space within our restaurant for in-person training of Victoria hospitality staff.

We are also working on ways to simultaneously support The Victoria Sexual Assault Centre staff and volunteers.

We believe that hospitality businesses should take a leadership role in making necessary cultural changes to address the prevalence of sexualized violence in our industry and ensure all of our staff and guests are safe. We simultaneously believe that education is a key strategy in addressing these issues.

We support the direction of the motion that council passed in 2019 with regards to sexualized violence in the hospitality industry. With the recent disclosures of sexual violence in the Victoria hospitality and real estate communities, we are hopeful that the City of Victoria will focus resources to help foster sexualized violence awareness and prevention training programs.

We know the many challenges the City of Victoria is currently facing given the nature of the pandemic. However, we are hopeful that the City can find ways to support this important work moving forward. Please advise if there is any more information I can provide.

Respectfully submitted,

Jonathan Derry  
Owner, The Collective Wine Bar & Kitchen  
Cook Street Village

[REDACTED]

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**From:** Morgan Blake [REDACTED]  
**Sent:** May 10, 2021 10:23 AM  
**To:** Jeremy Loveday (Councillor); Sarah Potts (Councillor)

Victoria City Council  
Attn: Councillor Loveday and Councillor Potts

Dear Council Members,

I am writing to you today as the Founder and Community Manager of the Victoria Hospitality Industry group.

In recent months, several social media stories have brought the issues surrounding sexual violence in our community to the forefront of our local industry discussion. There is a tremendous outpouring of support to begin to address these issues immediately, and work together towards a culture shift in our restaurants, bars and venues from our nearly 6000 staff, management, owner and industry supplier members in our group.

In April of this year as a direct response, we formed a steering committee with the support and participation of senior leadership at the BC Restaurant and Foodservices Association (BCRFA) and the Alliance of Beverage Licensees (ABLE BC). Our stated goal is to develop an industry led education and training program to raise awareness and prevent sexualized violence in the Victoria Hospitality industry. Presently, we are in the process of developing our specific mandate, and anticipate our first fundraising effort to begin at the end of May.

We are reaching out to the City of Victoria in support of the 2019 motion presented to council, and to request Council participation in our process as we develop this program. It is our position that an industry led initiative will achieve greater engagement and support from local hospitality businesses, while providing a safer experience for our guests and neighbors in the Victoria area. Participation from the Victoria City Council or staff would be welcomed and appreciated as we start a collaborative process and receive input from a range of stakeholders.

Thank you for considering this request,

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Morgan 'Mo' Blake  
Founder & Community Manager  
Victoria Hospitality Industry Group

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[HOSPITALITYINDUSTRY.CA](http://HOSPITALITYINDUSTRY.CA)

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[REDACTED]

*Do you work in the Victoria Hospitality Industry?*

Join the conversation here: <https://bit.ly/3fVIJU8>

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[www.hospitalityindustry.ca](http://www.hospitalityindustry.ca)

**RobynStevenson**

**1320 Broad Street**

**Victoria, BC**

**[REDACTED]**

**[REDACTED]**

**10th May 2021**

**Dear members of Victoria City Council,**

**The owners and operators of both Saint Franks and Tora Tiki are pleased to provide a letter of support towards a motion proposed by both Councillor Loveday and Councillor Potts. The motion which was first put forward in 2019 is part of an initiative to support a healthy and vibrant downtown in direct relation to sexual health and violence prevention.**

**As you are aware we have seen a dramatic series of events unfold within the hospitality community, many survivors of sexual violence have come forward in the past few months to share their stories with the public. It has been a wake-up call for all of us in hospitality.**

**Clearly, we are talking about incredibly sensitive territory. Taking on sexual violence is not an easy task. It is something that exists in all workplaces, this isn't just an alcohol-infused issue. This is an every day, in all walks of life issue for women in general. Rape culture is real, victim-blaming is real, sexual harassment is real and sexual violence is real.**

**A group of us in hospitality has come together to formulate a plan in order to begin dealing with these issues within the workplace. We have been meeting weekly for the past month to develop strategies that will move us in the right direction. A large part of that plan is to develop an industry-led initiative that will support staff, guests, management and owners in education towards sexual health and violence prevention. Our aim is to develop a manual that would provide training and resources for all hospitality members. Many restaurants and bars are small business owned and do not have the financial resources to outsource HR consultation. When issues arise it is very hard for staff and management to navigate them, simply because they don't have access to support or educational tools. We would very much like to change that.**

In order for us to make these kinds of changes, we need support from many different people and organizations. It is very important that we also have the support of local and provincial governments. Both Councillor Loveday and Councillor Potts have been invited into our space in order to help us see this initiative come to life. We support the direction of the motion passed in 2019 in regards to sexualized violence within Victoria nightlife.

We would like to work together as a community to help tackle these issues and strongly believe that this initiative needs to be lead by our industry. We would like to work alongside the proper organizations and affiliations to develop a workable plan that is easily accessible to anyone who is interested in taking part.

In order for a business to submit sexual harassment and sexual violence prevention plan alongside any type of license application, they first need the tools and resources to understand what that plan looks like. This is a step in the right direction to help with that kind of process. Proper guidelines need to be in place before we can ask business owners to submit something they may have never even considered in the past.

We would like to see the current motion put forward alongside thoughtful and meaningful conversation about what it actually means for the people who will be taking part. Our steering community for our project is working hard on this and we would like to work with the council on this important subject matter.

Thank you for considering all the humans involved...this is a massive undertaking and we must work together as a community to educate each other and begin to change the culture around sexual violence.

Warm Regards,

Robyn Stevenson

Owner/Operator

Saint Franks/ Tora Tiki



February 12, 2021

## Gender, Equity, and Solidarity

As Unifor333bc we are committed to the full and unconditional equality of all women, as well as people of all genders, orientations, and identities. We take a resolute stance against any and all forms of gendered discrimination and violence.

It is both important and crucial for us to make this statement in order to not only condemn gendered discrimination and violence but also to clearly establish where organized labour stands. Our solidarity must be demonstrated through willingness to listen, learn, and change. We stand united and unwavering beside our brothers, sisters, and friends in fighting back against judgment, discrimination, harassment, and acts of violence perpetrated against all women and people of the LGBTQ2S+ community. We also acknowledge the challenges and inequalities faced daily in the form of micro aggressions, and recognize that they are a contributing factor to this larger problem that cannot be ignored.

The dark reality is that 1 in 3 women experience domestic violence in their lifetimes. 20% of women have reported harassment/discrimination in the workplace with a vast majority of cases going unreported. Women continue to be paid 20% less than men, with Black, Indigenous and other Women of Colour being paid even less than that average. The Highway of Tears continues to show the stunning complacency with which murdered and missing Indigenous Women are not even counted.

Violence, harassment, discrimination, objectification, as well as the continued use of outdated and oppressive language, are all used against women and members of the LGBTQ2S+ community. These are tools used to maintain systems of power which perpetuate systemic racism, misogyny, homophobia, and transphobia. We must make the connections between the many forms of violence perpetrated against women and members of the LGBTQ2S+ community – in the workplace, at home, and in society - if we are to permanently break the cycles of violence and oppression.

The significant and meaningful contributions of women in the workplace, in society, and in the home, are consistently undervalued, underappreciated, and outright taken advantage of. This is a direct result of a larger, pre established, toxic gendered hierarchy. The same hierarchy that oppresses the rights, freedoms, and contributions of members of the LGBTQ2S+ community.

We acknowledge that these issues are deeply rooted into our society and know that it will take strength, unity, and devotion to undo. There is hard work still to be done. There are injustices still to be righted, and archaic preconceived notions that need to be dismantled. We are determined to do whatever is necessary to help bring about positive, meaningful and fundamental change.

These issues can no longer be written off or ignored. We cannot, and we will not, allow complicit behaviours and inaction to cause additional harm. No longer will the lived experiences of so many be discounted, discredited, or invalidated. **No one is free until all are free!**

In Solidarity,  
Women's/Pride/Human Rights/Community Connections Committees  
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**unifor**  
theUnion | lesyndicat