

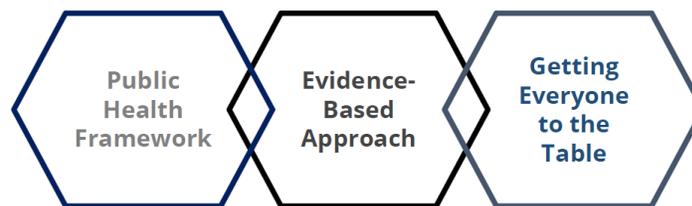
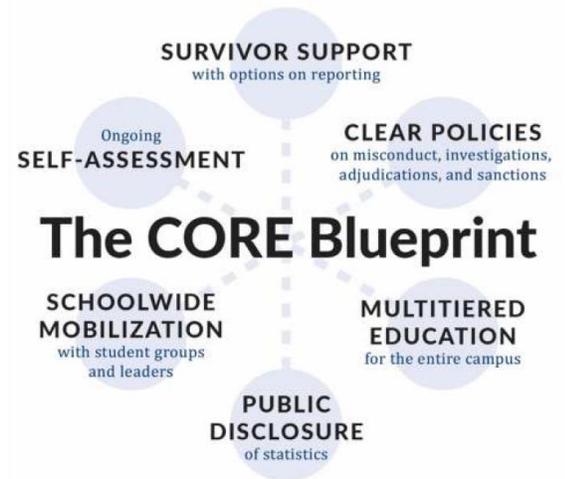
The Culture of Respect Campus Collective

Syracuse University Annual Report
January 2020 to May 2021

Overview

The Chancellor's Task Force for Sexual & Relationship Violence Prevention (CTF) has been working on the implementation of the Culture of Respect Campus Collective, a 2-year evidence-based initiative to make progress on prevention and response for sexual and relationship violence.

This work is advised by NASPA staff and the CORE Blueprint with 6 areas of focus, survivor support, clear policies, multitiered education, public disclosure, schoolwide mobilization, and self-assessment.



Timeline

Below is a brief timeline of accomplishments to date of the Culture of Respect Campus Collective accomplishments:

- January 2020: Accepted into the program
- March 13th 2020: completed the CORE Evaluation Process with the CTF
- Summer 2020:
 - Received CORE Evaluation results and campus specific feedback from NASPA
- Fall 2020:
 - Creating a workgroup for each pillar and inviting campus stakeholders including students, staff and faculty from additional spaces on campus
 - December 14th 2020: Meeting to create an action plan with SMART goals with guidance from the NASPA staff members
- Spring 2021:
 - January: Workgroups received feedback about their goals from the CTF and worked to incorporate that feedback and finalize an implementation plan
 - Submitted an Implementation Plan in February to the NASPA team for feedback, they will be providing feedback in March 2021 to the workgroups and the full CTF
 - All 6 Workgroups are meeting monthly and be working towards progress on their implementation plan goals

Meet Our Team

The Culture of Respect Campus Collective workgroups are comprised of students, staff, faculty and community partners. We are grateful for their commitment to this initiative and for the time that they have invested.

I. Survivor Support

Captains: Carrie Brown, Cristina Battle Rebecca Waintrup

Workgroup Members: Kyra Birenbaum, Dyanne Watson, Jenna Swetland, Jeremiah Deep, Joseph Shanley, Lia Chabot , and Randi Bregman

II. Clear Policies

Captains: Caitlyn Carroll and Sheriah Dixon

Workgroup Members: Aaron Klein, Abby Perer, Mars Murraray, Alexandra Alfieri, Bernerd L. Jacobson, Diane Lyden Murphy, Kaitlin Donovan, and Kathy Pabis

III. Multitiered Education

Captains: Chris Percoski and Kevin Speer

Workgroup Members: Amie Redmond, Becky Rose, Chris Johnson, Jeff Pauline, Kinley Gaudette, Richelle Calderon, Sarah Wood, Tim Johnson, and Valentina Louissaint

IV. Public Disclosure

Captains: Christine Weber and Lia Figurelli

Workgroup Members: Andy Gordon, Ben Vasquez, Pam Peter, Cory Wallack, Nikki Cooter, and Sarah Scalese

V. Schoolwide Mobilization

Captains: Courtney Albiker and Kim Ng

Workgroup Members: Herman Fraizer, Kyra Birenbaum, Lucas Snell, Rob Hradsky, Sheila Johnson, and Wei Gao

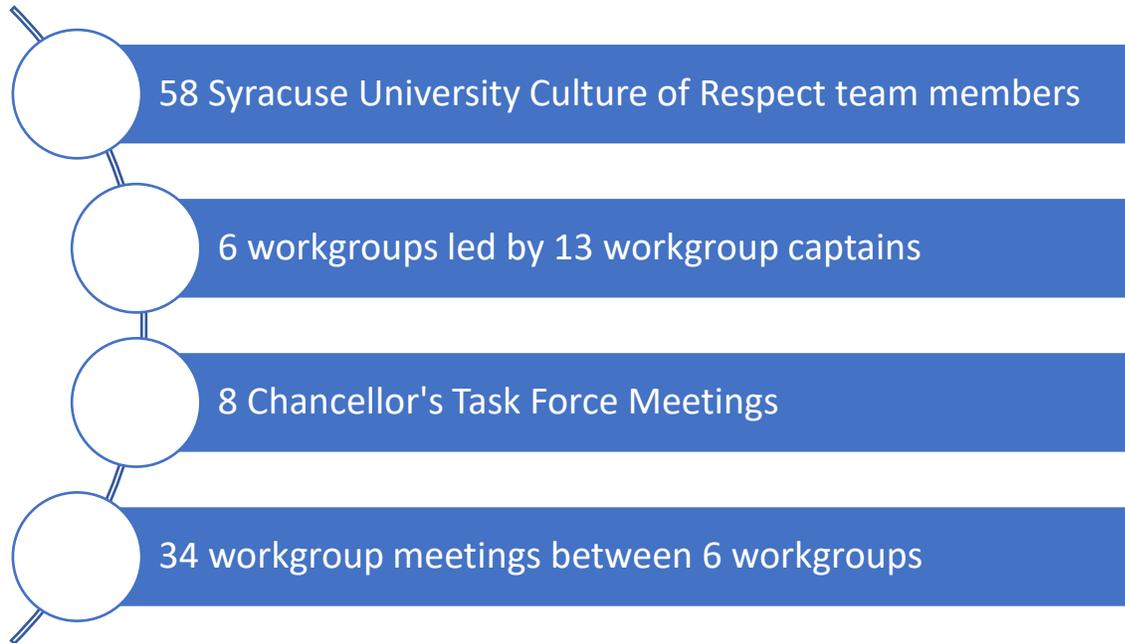
VI. Ongoing Self-Assessment

Captains: Rachel Evans and Rebecca Ortiz

Workgroup Members: Andrew London, Bobby Maldonado, Clare Pepler, Eric Nestor, Huey Hsiao, and Virginia Evans

VII. Graduated members of the workgroups: Alyssa Cregan and Annabelle Lee

Numbers at A Glance: Fall 2020 through Spring 2021



CORE Evaluation Results

On Friday March 13th 2020, the Culture of Respect Collective group met and filled out the [Culture of Respect CORE Evaluation](#).

During this 6-hour meeting the evaluation was divided by pillars and worked on in workgroups. Once each individual section of the evaluation was completed by the workgroups, the full group came together and went through each question to ensure we were answering with the full group's consensus. As we went through the questions the responses were edited as necessary.

The NASPA Culture of Respect Team processed our evaluation submission and provided feedback, summarized in the Table 1 below regarding strengths and areas of opportunities to be utilized in the implementation planning process.

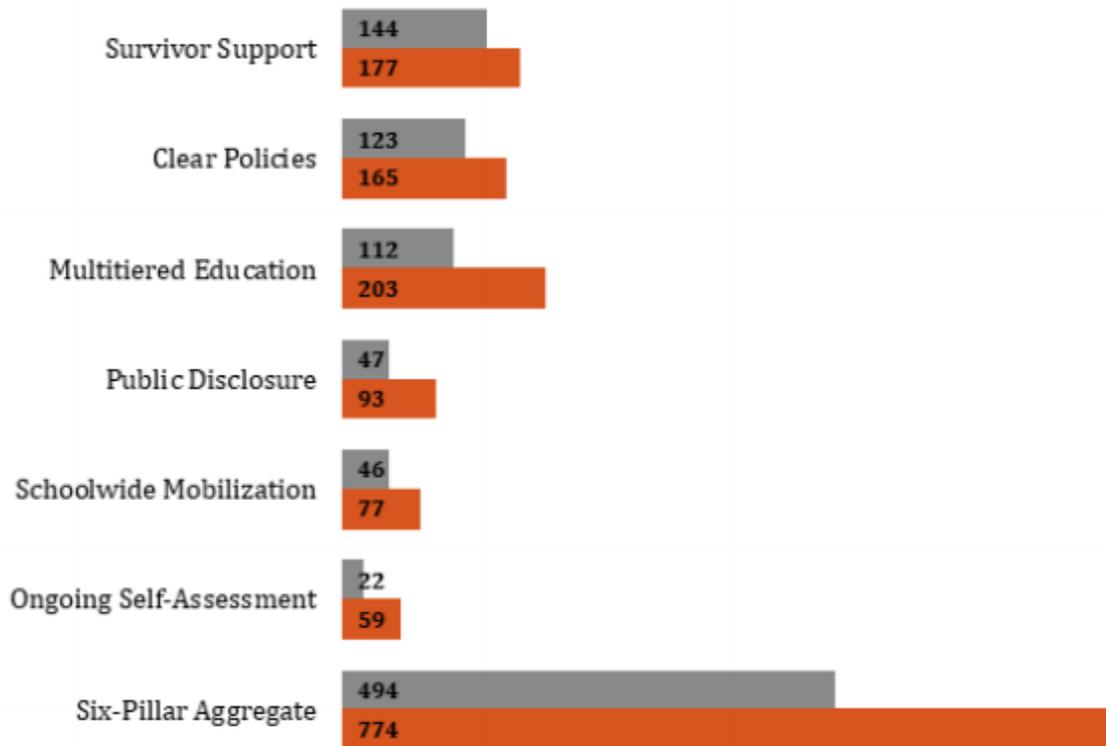
Table 1: Pillar Strengths & Growth Areas Identified by NASPA COR Team

Strengths		Opportunities			
Pillar I: Survivor Support	<ul style="list-style-type: none"> - Anonymous reporting option available - Multiple reporting options available - No conflict of interest for Title IX coordinator - Sexual misconduct cases discussed in BIT/TAT - Robust medical services available - Availability of a variety of accommodations / supportive measures 	<ul style="list-style-type: none"> - Communicate with survivors what CSA information is shared via confidential employees - Communicate with survivors about timely warnings - Ensure MOUs in place for all survivor services - Enhance accessibility of information about support and medical services 	Pillar IV: Public Disclosure	<ul style="list-style-type: none"> - Record retention policy for Title IX related incidents - Annual security report published with key requirements - Clear process in place for sending timely warnings - Regular communication with faculty, staff, and students 	<ul style="list-style-type: none"> - Explore strategies for sharing statistics of reports and investigations outside of Clery requirements - Collect demographic data to identify and respond to any disparities - Include information on bystander intervention strategies in timely warnings - Consider other ways for the institution to communicate its commitment to this issue
	Pillar II: Clear Policies	<ul style="list-style-type: none"> - Regular review of policies - Accessible options for policies - Gender-inclusive language used in policies - Visual representation of investigation/hearing process - Supportive services available for responding parties - Consistent use of "preponderance of evidence" - as standard of proof 		<ul style="list-style-type: none"> - Ask employees to confirm understanding of policies - Share information about policy changes with external stakeholders - Use less legalistic language in policies (i.e., "reporting" & "responding party") - Clarify the rights of responding parties within all policies - Establish the option for informal resolutions, specifically restorative justice 	Pillar V: Schoolwide Mobilization

Pillar III: Multitiered Education	<ul style="list-style-type: none"> - At least one FTE dedicated to prevention efforts - Annual training for relevant employees - Prevention and awareness campaign in place 	<ul style="list-style-type: none"> - Explore options for expanding prevention staffing capacity - Consider training all classes of employees - Offer additional training to all types of student employees - Consider expanding elements included in prevention and awareness campaign (e.g., rape myths, intersectionality, etc.) 	Pillar IV: Ongoing Assessment	<ul style="list-style-type: none"> - Recent administration of and ongoing schedule for conducting a sexual & relationship violence campus survey - Pre- and post-test administered after student prevention programming - Use of self-assessment to examine practices to provide mental health services and LGBTQIA+ inclusive practices 	<ul style="list-style-type: none"> - Explore strategies for increasing response rate for future SRV campus surveys - Consider including a pre-test to evaluate employee trainings - Interview students who have participated in the grievance process

Aggregate Scores from the evaluation can be seen in Table 2. It is important to note that the scores in each category are meant as guidelines, and the goal of the collective is not to necessarily have 100% in each area, but to customize improvements taking into consideration the Syracuse University community.

Table 2: CORE Evaluation Aggregate Scores



Implementation Plan & Progress

Utilizing the feedback received from the NASPA Culture of Respect Team the Syracuse University Culture of Respect team reviewed the recommendations and formed into 6 workgroups. Workgroups for each pillar were created and those members set SMART goals specific to the pillar and the feedback received by NASPA. The goals were then shared back with the full group for feedback and feedback was provided by the NASPA Culture of Respect staff.

The tables below have the finalized SMART goals, the progress that has been made in the Spring 2021 semester and the next steps for goals that are still in progress and have not been completed.

Pillar I. Survivor Support

Goal and objectives	Progress	Next Steps
<p>Training for student facing support staff using best practices:</p> <ul style="list-style-type: none"> Training for health care providers and counseling staff on trauma-informed practice, Explore the training of new on call coverage staff including law enforcement training on trauma-informed care, inclusive language and intersectionality. Training other student-facing groups such as advisers, academic counselors, profession. Training for all new staff and then subsequent following up with refreshers for staff annually. Tiered training to help build on what is learned for refresher. 	<p>In Progress:</p> <ul style="list-style-type: none"> Gathered training outlines from Vera House and Barnes Center Reviewed these as group and provided feedback on trainings and groups that would want to focus on giving trainings as a priority such as RAs, OSL staff, DPS 	<ul style="list-style-type: none"> Vera house working with Barnes to put together ppt for training Looking to into national resources to help with creating worksheets or information for parents, friends etc. to support survivors. Goal of providing trainings during spring 2021 semester
<p>Increase Language Accessibility:</p> <ul style="list-style-type: none"> Have H&W forms available in multiple languages Infographic/ flow chart in multiple languages Language line, have information that is advertised that students know they can have documents in other languages 	<p>In Progress:</p> <ul style="list-style-type: none"> Collaborating with International Services and Admissions to determine most widely used languages. Collaborated with Schoolwide Mobilization Pillar that is also exploring this Narrowing down what information would want in multiple languages and gearing towards parents Met with International Services regarding largest international populations and most used languages 	<ul style="list-style-type: none"> Representative is meeting with Parent & Family Services office to explore how to send out information to families in multiple languages. Will continue collaboration Barnes Center Counseling therapists can help with translation efforts
<p>Encourage and Promote Reporting:</p> <ul style="list-style-type: none"> Distribute diagram and infographic widely and inclusively Restrooms sticker, scanning QR codes that go to the website that leads you to section that applies to the survivor Make sure information is distributed to families/parents 	<p>In Progress:</p> <ul style="list-style-type: none"> Met with Equal Opportunities, Inclusion & Resolution Services (EOIRS) regarding a draft infographic Had infographic reviewed and sent to student groups to get student feedback and then provided this feedback back to EOIRS 	<ul style="list-style-type: none"> Follow-up with EOIRS on recommendations made through the document review by our Pillar as well as important student groups. Goal of having document ready by Fall 2021

Pillar I. Survivor Support Continued

Goal and objectives	Progress	Next Steps
<p>Make resource information clearer and more accessible with plain language:</p> <ul style="list-style-type: none"> ▪ Create a diagram and infographic (flow chart) to explain reporting clearly and accessible language and take into context the cultural implications and intersectionality ▪ Interim relief options. More "user friendly" information about definitions and term related to SRV. Have flow chart then take survivor to the relevant information. Review and update annually 	<p>In Progress:</p> <ul style="list-style-type: none"> ▪ Researched other universities diagrams and infographics. Preferred a flow chart created by SUNY Broome 	<ul style="list-style-type: none"> ▪ Will work on Syracuse University flow chart utilizing the SUNY Broome chart as a model

Pillar II. Clear Policies

Goal and objectives	Progress	Next Steps
<p>Key relevant personnel on campus (Title IX, Student Conduct, Counseling) will engage in a conversation with restorative justice experts to assess the feasibility of bringing RJ to Syracuse</p>	<p>In Progress:</p> <ul style="list-style-type: none"> ▪ Research how other neighboring colleges created and implemented this process ▪ Submitted proposal to have a staff member hired to OSRR to take on this role due to the current lack of resources 	<ul style="list-style-type: none"> ▪ Continue research on how to develop and create RJ with a variety of summer trainings ▪ Wait for feedback for employment position
<p>Review standards and language for fair, full and trauma informed investigations utilizing evidence-based practices</p>	<p>In Progress:</p> <ul style="list-style-type: none"> ▪ Defining what does a fair, full and trauma informed investigation 	<ul style="list-style-type: none"> ▪ Consider whether to solicit feedback from individuals who have gone through the University's Title IX process to get their ideas for ways to strengthen it
<p>Create a FAQ/short document supplementing policy documents that require legalistic language in order to make this language understandable to the campus community</p>	<p>In Progress:</p> <ul style="list-style-type: none"> ▪ Determining what terms/language needs more development of understanding 	<ul style="list-style-type: none"> ▪ In the summer/fall creating a diagram/ simple fact sheet for those terms/process options for all parties involved in the Title IX process (some example terms include "Complainant" "Respondent" "Report" "Formal Complaint" and "Informal Resolution")
<p>Identify best methods to communicate policy changes to various stakeholders by connecting with campus partners and other universities</p>	<p>In Progress:</p> <ul style="list-style-type: none"> ▪ Having conversations and research on campus, with offices to see what the current model is to inform other outside stakeholders 	<ul style="list-style-type: none"> ▪ Incorporating information to the upcoming SRV website for stakeholders ▪ Providing information to outside stakeholders on update ▪ Developing the method to deliver that information

Pillar III. Multitiered Education

Goal and objectives	Progress	Next Steps
<p>Compile information about current education including topics covered and campus groups included in established training programs / requirements to identify gaps / opportunities and review content for updates</p>	<p>Completed</p>	<ul style="list-style-type: none"> ▪ Establish new goals to include additional / revised content and expanding training to new groups ▪ Work on improvements to EOIRS website ▪ Work on information for a new SRV website
<p>Incorporate Title IX and Clery into EverFi training currently required as part of the new staff and faculty process</p>	<p>Completed</p>	<ul style="list-style-type: none"> ▪ Work with the assessment team and EverFi to analyze results - see assessment goal
<p>Develop micro-training to add into staff and faculty meetings - more to come. Utilize faculty/staff resource toolkit (in development)</p>	<p>In Progress:</p> <ul style="list-style-type: none"> ▪ Identified topics to include - Role of responsible employee, supporting students, campus resources, what is Title IX, consent 101, encouraging prosocial bystander intervention 	<ul style="list-style-type: none"> ▪ Will need to map out gaining support from SU leadership and how they can incorporate into meetings. Hoping Chris Johnson will partner with Andy Gordon to take the lead on this
<p>Add videos that feature University Sexual & Relationship Violence resources and staff to existing EVERFI Sexual Assault Prevention module customization that is distributed to all incoming students</p>	<p>Completed</p>	
<p>Develop partnership for ongoing training with Student Association. To ensure that the students connected with the student association are fully aware of resources, support and processes on and off campus and encourage SA members to be knowledge partners</p>	<p>In Progress:</p> <ul style="list-style-type: none"> ▪ Equal Opportunity, Inclusion, & Resolution Services staff met with Student Association president to discuss student focused language on information shared from our office. ▪ Equal Opportunity, Inclusion & Resolution Services and The Barnes Center at The Arch Counseling attended an Student Association panel to speak about Sexual & Relationship Violence support and reporting resources on and off campus 	<ul style="list-style-type: none"> ▪ Each semester Equal Opportunity, Inclusion, & Resolution Services will attend an Student Association meeting to review Sexual & Relationship Violence support and reporting resources and review the information presented from a student focused lens
<p>Incorporate Title IX information into Student Leadership groups and organizations, into ongoing meetings to ensure accurate information is shared with students who connect with organizations</p>	<p>In Progress:</p> <ul style="list-style-type: none"> ▪ Established training requirement for all members of Student Association and Presidents of RSO's to complete training to serve in their roles 	<ul style="list-style-type: none"> ▪ Identify a focus group of student leaders to get feedback about how this approach can be coordinated
<p>Explore creating a gender equity cultural center on campus, perhaps partner with women and gender studies department</p>	<p>In Progress:</p> <ul style="list-style-type: none"> ▪ Researching similar centers at other institutions, SU's history with a SRV center, current SU services, and potential service gap areas ▪ Writing up report document with the research found thus far in hope of turning into a proposal document 	<ul style="list-style-type: none"> ▪ Connect with Women's and Gender Studies and the University Senate Women's Concerns Committee ▪ Continue research and add to proposal document, to be finished by end of summer 2021

Pillar III. Multitiered Education Continued

Goal and objectives	Progress	Next Steps
Work with ongoing assessment group to ensure all training and programming receives feedback. Develop an assessment plan to measure the engagement / success in training initiatives	In Progress: <ul style="list-style-type: none"> ▪ Met with the Ongoing Assessment workgroup to discuss what we should be measuring and them asking in surveys for results ▪ Provided the Ongoing Assessment workgroup with Impact Reports from the EverFi trainings 	<ul style="list-style-type: none"> ▪ Waiting for results and feedback from the Ongoing Assessment workgroup to frame next steps.
Work with Student Living to include Sexual & Relationship Violence resources and information into 2 nd through 4 th year student programming	In Progress: <ul style="list-style-type: none"> ▪ Community Advisors have scheduled a Title IX information session with Equal Opportunities, Inclusion, & Resolution Services 	<ul style="list-style-type: none"> ▪ Office of Student Living will have 37 Community Ambassadors for Fall 2021 serving South and Off Campus. Will work with OSL South Staff on a training segment specifically on Title IX

Pillar IV. Public Disclosure

Goal and objectives	Progress	Next Steps
Work with DPS to confirm a process for notification to a survivor/victim of the release of a timely warning prior to the release of the warning	In Progress: <ul style="list-style-type: none"> ▪ DPS has updated their Standard Operating Procedure so notification will be made to the survivor/victim before a timely warning will be sent out 	<ul style="list-style-type: none"> ▪ DPS is working on a resource card to share with sexual assault survivors/victims
Work with the peer educators to develop bystander intervention strategies and perpetrator accountability to be included in the prevention section in timely warnings. Once content is developed, will share with leadership before posting to DPS website and include link in timely warnings	In Progress: <ul style="list-style-type: none"> ▪ Bystander Intervention Strategies have been posted to the DPS website 	<ul style="list-style-type: none"> ▪ In any future sexual assault timely warnings, the link to the bystander intervention strategies will be included
Explore strategies for sharing statistics of reports and investigations outside of Clery requirements	In Progress: <ul style="list-style-type: none"> ▪ Currently available data will be placed on SRV information hub website, launching in Fall 2021 ▪ Additional data to be compiled and posted to SRV website as available 	<ul style="list-style-type: none"> ▪ Meet with offices who maintain data to determine how data will be merged and the format in which it will be included on website
Collect demographic data to identify and respond to disparities	In Progress: <ul style="list-style-type: none"> ▪ Discussions are ongoing as not all offices maintain this data 	<ul style="list-style-type: none"> ▪ Meet with offices who maintain data to discuss the availability of demographic data

Pillar V. Schoolwide Mobilization

Goal and objectives	Progress	Next Steps
<p>Create a system or Student Engagement Plan that allows students and student groups to give feedback on SU's prevention and responses to sexual violence on campus</p>	<p>In Progress:</p> <ul style="list-style-type: none"> ▪ Finalized listing of student groups and organizations to target and solicit feedback from on an annual basis 	<ul style="list-style-type: none"> ▪ Create a Student Engagement Plan (SEP) that encompasses, but is not limited to the following strategies and actions: Sexual and Relationship Violence Communications Plan, Identification of additional mechanisms for feedback, and Develop a timeline for implementation of the SEP annually
<p>Conduct a gap analysis of parent/family involvement in sexual violence prevention for our campus during Spring 2021 and determine how these members of the SU community can be further engaged with implementation of any new initiatives by Fall 2021</p>	<p>In Progress</p> <ul style="list-style-type: none"> ▪ Interviewed campus stakeholders on pathways currently used to engage parents/families in Sexual and Relationship Violence ▪ Identified three areas of focus - translating resources for families, providing digestible information (i.e. info-graphic), and creating a portal for families to access info ▪ Connected with SUNY Student Conduct Institute for benchmarking on providing translated resources for families 	<ul style="list-style-type: none"> ▪ Include SRV resources and trauma-informed language in parent/family blog ▪ Continue signs of healthy relationships and add how to be an active bystander as workshops/orientation/resources for families ▪ Interview current SU parents on how they want to be involved with SRV ▪ Create a centralized forum for parents to express concerns on a SU website ▪ Special subsection for SRV related questions and concerns ▪ Finalize assessment plan to measure success of initiatives
<p>Develop an orientation process for the Chancellor's Task Force on Sexual and Relationship Violence beginning fall 2021 to include onboarding for new members and a team building retreat for all members.</p>	<p>In Progress:</p> <ul style="list-style-type: none"> ▪ Gauged task force (TF) interest in a retreat, topics that should be covered, resources that would be helpful for members, and when a retreat should take place 	<ul style="list-style-type: none"> ▪ Create a resource guide with pertinent TF information ▪ TF chairs to contact new members to provide a broad overview of work and answer questions ▪ Develop half-day retreat for entire TF at start of fall semester

Pillar VI. Ongoing Self-Assessment

Goal and objectives	Progress	Next Steps
<p>Review employee trainings that are currently being implemented through EOIRS and get an understanding for what assessments are being done as of now</p>	<p>Completed</p>	<ul style="list-style-type: none"> ▪ We decided to put on hold assessment of employee trainings to focus on improving the response rate to the SRV survey
<p>Gather additional information on promotion, incentives, and implementation of the past two climate surveys prior to the next Ongoing Assessment meeting for increasing response rate and representativeness of the campus climate survey</p>	<p>Completed</p>	<ul style="list-style-type: none"> ▪ A review was done on what had been used for incentives, communications, etc. for the past couple of iterations of the Campus climate/SRV survey

Pillar VI. Ongoing Self-Assessment Continued

Goal and objectives	Progress	Next Steps
Request for a representative from Institutional Research to join the Ongoing Assessment workgroup in a consult role for 2-4 meetings to share expertise and what is within their parameters for assisting with increasing the response rate and representativeness of the campus climate survey for Spring 2022	Completed	<ul style="list-style-type: none"> ▪ Seth Ovadia has joined our workgroup and discussed strategies for enhancing response rate for the SRV campus survey
Meet with 2-4 experts on campus to explore alternative methods of communication of the survey for assisting with increasing the response rate and representativeness of the campus climate survey for Spring 2022	Completed	<ul style="list-style-type: none"> ▪ Text messaging is a capability within Qualtrics that can be purchased by the University. Something that we would need to explore further would be how accurate and up to date the cell phone numbers are that we have for students. Due to timing, we are going to hold off on exploring text messaging capability for now ▪ As another alternative method of communication, the workgroup discussed determining key stakeholders on campus at Syracuse University that could help with sending additional reminders to students after the SRV survey goes out
Review best practices in higher education implementation of campus climate surveys and review partner institutions and their implementation of campus climate surveys. Connect with NASPA representative for suggestions on sources of information. Goal being to increase response rate and representativeness	Completed	<ul style="list-style-type: none"> ▪ Following up on the best practice that indicates importance of person send communications in a survey such as the SRV survey, and what the communications say. Working on these communications and strategy for survey distribution
After review of best practices and partner institutions, as well as guidance from campus experts, provide recommendations on incentives and communication efforts for the Spring 2022 survey to improve response rate and representativeness	<p>In progress:</p> <ul style="list-style-type: none"> ▪ Advertising students in Rebecca Ortiz's Fall 2021 classes will research what the Spring 2022 SRV Survey communications and reminders should say and who they should come from to increase response rate (especially for male-identified and students of color). Research and best practice does indicate that who the message comes from does make a difference in response rate. 	<ul style="list-style-type: none"> ▪ Based on student's research findings, we will experimentally test which messages and sources improve response rate of the Spring 2022 survey. We may also work with key stakeholders on campus to further promote the survey ▪ Disseminate a two-question non-respondent survey after the SRV 2022 survey to learn why some students did not respond to help with future efforts to enhance response rate ▪ Incorporate 2 questions from the Spring 2020 SRV Survey into the Orange Survey that will be administered in Fall 2021. Questions include: "sexual contact without consent", and the "did you file a report?"
After implementation and administration of the Spring 2022 SRV Campus Climate Survey, review, analyze, and interpret the data, and provide recommendations from the data that could improve the climate at Syracuse University	Not yet started	<ul style="list-style-type: none"> ▪ To be done after Spring 2022 data collection

Reflections & Next Steps

The Chancellor's Task Force and the Culture of Respect Campus Collective workgroups will continue working towards completion of the goals that were established throughout the summer of 2021 and fall 2021 semester. At the end of Fall semester 2021 the Chancellors Task Force will reconvene and go through the CORE Evaluation to see how we have improved efforts across all 6 areas and where there is additional room to grow.

This initiative has allowed for members across the Syracuse University campus community to get involved in sexual and relationship violence prevention efforts. We are really encouraged by the work that has been done thus far and looking forward to completing the goals we have established and then setting new goals so we ensure that the progress made is being sustained and strengthened.