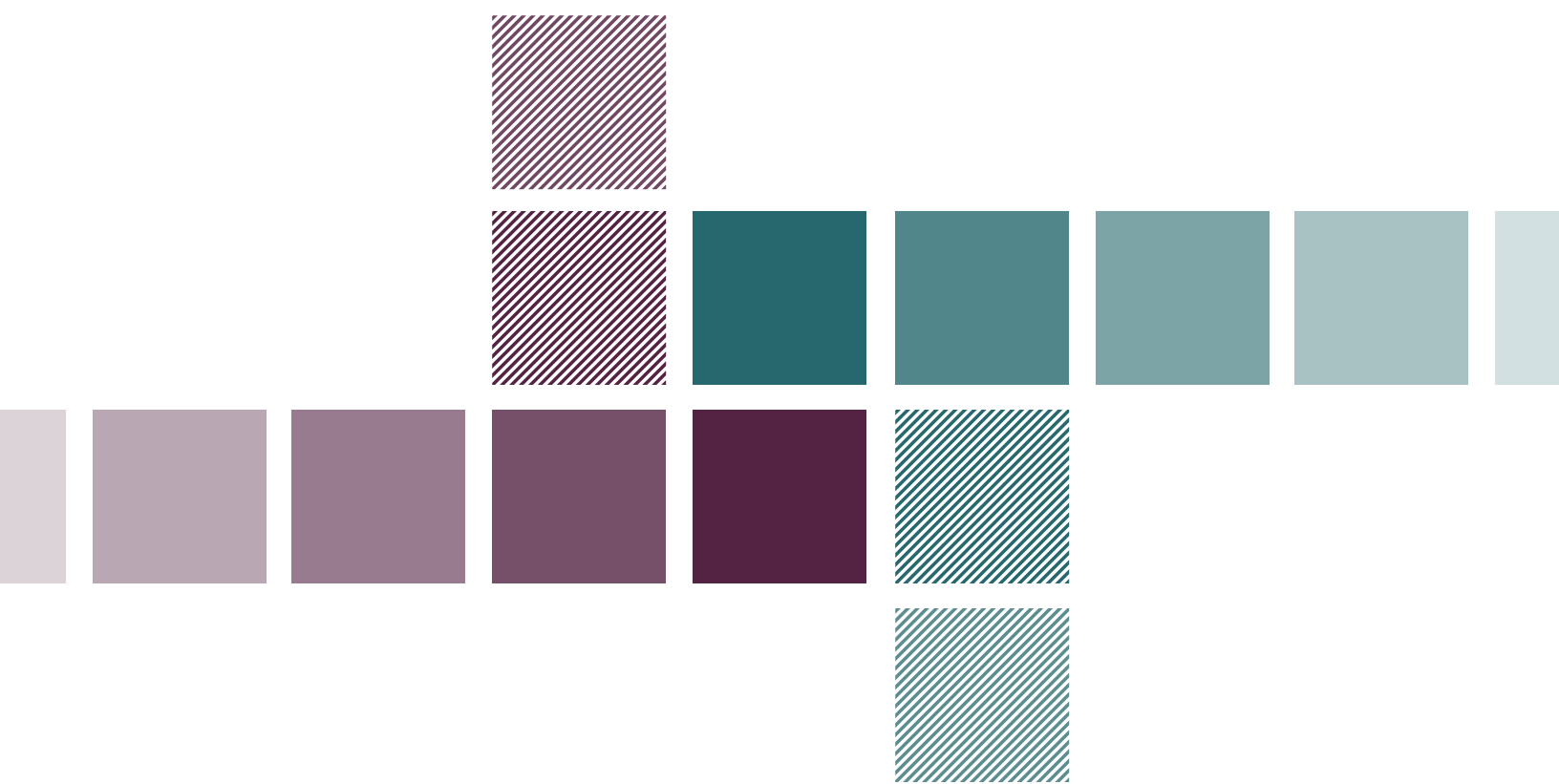


# PREVENTION, OUTREACH, & EDUCATION DEPARTMENT



**ANNUAL REPORT  
EXECUTIVE SUMMARY  
2018 - 2019**

# TABLE of CONTENTS

Online Prevention  
Education (OPE)

*Page 3*

Sexual Assault and  
Relationship  
Violence Prevention  
Program (SARV)

*Page 5*

Bystander Network  
Programs

*Page 6*

Greeks Take the  
Lead

*Page 7*

It's On Us

*Page 9*

Athletics  
Department  
Programming

*Page 11*

Faculty/Staff  
Programming

*Page 13*

Graduate/  
Professional Student  
Programming

*Page 14*

Climate and  
Response

*Page 15*

Conclusions

*Page 16*

# INTRODUCTION

Since its inception in 2018, the Prevention, Outreach and Education (POE) Department has been committed to safety through educating members of the MSU campus community on sexual assault and relationship violence, eliminating violence on campus, empowering staff, faculty and students to become advocates for a non-violent community, and positively affecting social change. This annual report –the first for the department—will give a comprehensive overview of 10 initiatives focused on achieving this mission. They are:

- Online Prevention Education (OPE)
  - University employees (including graduate student employees)
  - Graduate students
  - Third and fourth year undergraduate students
- First year student mandatory Sexual Assault and Relationship Violence prevention education (SARV)
- Second year student mandatory Bystander Network
- Third year, fourth year, and above, student mandatory Online Prevention Education (OPE)
- “Greeks Take the Lead” – mandatory prevention programming for students who are members of Fraternities and Sororities
- “It’s On Us” – week of action held each semester which includes prevention programming for all members of the campus community
- Athletic Department – prevention programming for administrators, all coaches, athletic trainers (professionals and students), SASS staff and student tutors, male and female student athletes
- Faculty/Staff Outreach and Education
- Graduate/Professional Student Outreach and Education
- Campus Climate and Response

Each section of the report will include a brief description of efforts, data regarding the numbers of campus community members who have gone through programming.

# Online Prevention Education

# (OPE)

## Employees

All faculty and staff (including graduate teaching assistants and research assistants) are required to complete an online RVSM training program within 30 days of hire and biennially thereafter. There are roughly 11,000 full time MSU employees. The primary online RVSM employee trainings for 2018-19 were for new and 24 month renewals. Full time employees are placed in cohort groups based on the academic year they were placed in the online learning system.\*

In addition, there are several thousand temporary, on-call and part-time employees, many of which do not activate their NetIDs—which is needed to complete training. To address this issue, MSU allows them the option to review print versions of the the training materials or to self-enroll in the Not Anymore for Employees training course online with an active NetID. Hiring departments are required to include these training materials in new-hire packets in either electronic and/or print formats.

\*Data are presented from the past completed calendar year, January 1, 2018 - December 31, 2018.

Regular Employees Total completed – 6,449, 100%

Graduate Student Employees Total completed – 2,477, 99%

IPF and RHS Employees Total completed – 177, 97%

Employees not in above cohorts Total completed – 7,292, 98%

**The total number  
of employees  
trained in the first  
cohort year was  
16,395**

## Graduate Students

Graduate students are assigned to the online prevention education training as they enroll and begin classes at MSU. They are required to complete the graduate student training annually.

2018 - 2019 Graduate Student Online Prevention Education

**Total Completed -  
4,708, 95%**

# 3rd Year, 4th Year, and Above, Undergrad Students

Third- and fourth- year, and above, undergraduates must complete an online refresher training called “Clarifying Consent.”

2018 - 2019 3rd Year, 4th Year, and Above, Undergraduate Student Online Prevention Education

\*Total number is based on 27,566 trainings assigned to third year, fourth year, and above, students through 5/3/19

**Total Completed -  
27,226\*, 97%**

## OPE Achievements

- High completion rates : Though OPE’s completion rates for the various programming was excellent, MSU did not reach their goal of a 100% completion rate. This will continue to be a target for the 2019/2020 academic year as MSU reinforces a zero tolerance for relationship violence and sexual misconduct.
- Specialized Staff : A new specialist was added to oversee all online education which has streamlined the process considerably.
- New online training vendor : After a review of the current online programming vendor, Everfi—a new vendor— was selected to create a more engaging experience based on the valuable feedback collected from faculty, staff and students.

# Sexual Assault and Relationship Violence Prevention Program

## (SARV)

The Sexual Assault and Relationship Violence (SARV) Prevention Program offers a forum for students to engage in conversation, be educated about social life in college and empowers students to become active in keeping the MSU community safe.

Incoming first-year and transfer students are required to attend one 2-hour workshop that is facilitated by undergraduate peer educators. The workshop explores the definitions of sexual assault, rape, and relationship violence, and offers ways in which students can become active bystanders in the prevention of sexual violence from occurring to themselves, their friends, and their peers. Workshop participants interact in college life scenarios in both mixed-gender and separate male and female groups.

## SARV Prevention Program Goals

- Define and create awareness of sexual assault, rape, and relationship violence at MSU
- Educate MSU students about the programs and resources available on campus and in East Lansing
- Empower MSU students to become active in their daily lives in the prevention of sexual assault and relationship violence by providing applicable strategies of intervention
- Promote an understanding of shared responsibility in sexual violence prevention and community safety

This was the first year of a "hard mandate" for the SARV Prevention Program. In 2018/19 students were unable to access information in Stuinfo until they completed the workshop. A total of 330 workshops were offered with the majority offered fall semester. 232 SARV workshops were conducted fall semester and 98 were conducted during the spring semester.

2018 - 2019 Sexual Assault and Relationship Violence (SARV)  
Completion - 95%\*

\*The completion rate is likely higher than 95% because of the numbers of student who leave the university but remain in the system and the number of incomplete swipes at attendance

**Total Students  
Completed -  
10,991**

# Bystander Network Program

All second-year undergraduate students are required to attend Bystander Network, a one-hour workshop, facilitated by undergraduate peer educators. The workshop explores the ways that all students can be active bystanders and delve deeper into what bystander intervention entails. Ways to support survivors and hold each other accountable are explored in depth during this workshop. Participants engage in poll questions and view brief clips that outline different scenarios and topic matters relating to bystander intervention.

## Bystander Network Program Goals

- Create a deeper understanding of sexual violence and how it impacts campus culture and climate
- Educate MSU students about the programs and resources available on campus and in East Lansing
- Empower MSU students to become active in preventing sexual assault and relationship violence through applicable strategies of intervention
- Promote an understanding of shared responsibility in the sexual violence prevention and community safety

This year, Bystander Network was reinforced with a "hard mandate" for the first time. In 2018/19 students were unable to access information in StuInfo, a platform for students to receive important campus information, until they completed the workshop.

Over 10,428 students were assigned to Bystander Network and 64 workshops were offered across the fall and spring semesters.

2018 - 2019 Bystander Network Programs Completion - 94%

**Total Completed -  
9,755**

# Greeks Take the Lead

Greeks Take the Lead is a multi-dosed program designed to align closely with the hierarchical structure of fraternities and sororities that encourages leadership, intervention and dialogue. In this model, educational opportunities are layered by specialty area and leadership level, instead of grouping all members together in the same training/workshop environment. Each chapter is provided with New President Training, Risk Manager (or Additional Leadership) Training, and General Member Workshops.

## **New President Training**

At Michigan State, all new fraternity and sorority chapter presidents are instated by January. They are required to attend a mandatory training to build skills and aid them in promoting a safe and inclusive culture that is free of relationship and sexual violence. They learn how to encourage conversations and challenge myths & stereotypes within the fraternity and sorority community in an effort to promote a positive culture. Chapter presidents are provided with information about university expectations for their chapter, how to respond to incidents and disclosures, and how to access available support resources.

## **Risk Manager Training**

This mandatory training focuses on the needs of risk managers – a position designated in many chapters with primary responsibility for keeping members and guests safe at social gatherings. For chapters without a designated risk manager position, another leader within their chapter must attend this training. This training focuses on bystander intervention skills that are specific to dynamics in a fraternity or sorority, the intersection of alcohol and sexual violence, and safety guidelines and risk reduction strategies for each organization.

## **General Member Workshops**

All general members of a fraternity or sorority are required to attend one workshop session annually. The POE Department offered a total of 8 sessions between February and April 2019 for general chapter members. Chapter presidents were responsible for ensuring that all active members participated in one of the available sessions each academic year. By allowing each member to choose a session based on their area of interest, these workshops not only created a more expansive knowledge base with fraternity and sorority life but also encouraged discussion among different chapter members. Additionally, offering 8 different sessions prevented the redundancies content.



The 8 sessions were entitled along with the number of attendees at each session:

- *Thank u, next: Exploring Healthy Relationships in Fraternity and Sorority Life* (Mariah Sloat, Prevention Specialist & Lauren Henfling, Prevention Specialist, MSU) – 496 attendees
- *Navigating Consent for Fraternity Men* (Lemoine Joseph, Jr., Prevention Specialist & Adam Littleton, Graduate Assistant, MSU) – 411 attendees
- *Cyber-Stalking and Online Harassment* (Detective Sam Miller, Special Victims Unit & Detective Nicole Simi, Cyber Crimes Unit, MSUPD) – 485 attendees
- *The Myth of the Grey Area: Consent for Sorority Women* (Brooke Noonan, Advocacy Coordinator & Jazmine Williams, Crisis Counselor, MSU SAP) – 616 attendees
- *Hello Can You See Me? Survivor Visibility and Support* (Tashmica Torok, Founder & Executive Director of the Firecracker Foundation) – 228 attendees
- *Man Up: Activating Men to Combat Sexual Violence* (Paul Artale, Manager of Graduate Student Engagement & Motivational Speaker, University of Michigan) – 479 attendees
- *Leaving a Legacy: Personal and Chapter Responsibilities to Ending Gender-Based violence* (Brittani Fults, EEO/Title IX Investigator, University of Kansas) – 305 attendees
- *Understanding the Importance of a Trauma Informed Response* (Lt. Andrea Munford, Center for Trauma-Informed Investigative Excellence, MSU PD) – 483 attendees

# It's On Us

It's On Us is a national campaign that is dedicated to ending sexual violence on college campuses. The POE department co-hosts a week of action each semester—one in October and April—of different activities and speakers to engage the campus community in RVSM prevention.

## October Week of Action Events

- Oct 22: Trauma informed yoga - Katie Naber- Sexual Assault Program – approximately 25 people attended
- Oct 22: The Rock kickoff ASMSU- Keara Sullivan 300-500 people attended
- Oct 23: Teal Out – wear your teal to support survivors- POE sponsored
- Oct 24: Speaker – Beverly Gooden- POE, REHS, SAP (provided safe space)
  - Faculty Session – Supporting Student Survivors of Violence
    - Students exposed to potentially traumatic experiences often demonstrate emotional and behavioral difficulties that dramatically interfere with their ability to engage in school. The session covered common student reactions to trauma and strategies to support students who have experienced interpersonal violence, particularly dating violence. (~40 in attendance)
  - Student Session – Managing Trauma: A Discussion on Healing
    - The emotional toll from a traumatic event can cause intense and confusing emotions. The session helped students recognize the signs and symptoms of traumatic stress, encourage victims and survivors to find healthy ways to recover, and detail how to help a friend who has experienced a traumatic event. (~60 in attendance)
- Oct 25: Therapy dogs and self-care craft night UAB – Adrian Skazalski—300 attendees
- Oct 26: Poetry slam- POE sponsored- 40 attendees

## April Week of Action Events

- April 1: Teal Out – wear your teal to support survivors- POE event
- April 2: Open Mic Night – UAB- 75 attendees
- April 2: Trauma informed yoga- Sexual Assault Program 10 attendees
- April 3: Start by Believing Day ASMSU- Keara Sullivan & Alexis Sargent 400 attendees

- Keynote speaker – Gail Stern – GenCen (SAP Provided Safe Space, both presentation had ASL interpreters present)
  - Presentation 1 - 1:00-2:30pm ~30 attendees total, Presentation 2 - 5:30-7:00pm ~45 attendees total
    - This presentation utilized the ongoing debate over whether or not rape jokes are appropriate to explore the foundations of rape culture in a meaningful and accessible way. "The Canary in the Coal Mine" highlighted what factors support sexual violence within popular and military cultures, drawing on research from the fields of moral development education, bystander intervention, and sexual violence prevention education
- OISS coffee hour- OISS – 80 attendees

# Athletic Department Programming

**Pilot**

POE has developed and provided trainings focused on relationship violence and sexual misconduct prevention to the athletics department staff and all student-athletes. The university is required by the NCAA to have coaches, college athletes, and athletic administrators complete education each year in sexual violence prevention. POE ensures that the athletics department is compliant by way of a matrix document. This document is attested by the University's Title IX Coordinator.

The coaches, athletic trainers, strength and conditioning staff, and student-athlete mentors/tutors all received one training about MSU's RVSM Policy, including how to report, confidential resources, and how to support survivors.

Student-athletes went through three (3), 1-hour trainings over the course of the academic year. The three sessions were held at different points in the academic year in order to provide a multi-dose approach. Student-athletes attended sessions by team and were split by gender. Each session had an evaluation for them to complete at the end.

For 2018 - 2019:

Total Student Athletes Completed – 1959\*

Total Student Staff Completed 100

Total Professional Staff Completed – 249

\*Note: The total is the sum of the attendance counts for all trainings provided for student athletes throughout the year. Because student athletes attended three sessions, students were counted three times for the purposes of this report.

**Total Completed -  
2,195**

## The First Session

The first session was done by POE professional staff and focused on the RVSM Policy, the reporting process, resources, and survivor support. Feedback from this session revealed that student-athletes would prefer a more discussion-based approach to training on these topics. They mentioned having similar trainings in the past that spent a significant time focusing on RVSM definitions.

Two prevention specialists who focus on the athletic programming plan to use this feedback when developing this session for the next academic year. The specialists will design a training that will still cover the needed education, but in a format that incorporates more discussion-based learning in an effort to increase student-athlete engagement.

## The Second Session

The Second session was a conversation-based session led by one POE professional staff member and one undergraduate POE peer educator. This session utilized the scripts from the first-year Sexual Assault & Relationship Violence (SARV) Prevention Program, with some adapted scenarios.

## The Third Session

The third sessions were two newly developed programs by POE prevention specialists based on student input during previous sessions. For the women's teams, a specialist developed a new program called "Seeing Red(Flags)". This program focuses on understanding the 10 warning signs of an unhealthy relationship and how to distinguish an unhealthy relationship from an abusive one. This session had very positive feedback. Ninety-nine percent of student-athletes said that the workshop made them more aware of the 10 unhealthy relationship behaviors. Sixty-six percent strongly agreed that the workshop helped them understand the difference between healthy, unhealthy, and abusive relationships. Open-ended questions were asked at the end of the evaluation and many student-athletes responded that they thought this session was better than previous ones as they really liked the engagement in the session and the video that was used.

The men's teams went through a different and new session developed by a prevention specialist. The session, entitled "The Playbook for 'Real' Men", allowed participants to identify social expectations for men and masculine behavior and to connect said expectations to issues related men's violence against others and themselves. The session received overwhelmingly positive feedback from student-athletes due, in part, to the higher level of engagement and the novelty of the subject matter. Over 60% of student-athletes left the session believing that unhealthy expressions of masculinity directly contribute to men committing acts of sexual and/or relationship violence, and over 70% recognized how expressions of unhealthy masculinity can have a negative impact against others and themselves. Additionally, roughly 78% stated that they recommend this training be done with student-athletes in future years - versus only 8% that stated otherwise.

# Faculty/Staff Programming

Faculty/Staff programming is somewhat different than the other content areas in that only the employee online training is mandatory. Thus, Faculty/Staff attended sessions either organized by their departments (some departments did make attendance mandatory) or sessions of their choosing. Two of the most significant programs for Faculty/Staff were the Gender Violence and Transformative Teaching Workshop and the Creating Change through Collaboration Summit. Both events were very successful.

The Transformative Teaching Workshop was offered in December, 2018. The workshop drew approximately 25 faculty members from various disciplines and mini-sessions focusing on creating language for syllabi that explain mandatory reporting and are inclusive of survivors, creating trauma informed classroom practices and creating empowering spaces for students. Faculty members were able to do concrete activities such as consider syllabus language with other faculty members interested in the same topic.

The Creating Change through Collaboration Summit brought 150 faculty, staff and graduate students together and they represented approximately 70 departments or programs. Fifteen faculty or staff along with a 5 member panel presented at sessions throughout the day. Each session was centered on ideas of challenging power and privilege and creating a culture of care. In addition to the workshop and summit, sessions were conducted for 24 units across campus for a total of 702 faculty and staff.

2018 Gender Violence and Transformative Teach - 25  
2019 Summit - 150  
Other unit based sessions - 702

**Total Completed -  
877**

# Graduate/Professional Student Programming

The total number of graduate and professional students trained was estimated as many of the sessions for faculty and staff included graduate students, particularly those who were employed as Teaching Assistants (TAs), Graduate Assistants (GAs) or Research Assistants (RAs). The majority of sessions for graduate and professional students focused on the RVSM Policy, including how to report, what to report and confidential resources. Larger sessions for graduate and professional students included the New TA Institute and orientation for first-year College of Osteopathic Medicine students. POE conducted two sessions for graduate students not connected to a department. One was done in conjunction with Graduate Student Life and Wellness. It was entitled, "Setting Relationships Up for Success." Twelve graduate students attended. The second session was a collaboration with COGS during the It's On Us week of action. The session was entitled, "Believe Survivors: A Workshop for Graduate and Professional Students. Fifteen students attended the session.

2018 - 2019 Graduate/Professional Students

**Total Completed -  
1,200 in 13 sessions**

# Climate and Response

This year, POE hired a Climate and Response Specialist. The Specialist oversees climate and response projects with two colleges and six units at MSU. Each project is unique as each unit has climate concerns specific to their environment that they are seeking to address. However, a framework is being developed in order to provide consistency across projects.

The framework is structured in a way that involves: 1) information gathering and identifying areas for climate and response intervention; 2) proposal of intervention plan submitted to and reviewed by the requesting unit; 3) implementation of the approved proposal; 4) summary report after the proposed interventions have been implemented, or a summary after each step of the proposal is completed (depending on the needs of the unit).

Two units have completed their intervention plans, both of which have requested continued involvement from the Climate and Response Specialist as they continue to address RVSM and Climate concerns in their units.



# Conclusions

April marked the one-year anniversary for the POE department and, it has been very exciting and successful. As of May, 2019, 31,934 students completed the online RVSM online training. During 2018 (first full year of statistics), 16,395 employees completed the staff online training which means that over the span of 2017-May, 2019, 48,329 students and employees completed their online training requirement.

SARV is now mandated by the University and 10,991 students attended an in-person training session. Bystander Network is also required for all second year students and 9,755 students attended those in-person sessions.

Faculty/staff in-person sessions were conducted for 877 people. The majority of individuals attending sessions were required to do so by their units/departments; creating spaces, such as the faculty/staff Summit where people attend voluntarily will be important going forward. Approximately 1,200 graduate/professional students were trained by POE during 2018/19. As with faculty/staff programming, most of the sessions attended by graduate/professional students were required by their departments.

Training sessions for Athletics were mandatory and 653 student athletes attended three mandatory sessions across the span of the academic year. 349 staff also participated in mandatory sessions ranging from student managers to executive management within the department (including all members of the coaching staffs). Greeks Take the Lead programs were attended by over 3,500 members of Fraternities and sororities. The “It’s On Us” weeks of action included more than 300 participants fall and spring semester.

The total attendance for in-person programming conducted by POE for 2018/19 was 23,835. Overall numbers, including online training and all in-person trainings were 72,164.

Overall numbers, including online training and all in-person trainings

**Total Completed -  
72,164**

**EDUCATE &**



**EMPOWER**