What Does Effective Training and Education on Sexual Violence Look Like?

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WHAT DOES EFFECTIVE SEXUAL VIOLENCE TRAINING & EDUCATION LOOK LIKE?

A Conversation Between a Title IX Administrator & a Feminist Professor

ROWAN UNIVERSITY
2019 Title IX Summit: Balancing the Scales in the Face of Political Turmoil
Our Proposals

- Trust-building through faculty-administrative collaboration (Where are the professors who specialize in gender violence?)

- Beyond Title IX Compliance: Data-driven training that includes the underlying roots of rape culture

- Student-centered approach with a designated survivor-victim advocate
We recommend using the Administrator Researcher Campus Climate Collaborative (ARC3) survey, which allows for modifications specific to your campus culture.

- This instrument brought together academics who focus their research on sexual assault and sexual misconduct as well as administrators from institutions across the country.
- Instrument is reliable and has construct validity.
- More information on ARC3 and the process of creating the survey can be found at: https://campusclimate.gsu.edu
Action Planning

Climate Survey
Title IX/EEO Office Data
Feedback from Data Dissemination Forums
Online Training Data
## GOALS

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<th>Support for Survivors and Complainants</th>
<th>Partnering with Community Based Resources</th>
<th>Increasing Programming on Resources</th>
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<td>Increasing Student Outreach and Training Assessment</td>
<td>Creation of Title IX/EEO Student Advisory Board Charged to Assess Action Plan</td>
<td>Increase Social Media Presence</td>
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<td>Increase Awareness Activities</td>
<td>Improve Prevention Programming Based on Climate Survey and Office Data</td>
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Title IX / EEO Incidents Reported
July 2016 - March 2017

- Exposure: 1
- Invasion of Privacy: 1
- Sex Discrimination: 1
- Sexist Teaching: 1
- Date Rape Drug: 3
- LGBTQ Bias: 3
- Nonconsensual Touching: 3
- National Origin Discrimination: 4
- Race Discrimination: 4
- Stalking: 4
- Dating Violence: 6
- Sexual Assault: 9
- Sexual Harassment: 22
Informal Outcome Frequency
July 2016-March 2017

Followed up w Supervisor
Mediation
No Contact Order
Offered Resources
Referral to Another Forum
Voluntary Referral to JBWS
Number of Title IX Reports

Number of EEO Reports
Institutional Betrayal

Survivors of sexual violence relive the trauma produced by their assault when colleges fail to prevent or sufficiently respond to acts of sexual violence.

Read more about institutional betrayal here: https://dynamic.uoregon.edu/jjf/institutionalbetrayal/
Measures of Institutional Courage

1) Commitment to accountability and transparency
2) Dedication of necessary resources
3) Include a trauma-informed model that includes a survivor-advocate (student-centered)
4) Support for whistleblowers
5) Conducting a self-study (e.g. focus groups)
6) Anonymous campus climate surveys
7) Involve faculty experts

Read more about addressing sexual violence through institutional courage here: https://www.jjfreyd.com/project-on-institutional-courage
Collaborative Training

1) Education should focus on providing individuals with resources and reporting options.

2) Not only should university offer this prevention programming but it must Evaluate the prevention programming.

3) Address the systemic roots of gender-based violence and culture beyond compliance/policies.
We are a network of faculty members across the U.S. who are standing strong with survivor activists to end sexual violence on campus.

Faculty on campuses all over the country are interested in working on educational programming on sexual violence. Reach out to us. http://www.facultyagainstrape.net/
Student Internship & Service-Learning

- Academic Credit
- Helps create interventions that are student centered

Title IX/EEO Report Form

Your email address (sbooth@drew.edu) will be recorded when you submit this form. Not you?
Switch account

What is your name?

Your answer

Offender(s) name

Your answer

Offender(s) affiliation to Drew University

Your answer

Incident Information: Date/Time, Location, Brief Description of Incident

Your answer
Norms of Masculinity

- Masculinity is a set of behaviors and roles generally associated with boys and men.

- Educational programming on gender-based violence must consider scholarship on masculinity.

- Recommended viewing: *Tough Guise 2* (by Jackson Katz) available in many university libraries, including the educational streaming service, Kanopy.
What is rape culture, exactly?

- Victim-blaming
- Slut-shaming
- “Boys will be boys”

... which is a societal product of Patriarchal Heteronormative Masculinity

Recommended reading: *All About Love* by bell hooks
Rape culture on campus...

10 Ways to Fool a Sorority Girl Into Bed

The scene: A party. Music bumpin’, random people yelling in your face, red cups littering the floor, the occasional “M-I-Z” shout.

The people: A boy and a girl. Boy has a polo on, backwards hat, big sloppy grin. Girl has smeared make-up, revealing shirt, high-heels.
Not living up to societal norms of manhood?

- “You throw like a girl”
- Pussy
- Fag
- Wimp
- Bitch

Patriarchal, Heteronormative Masculinity = Misogyny + Homophobia + Transphobia which leads to gender-based violence against women, students with disabilities, & LGBTQ students
Monthly Programming and Awareness

**RED LIGHT GREEN LIGHT**

**SIGNALING SEXUAL CONSENT**

Healthy Relationships Workshop
Join us for fun, food, and games!
Through games, discussion, and role play, we will explore boundaries, safety, and consent in relationships.

Friday, October 13th
12:00 pm
EC Conference Room

Free food will be provided!

**Love Letters to Survivors**

Show your support to survivors of sexual assault by writing letters of love and solidarity.

Hosted by the Title IX Office and SOPHOS with the Dwell Theatre Sexual Consent Workshop.

**Valentines Day**
Shinger Center - 12 pm to 1:30 pm
TB Lounge - 4:30 pm to 5:30 pm

**Ice Cream and Consent**

**Share Enriches and Pleasurable**

August 28th 7 pm
TB Circle

**Love + Porn**

**PARENTAL ADVISORY EXPLICIT CONTENT**

Join the Title IX Office and SOPHOS in a panel and discussion on porn in the context of our society.

February 21st
4:30 PM - McLendon Lounge

18+ ONLY

**POSITIVE SEX**

**NETFLIX AND CONSENT**

**MUTUAL**

**ACTIVE**

**COMFORTABLE**

**RETRACTABLE**

**WILLINGLY GIVEN**

**INFORMED**

**TITLE IX/EEO/AA OFFICE**
What does collaboration look like?
Faculty & Student Advisory Board

- Meets Weekly
- Plans and Promotes Events
- Makes Policy and Primary Prevention Recommendations
The Title IX/EEO/Diversity student advisory board’s purpose is to give a voice to students. Student centered feedback is critical to nourishing our mission of Diversity, Inclusion, Equity and the goals of the EEO/Title IX Office. The board will seek to improve our climate, culture, and community through data assessment, student engagement, asset mapping, resource advocacy, and programming. The board will utilize unique institution-specific resources and talents with the goal of fostering inclusion and retention of diverse faculty, students, and staff.
Awareness Interventions

- Door Hangers for Dorms
- Magnets for Dorm Fridges
- Notices in all Buildings
- Bathroom Posters
- Book Marks for Trainings and New Student Orientation
Training/Awareness Programming

Now that I’ve got your attention...
My name is Jen and I’ve been a victim of sexual assault. There are things you can do about it.

You have the right to determine what happens in your life. Taking control over your health and safety is your responsibility.

Every year, there are millions of people who experience sexual assault. Here are some ways to protect yourself and help others.

1. Be aware of your surroundings.
2. Trust your instincts.
3. Know your boundaries.
4. Say no to alcohol.

If you have experienced sexual assault, please call the 24-hour hotline for support and resources.

WHERE TO REPORT INCIDENTS OF SEXUAL MISCONDUCT:

On Campus:
Drew University
1025 Chapel Hill Road
Madison, NJ 07940
(973) 408-8000

Off Campus Resources:
Rape, Abuse & Incest National Network (RAINN)
1-800-656-HOPE (4673)

Drew University Police Department
1025 Chapel Hill Road
Madison, NJ 07940
(973) 408-8000

For more information, contact the University’s Title IX Coordinator:
BC113
(973) 408-3655

titleix@drew.edu

TITLE IX
Protects Your Right to Learn and Work

DREW UNIVERSITY / MADISON, NJ

TITLE IX
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FEEDBACK FORM FOR ALL COMPLAINTANTS AND RESPONDENTS:
Investigation process evaluation and adaptation

POST FACT-FINDING FEEDBACK FORM

In an ongoing effort to improve the Drew University fact finding process, your cooperation is requested in responding to the following questions. Your objective and anonymous responses will be used to help evaluate the fact finding process and determine if changes or improvements may benefit the overall process.

Statements:
Using the scales provided, please circle your level of agreement with the following statements. Space is provided after each statement for you to give explanation for your level of agreement, if necessary.

1.) I was made aware of the various reporting options available to me for reporting an alleged violation of the Human Rights and/or Sexual Misconduct policies.

| 1 | Strongly Agree | 2 | Agree | 3 | Neutral | 4 | Disagree | 5 | Strongly Disagree |

Explain:

2.) The fact-finding process was explained to me when I met with investigators.

| 1 | Strongly Agree | 2 | Agree | 3 | Neutral | 4 | Disagree | 5 | Strongly Disagree |

Explain:

3.) I was advised I was entitled to be accompanied by an advisor of my choosing throughout the fact-finding process.

| 1 | Strongly Agree | 2 | Agree | 3 | Neutral | 4 | Disagree | 5 | Strongly Disagree |

Explain:

4.) I was contacted in a timely manner following my report of an alleged incident.

| 1 | Strongly Agree | 2 | Agree | 3 | Neutral | 4 | Disagree | 5 | Strongly Disagree |
Creativity in outreach to students

LLAPH presents:
**Title IX Jamboree!**
**Wednesday**
**November 30th**
5:30 - 7:00
**Crawford Hall**

This workshop will focus on relationships: friends, friends with benefits, partners, and more!

*The LLAPH (Life, Love, and the Pursuit of Happiness) is a collective of students who use interactive drama techniques to explore the uses of relationships that form on and off Drew’s campus.*

Don’t be Shy! Come say “hi”!

Emily Ralph
EC 133
M-F

Stop by and meet the Title IX/EEO/AA Officer! Get a free coffee card for Starbucks or Pete’s, just for saying hello!
Questions/Discussion

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