

# Culture of Respect Collective: COHORT TWO AT A GLANCE

The Culture of Respect Collective<sup>1</sup> is an ambitious two-year program which brings together institutions of higher education dedicated to ending campus sexual violence and guides them through a rigorous process of self-assessment and targeted organizational change. This brief highlights the progress to date of colleges and universities in the Collective's second cohort. For more information about the Collective, visit [CultureofRespect.org](http://CultureofRespect.org).

## Participating Institutions



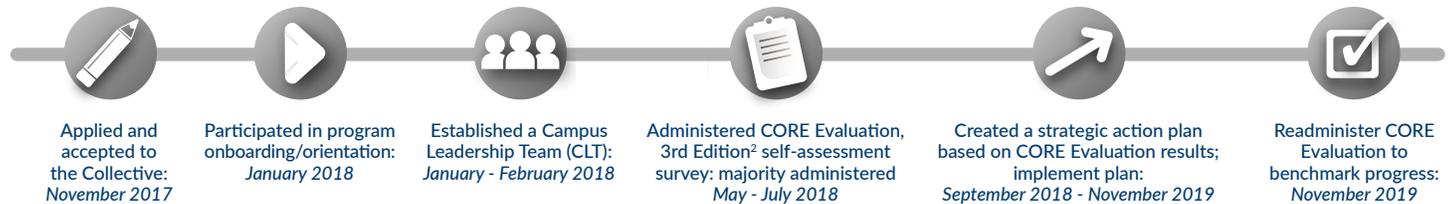
**KEY**  
● Four year institutions  
● Community colleges

\*The State University of New York (SUNY) system, recognizing the potential prevention gains of upstream programming such as the Collective, secured a New York State Department of Health grant to support the participation of multiple State-operated institutions in the program.

## Implementing the Collective

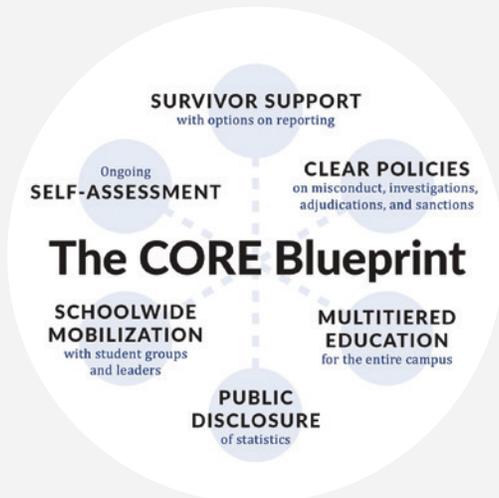
Each institution's participation in the Collective is led by a multidisciplinary group of stakeholders called the **Campus Leadership Team (CLT)**, composed of faculty, staff, and students. The number of CLT participants per institution ranges from 5 to 27, with an outlier of 74 participants at one institution.

## Programmatic Timeline for Participating Institutions



## Results: Alignment with Best Practices

According to baseline CORE Evaluation responses, participating institutions were implementing the following sample best practices from each of the six pillars of the CORE Blueprint:<sup>3</sup>



### SURVIVOR SUPPORT

75%

offered an anonymous reporting option<sup>4</sup>

### CLEAR POLICIES

83%

had amnesty policies<sup>5</sup>

### MULTITIERED EDUCATION

66%

trained campus employees at least every other year<sup>6</sup>

### SCHOOLWIDE MOBILIZATION

50%

had peer educators implementing sexual violence prevention programming<sup>7</sup>

### PUBLIC DISCLOSURE

25%

included prevention messaging in timely warnings<sup>8</sup>

### ONGOING SELF-ASSESSMENT

75%

planned to administer campus climate surveys at least once every three years<sup>9</sup>

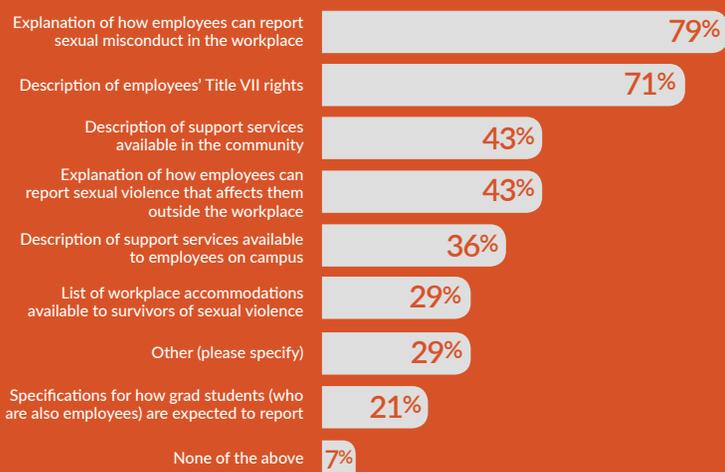
## Results: Emerging Practices and Trends

The 3rd Edition of the CORE Evaluation included new questions to reflect emerging practices and trends in the field; results from a sample of these new questions are provided below. These results highlight strategies institutions can implement to prevent and respond to violence, support survivors, and communicate that violence is unacceptable.

### Employees as survivors of sexual violence

- While **79%** of Collective institutions' employee handbooks included an explanation of how employees can report sexual misconduct in the workplace, they were **less likely to provide information about support services available on campus (36%) or in the community (43%),** or workplace accommodations available to employee survivors of sexual violence (29%). (see chart below)
- **Only 21% of employee handbooks included specific information regarding graduate student reporting** despite their status as both students and employees. Given the growing recognition of harassment perpetrated against graduate students as a significant problem in higher education,<sup>10</sup> a greater discussion of this topic, both in the employee handbook and in graduate student training, would benefit all classes of employees.

#### Employee Supports Included in Employment Handbook



### Supporting survivors of all identities

- **50% of participating institutions offer a visual depiction of the reporting process** (i.e. flow chart), a practice that helps make reporting policies and procedures accessible and understandable for all survivors, per the recommendation of the Obama administration's White House Task Force to Protect Students from Sexual Assault.<sup>11</sup>
- Making policies widely accessible may require publishing them in a variety of formats and languages. **Sexual misconduct policies were available via audiotape, in Braille, or in American Sign Language (ASL) at live events at 23% of participating institutions;** 38% formatted their policies to meet Section 508 standards; and 38% translated their policies into languages other than English.
- A medical intake form that includes comprehensive options for self-identification<sup>12</sup> allows students to communicate who they are and clinicians to provide care tailored to their needs. Of those institutions that offered healthcare services, **less than half (46%) included options for self-identifying gender identity and 23% included options for sexual orientation.**

# Translating Data into Action

Cohort 2 institutions translated their baseline CORE Evaluation results into specific, actionable objectives that aim to increase each institution's capacity to prevent and respond to sexual violence. Sample objectives from across the cohort are provided below.

## Survivor Support

- Provide a Sexual Assault and Violence Response (SAVR) resource card and sexual violence prevention brochure to all incoming students
- Establish a dedicated victim/survivor assistance fund

## Clear Policies

- Create and provide access to sexual misconduct policies in a variety of formats (e.g. Braille, multiple languages, audiotape, etc.)

## Multitiered Education

- Develop a custom prevention module for students with disabilities
- Conduct student focus groups to aid in planning effective prevention education that integrates information on intersectional oppressions.

## Public Disclosure

- Share the number of students who have sought out resources to normalize help-seeking behaviors after experiencing sexual misconduct/violence
- Prepare an annual Title IX report, sharing key outcomes to increase transparency

## Schoolwide Mobilization

- Develop a proposal for a peer education program
- Partner with faculty and the Inclusive Classroom Team to establish an initiative to infuse the classroom climate with awareness, sensitivity, and knowledge of resources related to sexual violence (ex. syllabus statement, guest speakers, etc.)
- Establish a student advisory board to provide feedback on Title IX messaging

## Ongoing Self-Assessment

- Develop a timeline to organize and implement a campus climate survey
- Develop a tracking and assessment plan for Title IX awareness programming



## Next Steps

Cohort 2 will complete their participation in the Collective by readministering the CORE Evaluation and providing a final update on their action plan in December 2019. Culture of Respect will use these responses, along with participation data from throughout the program, to craft a final report for each institution that details the scope of their participation as well as the totality of policy and programmatic change enacted during the program period.

Culture of Respect is proud to partner with these institutions and we look forward to seeing their progress in building a safe and supportive community.

# Endnotes

- 1 For more information, visit the Culture of Respect website: <https://cultureofrespect.org/programs-and-tools/the-collective/>.
- 2 The CORE Evaluation is a comprehensive self-assessment tool that allows institutions of higher education to inventory their efforts to prevent and respond to sexual violence. The latest edition is available for free in the NASPA online bookstore: <https://www.naspa.org/publications/books/core-evaluation-4th-ed>.
- 3 These are the six pillars of CORE Blueprint, a custom Culture of Respect framework that identifies best practices for institutional approaches to addressing sexual violence. To learn more and download the free guidebook, visit: <https://cultureofrespect.org/programs-and-tools/signature-tools/#coreblueprint>.
- 4 There are instances in which a student isn't prepared to reveal their identity to their institution or law enforcement, but still wishes to file a report of some kind so that their experience is documented. Read more about the importance of anonymous reporting in the CORE Blueprint: <https://cultureofrespect.org/programs-and-tools/signature-tools/#coreblueprint>.
- 5 Codifying survivor amnesty policies, which protect reporting students from misconduct violations for drugs or alcohol they may have been using when violence occurred, is a practice recommended by the American College Health Association (ACHA) in their June 2016 *ACHA Guidelines: Addressing Sexual and Relationship Violence on College and University Campuses*, available at: [https://www.acha.org/documents/resources/guidelines/Addressing\\_Sexual\\_Violence.pdf](https://www.acha.org/documents/resources/guidelines/Addressing_Sexual_Violence.pdf).
- 6 The Clery Act requires that colleges and universities offer sexual violence prevention education opportunities to new employees and additional training may be required based on an employee's role, such as Campus Security Authority (CSA). Regardless of role, all employees may benefit from booster training throughout their employment at the institution, particularly as new research and federal and state policy updates impact practices. The full text of the Clery Act is available on the Federal Register; <https://www.federalregister.gov/>.
- 7 Peer education is a powerful strategy for reaching students with information on myriad topics, including sexual violence. Visit NASPA's website for more information about the Certified Peer Education (CPE) training: <https://www.naspa.org/>.
- 8 The Clery Act requires that institutions provide timely warnings for crimes that pose a continuing threat to the campus community, and the Department of Education recommends those messages include information on preventing similar crimes. Read more about timely warnings in *The Handbook for Campus Safety and Security Reporting, 2016 Edition*, available at: <https://ifap.ed.gov/eannouncements/attachments/HandbookforCampusSafetyandSecurityReporting.pdf>.
- 9 ACHA's 2016 Guidelines also suggest administering a climate survey on a "regular basis." Regularly administering and disseminating the results of climate surveys is also recommended by the White House Task Force to Protect Students from Sexual Assault ([https://www.nccpsafety.org/assets/files/library/Sexual\\_Misconduct\\_Guide\\_for\\_College\\_Presidents.pdf](https://www.nccpsafety.org/assets/files/library/Sexual_Misconduct_Guide_for_College_Presidents.pdf)).
- 10 Read more about sexual violence and harassment perpetrated against graduate students: <https://www.insidehighered.com/news/2017/07/18/study-finds-large-share-cases-involving-faculty-harassment-graduate-students-are>.
- 11 Read the recommendations of the White House Task Force to Protect Students from Sexual Assault: [https://www.nccpsafety.org/assets/files/library/Sexual\\_Misconduct\\_Guide\\_for\\_College\\_Presidents.pdf](https://www.nccpsafety.org/assets/files/library/Sexual_Misconduct_Guide_for_College_Presidents.pdf).
- 12 Learn more about inclusive healthcare practices with ACHA's *10 Ways to Make Your Health Center More Welcoming for Diverse Students*, available at: [https://www.acha.org/documents/resources/10Ways\\_WelcomeDiversity.pdf](https://www.acha.org/documents/resources/10Ways_WelcomeDiversity.pdf).