Reimagining Institutional Approaches to Ending Sexual Violence

How to advance organizational change with the Culture of Respect Collective

ENDING CAMPUS SEXUAL VIOLENCE
Welcome,
This Web Conference
Will Begin Soon

Reimagining Institutional Approaches to Ending Sexual Violence: How to advance organizational change with the Culture of Respect Collective
Meet the PreventConnect team

Ashleigh Klein-Jimenez, 
*she/her/hers* 
Project Manager

Tori VandeLinde, 
*she/her/hers* 
Training & Technical Assistance Specialist
How to use this technology

- Text chat & private chat
- PowerPoint slides
- Polling questions
- Phone
- Closed captioning
- Web conference guidelines

Please send a private chat message for help.

Contact Adobe Connect support at [https://helpx.adobe.com/adobe-connect/connect-support.html](https://helpx.adobe.com/adobe-connect/connect-support.html)
PreventConnect

- Domestic violence/intimate partner violence
- Sexual violence
- Violence across the lifespan, including child sexual abuse
- Prevent before violence starts
- Connect to other forms of violence & oppression
- Connect to other prevention practitioners
Reimagining Institutional Approaches to Ending Sexual Violence: How to advance organizational change with the Culture of Respect Collective

Friday, September 28, 2018
11am-12:30pm PT; 2pm-3:30pm ET

PreventConnect is a National program of the California Coalition Against Sexual Assault sponsored by U.S. Centers for Disease Control and Prevention. The views and information provided in this web conference do not necessarily represent the official views of the U.S. government, CDC or CALCASA.
Learning Objectives

1. Describe comprehensive prevention and the role of institutions of higher education
2. Identify elements from the Culture of Respect Collective that can be applied to current prevention efforts
3. Engage in a candid discussion around advancing organizational change across various types of institutions of higher education
PreventConnect National Scan

http://www.preventconnect.org/2016/05/sexual-assault-prevention-on-u-s-college-campuses-a-national-scan/
3-Pronged Approach to Effectively Addressing and Preventing Sexual, Domestic, Dating and Stalking Violence on College Campuses

- Trauma-Informed
- Community Collaboration and Engagement
- Comprehensive Prevention
What does comprehensive prevention mean to you?
Comprehensive Prevention

Image adapted from the Centers for Disease Control & Prevention and the American College Health Association
Institutionalize Prevention

- Priority in a campus’s overall organizational framework
- Prevention is everyone’s job
- Institution shares a common language around prevention
- Commitment to primary, secondary and tertiary prevention
• Sexual Violence on Campus: Strategies for Prevention
  – Five Component Framework

Five Components of Campus Sexual Violence Prevention

1. Comprehensive Prevention
2. Infrastructure
3. Audience
4. Partnerships & Sustainability
5. Evaluation
What efforts are you engaging in to create organizational change? OR what ideas do you have for engaging in organizational change?
All our guests!

**Allison Tombros Korman, She/her/hers/**
Culture of Respect at NASPA

**Sarice Greenstein, She/her/hers/**
Culture of Respect at NASPA

**Kristen Roe, She/her/hers/**
Montgomery College (MD)

**Nikki Brauer, She/her/hers/**
Illinois State University

**Tolu Taiwo, She/her/hers/**
Pacific Lutheran University
About our guests

Allison Tombros Korman,  
*She/her/hers*  
Senior Director  
Culture of Respect at NASPA

Sarice Greenstein,  
*She/her/hers*  
Assistant Director  
Culture of Respect at NASPA
Our Approach

Culture of Respect
Ending Campus Sexual Violence
A NASPA Initiative

Public health framework
Evidence based approach
Getting everyone to the table
An ambitious two-year program that brings together institutions of higher education who are dedicated to ending campus sexual violence and guides them through a rigorous self-assessment process, helping them to create targeted organizational change.
Culture of Respect Collective

Dedication to addressing sexual violence

Rigorous self-assessment

Targeted organizational change
What challenges have you faced when making organizational change on your campus? OR what barriers prevent you from making organizational change?
Targeted Organizational Change

The CORE Blueprint

- **Survivor Support**
  - with options on reporting

- **Clear Policies**
  - on misconduct, investigations, adjudications, and sanctions

- **Schoolwide Mobilization**
  - with student groups and leaders

- **Public Disclosure**
  - of statistics

- **Multitiered Education**
  - for the entire campus

[https://cultureofrespect.org/colleges-universities/the-core-blueprint/](https://cultureofrespect.org/colleges-universities/the-core-blueprint/)
Targeted Organizational Change

- Create an institutionalized system for alerting students of policy changes
- Train law enforcement on working with LGBTQ, male and other underserved survivors
- Create and publish infographics to explain climate survey results
- Develop and implement a trauma education program for faculty
- Provide incentives for students who serve on Title IX task force
- Analyze of Title IX demographics to improve and better respond to survivors
Rigorous Self-Assessment

The CORE Evaluation

https://cultureofrespect.org/colleges-universities/the-core-evaluation/
Q5. Indicate which reporting options are available to student **survivors** of sexual violence: (Check all that apply.)

- Anonymous report (submitted online or by a campus employee)
- Disclosure to a confidential employee (no official report to **Title IX** office/staff)
- Formal report, with a request for confidentiality
- Formal report, seeking institution-based adjudication
- Formal report, seeking criminal charges with institutional support
- Other type of report (please specify):
  
  
Q6. When a **sexual misconduct** report is filed with the institution, are **survivors** notified of their right to report to local law enforcement?

- Yes
- No
Custom Report from Culture of Respect

- Qualitative feedback
- Quantitative feedback
- Checklists of federal guidance and expert recommended practices
Dedication to
Ending Campus Sexual Violence
Dedication to
Ending Campus Sexual Violence
What tools do you use or will you use to advance organizational change on your campus?
Tolu Taiwo,
She/her/hers
Assistant Director of the Center for Gender Equity
Pacific Lutheran University
PLU’s Culture of Respect Process

IT’S ON US

Thomas Krise
President of Pacific Lutheran University

I pledge to INTERVENE in situations where consent has not or cannot be given.

IT’S ON

Friday, February 5
Women @ 6:00 p.m.
Men @ 8:00 p.m.

invites you to join us in the fight against sexual assault.

@plu.edu *Presented by PLU Athletics
PLU’s CLT Team

• Title IX Working Group:
  – Title IX Coordinator
  – Undergrad students
  – Center for Gender Equity
  – Student Rights and Responsibilities
  – Campus Safety
  – Staff Member
  – Res Life*
  – Health Center*
About our guest

Kristen Roe,
She/her/hers/
Deputy Title IX & Youth Protection Coordinator
Montgomery College (MD)
1. 2- year community college in Metro DC region
2. Combined credit and non credit enrollment of 60,000 students across 3 diverse campuses
3. Chronicle of Higher Education determined MC most ethnically diverse community college in the continental US
4. MC one of 2 community college’s in the 1\textsuperscript{st} Cohort
What Brought MC to Culture of Respect?

• Seeking to move the needle on campus response to sexual violence
What Brought MC to Culture of Respect?

- Seeking to demonstrate to leadership both our strengths and our opportunities
What Brought MC to Culture of Respect?

- Seeking structure, peer benchmarking, guided project management, imposed timeline and measurable results
• Knowing there was value in partnering with an external partner for a 3rd party perspective along with a cohort construct within an evidence-based model
What partnerships are crucial for institutionalizing prevention on your campus?
About our guest

Nikki Brauer,
She/her/hers/
Director, Health Promotion and Wellness
Division of Student Affairs
Illinois State University
nbgegel@ilstu.edu
Illinois State University, est. 1857
The First Public Institution in Illinois

- Undergraduate institution with an emphasis on teaching
- Faculty and Staff—3,560
- Graduate and Doctoral Students—2,380
- Undergraduate—18,427
- PWI
Student Wellness Ambassador Team

Meditation Club

SGA
Campus Leadership Team

Broad Representation

- Students Ending Rape Culture, Black Student Union, PRIDE, ALAS, Asian Pacific Action Coalition, Student Government Association, SWAT (15 students)
- Campus Recreation – Executive Director
- Dean of Students—Student Access and Accommodation Services—Director
- Equal Opportunity and Access—Title IX
Campus Leadership Team
Broad Representation, cont.

- Health Promotion and Wellness—Director, CLT Lead and all staff
- Intercollegiate Athletics
- International Studies
- Office of General Counsel
- Office of the Vice President for Student Affairs
- University Housing Services
• Student Health Services
• Student Counseling Services
• Mennonite College of Nursing—Dean
• College of Arts and Sciences—Associate Dean
• College of Applied Science and Technology—Department Chairperson
• College of Business—Assistant to the Dean for Student Services
Campus Leadership Team
Broad Representation, cont.

• Milner Library—Associate Dean
• English, History, Women’s and Gender Studies—Faculty Members
• School of Theatre and Dance—Department Chairperson
• University Police Department
Illinois State University

• Working Groups:
  – Assessment and Evaluation
  – Education and Training
  – Policy
  – Environmental
Implementation of new online course—Not Anymore
Interpersonal Violence and Sexual Misconduct Climate Survey Implementation
Coordinator, Bystander Empowerment Programs—July 2018
Assessment Team to continue diving into the Climate Survey data
Revision of Title IX website, plans to revise the handbook
Plans to continue involvement with Culture of Respect
Leverage the relationships
What tips and resources will you use to advance organizational change on your campus?
What does it take?

- Two-year commitment
- Support from leadership
- Creation of a campus leadership team
- Dedicated staff time to lead this effort

If you’re interested in learning more, go to http://cultureofrespect.org/culture-of-respect-collective/
### What does it offer?

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<thead>
<tr>
<th>Professional Development</th>
<th>Technical Assistance</th>
<th>Tools</th>
<th>Communication Resources</th>
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<tbody>
<tr>
<td>Monthly webinars, <strong>Strategies Conferences</strong>, unlimited access to <strong>online Foundations course</strong></td>
<td>Feedback on CORE Evaluation results and IIP draft, <strong>site visit</strong>, phone calls</td>
<td>OLC access, CORE Constructs, program reports</td>
<td><strong>Custom branding</strong>, documentation of institutional progress</td>
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<td>Monthly roundtable discussions, networking events, group listserv</td>
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Program Timeline: Year 1

- Program Launch: January — March 2019
- CLT formation: Spring 2019
- CORE Evaluation baseline: Summer — Fall 2019
- IIP Development
- IIP Feedback
Program Timeline: Year 2

IIP Implementation

Fall 2019 — Fall 2020

CORE Evaluation Endpoint

November 2020
THE IMPACT

At the program midpoint, participating institutions reported the following successes:

72% saw increased collaboration between departments and colleagues

52% experienced increased buy-in from upper-level administrators

66% received enthusiasm from colleagues

59% identified new strategies for campus sexual violence prevention and response

55% were motivated to complete tasks by the program’s accountability structure
Next Steps

→ The application is open - apply today. Deadline: 10/31/18
→ Take the Campus Readiness Assessment
→ Consider funding options: sharing across departments
→ Contact us with any questions

Culture of Respect
Ending Campus Sexual Violence

A NASPA Initiative

NASPA
Health, Safety and Well-being Initiatives
Campus Resources

• Culture of Respect CORE Blueprint
  – https://cultureofrespect.org/colleges-universities/the-core-blueprint/

• Culture of Respect CORE Evaluation
  – https://cultureofrespect.org/colleges-universities/the-core-evaluation/
Culture of Respect

The CORE Blueprint

- Survivor Support: with options on reporting
- Clear Policies: on misconduct, investigations, adjudications, and sanctions
- Ongoing Self-Assessment
- Schoolwide Mobilization: with student groups and leaders
- Multitiered Education: for the entire campus
- Public Disclosure: of statistics

https://cultureofrespect.org/colleges-universities/the-core-blueprint/
Culture of Respect

The CORE Evaluation

https://cultureofrespect.org/colleges-universities/the-core-evaluation/
Oregon SATF Action Planning

• Inspired by the APHA and CDC Action Planning Meetings
SWOT Analysis and flipping the SWOT
• Using a SWOT Analysis for Campus Climate Survey Planning

http://oregonsatf.org/cctoolkit/

PreventConnect Web Conferences

Sexual Violence on Campus: Strategies for Prevention


Addressing Sexual Assault on Campus: From Implementation to Evaluation

Campus Resources

http://www.preventconnect.org/2016/05/sexual-assault-prevention-on-u-s-college-campuses-a-national-scan/
