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
Training/Programming/Awareness Strategies After Survey
Action Plan: Specific Interventions

Action Planning

Climate Survey
Title IX/EEO Office Data
Feedback from Data Dissemination Forums
Online Training Data
<table>
<thead>
<tr>
<th>GOALS</th>
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<tr>
<td><strong>Support for Survivors and Complainants</strong></td>
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<td><strong>Partnering with Community Based Resources</strong></td>
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<td><strong>Increasing Programming on Resources</strong></td>
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<td><strong>Increasing Programming on Incapacity and Alcohol Facilitated Assaults</strong></td>
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<td><strong>Increasing Student Outreach and Training Assessment</strong></td>
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<td><strong>Creation of Title IX/EEO Student Advisory Board Charged to Assess Action Plan</strong></td>
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<td><strong>Increase Social Media Presence</strong></td>
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<td><strong>Technology</strong></td>
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<td><strong>Increase Awareness Activities</strong></td>
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<td><strong>Improve Prevention Programming Based on Climate Survey and Office Data</strong></td>
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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
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
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

2017-2018 Action Plan
The Action Plan used an evidence informed model based on climate survey and office data in the development of the action plan and its corresponding goals and activities.

Title IX/EEO Report Form

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
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...

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 SOPIOS with the Drew Theater Sexual Consent Workshop.
- **Valentines Day**
  - Shinger Center - 12 pm to 1:30 pm
  - UB Lounge - 4:30 pm to 5:30 pm

**LOVE + PORN**

- **February 21st**
  - 4:30 PM - McLendon Lounge
  - 18+ only

- PARENTAL ADVISORY
- EXPLICIT CONTENT

**POSITIVE SEX 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
Example Mission Statement for Student Advisory Board – Student-Centered Programming and Engagement

- 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 Jan and I've been a victim of sexual assault. There are things you can do about it.

You may be experiencing sexual assault at this moment, but know that you are not alone and that your experiences are valid. Every 15 minutes, someone is sexually assaulted in the United States. Sexual assault is a violation of your rights and dignity. It is not your fault.

If you or someone you know is experiencing sexual assault, please do not hesitate to seek help. There are resources available to support your recovery.

Most colleges and universities have trained staff members who can provide confidential support and guidance. If you need help, please reach out to your campus counseling center or the Title IX office.

WHERE TO REPORT INCIDENTS OF SEXUAL MISCONDUCT:

On Campus

Confidential Resources
- Title IX Coordinator: (973) 408-8112
- Campus Security Officer: (973) 408-8113

Nonconfidential Resources
- Dean of Student Affairs: (973) 408-2168
- Vice President for Student Affairs: (973) 408-2168

Off Campus Resources
- National Sexual Assault Hotline: 1-800-656-HOPE
-RAINN: 1-800-656-HOPE
- Do not report sexual assault to the police without consent.

For more information, contact the University's Title IX Coordinator:

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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.

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
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Explain:

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

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Explain:

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

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Explain:

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

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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 types of relationships that form on and off Drew's campus.

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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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