

All In: Tulane’s Commitment to Stopping All Sexual Violence: Initiatives Update for Academic Year 2018-2019

ALL IN

Tulane’s motto, ‘Not for One’s Self, But for One’s Own’ expresses the care and safety we collectively strive to provide for every member of our community. As we began the 2018-2019 academic year, we began a new chapter in sexual violence prevention at Tulane with All In, our shared commitment to end sexual violence in all forms at Tulane.

Last year, Tulane made a commitment to fund a new prevention strategy. This funding was based on a series of goals, objectives, and activities based on the Climate Survey data and the feedback from the Wave of Change campaign the previous year. This new strategy was a significant monetary commitment from the University to engage students, faculty, and staff to address sexual violence/misconduct at Tulane.

This report is a summary of the implementation year and work that was done across campus. As we embark on year two of All In, we are excited to share the progress made during year one. Thanks to the insights and recommendations gained through the university community, this last year we were able to institute new programs and activities that are informed by the whole community.

At Tulane, we are ALL involved. We are ALL instrumental. And we are ALL IN to stop sexual violence in our community.

Goals

Sexual Violence Prevention Goals

Institutionalize sexual respect and prosocial community norms that protect from and condemn sexual violence

Increase collaboration within the Tulane community on issues of Sexual Violence

Integrate Sexual Violence Prevention in both curricular and co-curricular life

Be a national leader on campus based sexual violence prevention assessment and research

Create a campus culture supportive of healthy sexuality, focused on healthy relationships and respect

Acknowledge and address the role alcohol plays in the perpetration of sexual violence

By the Numbers for 2018-2019

Coalition Initiatives

- The Tulane Coalition to Stop Sexual Violence met 5 times and has approximately 40 members.
- The Student Coalition for Sexual Violence Prevention and Response met 8 times and has more than 20 members, representing over 15 different student organizations. They completed the following this year:
 - Sexual Assault Awareness Month Tulane Tuesday with 256 participants. Coalition members handed out 500 stickers, 250 water bottles, and sexual respect information.
 - Tulane Baseball Teal Out with 200 participants engaging at the outreach table.
 - A Coalition open house to gather feedback from the student general body with 15 students participating.

Communication and Marketing

- The All In website was launched, there have been over 13,000 views — <https://allin.tulane.edu>.
- The All In newsletter was distributed 6 times and has more than 600 subscribers.
- OGSD devoted 4 newsletters in the month of April to sexual violence prevention and experiences in the LGBTQ+ community.
- The Stall Street Journal April Issue featured an article on sexual violence prevention and the LGBTQ+ community. The SSJ is distributed to approximately 450 stalls across campus.
- Four messages were developed as a part of the Know Your Power sexual respect campaign and were distributed across campus. 500 posters were distributed, all napkin holders in Bruff Commons had an insert, and digital images appeared on all screens in the LBC.
- Three messages were developed during Sexual Assault Awareness month focused on digital consent, how power impacts consent, and non-verbal consent. Over 100 posters and flyers were distributed across campus, 300 information cards were given out during Sexual Assault Awareness Month events, and Campus Health shared digital images 7 times on social media during April.
- ConsentUal, part of project IX, was disseminated as a series of 12,000 stickers and 300 buttons during two Live Well Hut events and during two Sexual Assault Awareness Month events.
- An interactive guide was launched in April on the All In website to help student survivors of sexual violence navigate and understand the wide array of resources and options available to them. Family and friends of survivors may also use this guide to become more educated on these supports and options.

Educational Initiatives

- Over 100 students participated in the new Consent Conversation workshop. Four sessions were held. As a result of participating in this workshop students learn to define consent, practice how to ask for consent, and practice how to give consent.
- The Mentality Project pilot workshop series had 7 men complete all four sessions. As a result of participating in this project more than 85% of the participants indicated that their definition of masculinity changed and that they are willing to challenge traditional gender roles, and 100% indicated

that they feel more comfortable discussing sexual violence, they feel more comfortable intervening in potentially harmful situations, and that they can make a positive difference in their organization.

- The Masculinity, Health, and Social Justice: Featuring The Men's Story Project had over 30 participants and featured a keynote speaker, resource fair, and interactive workshop. As a result of attending this event, participants indicated that they learned strategies for facilitating conversations about gender, how traditional notions of masculinity can be harmful to people of all genders and how to work to change this, and new activities to do with students to generate conversation about masculinity and traditional gender roles.
- Student Conduct disseminated cell phone pockets, magnets and stickers encouraging students to “Know the Code” and learn about Student Conduct’s values. Conduct also gave away thumb drives that were pre-loaded with the current Code. This was done at various trainings, two Tulane Tuesdays and a Wellness Hut partnership.
- Student Conduct presented hazing prevention, including how sexual violence can be used in incidents of hazing, to all FSL presidents, all club presidents/officers and their advisors, all coaches, and a few teams and fraternity chapters. Ten sessions were held with 470 participants.
- The Tulane University Peer Health Educators (TUPHES) completed 52 One Wave workshops with almost 1,200 students participating. As a result of participating in this workshop, more than 80% of participants felt they could identify early signs of sexual violence and intervene in a situation and more than 90% felt they could identify immediate signs of sexual violence, and are willing to take action in a situation where violence may occur.
- The Office of Multicultural Affairs hosted On Being Empowered: A Luncheon for Women of Color for students, faculty, and staff. The keynote was Avione Pichon, Tulane Law Alumna and Chief External Affairs Officer for Orleans Parish School Board. More than 40 staff, students, and faculty were present for the event.
- The Office of Multicultural Affairs in partnership with The Well, invited students to Truth To Power: Reclaiming MeToo in Communities of Color. Approximately 30 students attended the event.
- Roleplay, a theatre production focused on sexual violence prevention, features a cast of 11 Tulane students and completed a pilot performance with 50 audience members.
- A Sexual Assault Awareness Month Panel, co-sponsored with GAPSA, had 6 participants from multiple Downton Graduate schools attend.

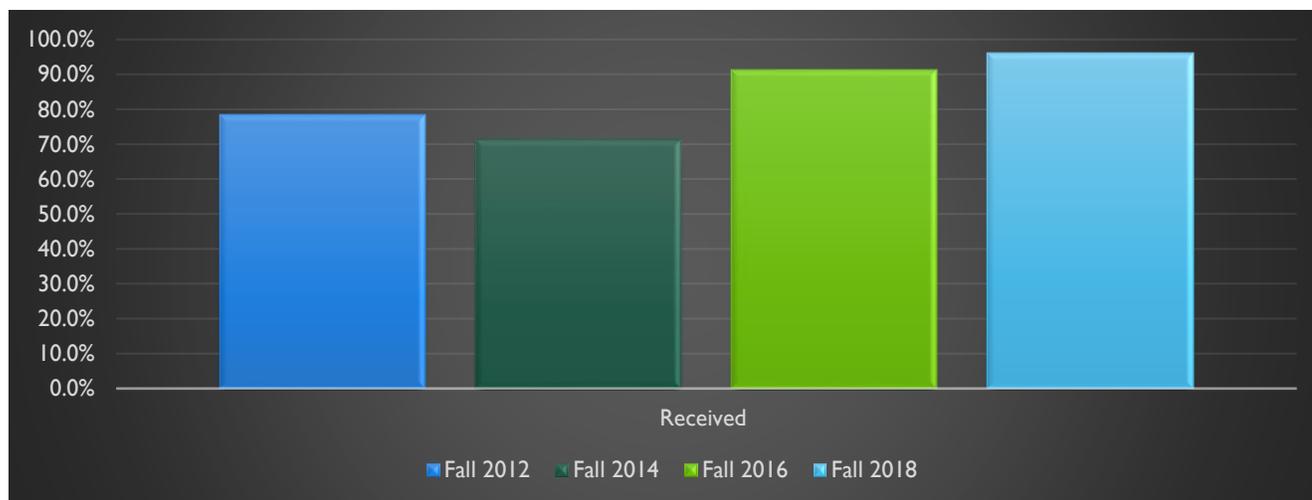
Research & Assessment

To continually assess the impact of All In, data from existing and new surveys is being used. The following are a few examples of ongoing data collection and assessment.

National College Health Assessment

The ACHA-National College Health Assessment II (ACHA-NCHA II) is a national research survey organized by the American College Health Association (ACHA) to assist college health service providers, health educators, counselors, and administrators in collecting data about their students' habits, behaviors, and perceptions on the most prevalent health topics. Campus Health completed the National College Health Assessment again in Fall 2018. This data is used for planning purposes and to help gauge impact of efforts.

FIGURE 1 PERCENTAGE OF STUDENTS WHO INDICATED THEY RECEIVED INFORMATION ABOUT SEXUAL ASSAULT AND RELATIONSHIP VIOLENCE FROM TULANE



Additionally, this year we added two questions to assess knowledge of reporting resources:

- 78.5% of students indicated that they know where to go to make a report of sexual misconduct.
- 70.3% of students indicated that they understand what happens when a student reports a claim of sexual misconduct at Tulane.

Further Research

To follow up from the Spring 2017 Wave of Change campus climate survey on sexual violence, Tulane's All In Sexual Violence Prevention Task Force invited Dr. Jordan West and Dr. Dan Tillapaugh to conduct qualitative evaluations of students of color and LGBTQ+ students. The purpose of this research was to gain a better understanding of these two student communities experiences around sexual misconduct. Summary reports of their findings and recommendations are available on the All In website.

Project Summaries

The Student Coalition for Sexual Violence Prevention and Response

The Student Coalition for Sexual Violence Prevention and Response formed in the fall of 2018 to bring together students from across campus and student organizations to work on issues related to sexual violence prevention and response at Tulane. The goals of the coalition are to:

- increase collaboration between student organizations
- increase collaboration between student organizations and campus staff and administration
- provide multi-level opportunities for student involvement around sexual violence
- cultivate student leadership around sexual violence

The Student Coalition met monthly during fall and spring semesters for a total of 8 meetings. Staff from Title IX, the Well for Health Promotion, and the Office of Fraternity and Sorority Programs served as facilitators for the meetings. The Student Coalition has more than 20 members, representing over 15 different student organizations. The meetings served as a space to share information about and mobilize support for upcoming campus events and initiatives. The Student Coalition provided support for events sponsored by partner student organizations. These events included the annual USG Town Hall on Sexual Violence, the NAMI Sexual Health Festival, and the Louisiana Sexual Assault Student Activist Conference. The Student Coalition also planned events of its own, such as a panel on sexual violence prevention and response for graduate students on the downtown campus. Other events sponsored by the Student Coalition were:

- Sexual Assault Awareness Month Tulane Tuesday with 256 participants. Coalition members handed out 500 stickers, 250 water bottles, and sexual respect information.
- Tulane Baseball Teal Out with 200 participants engaging at the outreach table.
- A Coalition open house to gather feedback from the student general body with 15 students participating.

The Student Coalition will continue to meet during the 2019-2020 academic year and will move to bimonthly meetings to provide members with more opportunities to collaborate and plan programming. A second, coordinating coalition will also form to focus on graduate and professional students and be facilitated by the Sr. Health Promotion Specialist for Graduate and Professional Students.

The Mentality Project

A collaboration between Campus Health and the Office of Fraternity and Sorority Programs, the purpose of this four-week program was to engage a cohort of male-identifying students around issues relating to gender, power, violence, masculinity, and leadership. The objectives of this program were to:

- Reduce attitudes that support physical and sexual violence, from sexual harassment to rape
- Increase understanding of how gender, race, ethnicity, and other factors influence power
- Increase awareness about the existence of power in gender roles and how this is reflected in relationships, sex, and hook-ups
- Increase knowledge of how men and women experience sexual desire and the different messages they receive from society about sexuality

The program was co-led by two professional staff facilitators from The Well for Health Promotion and Fraternity and Sorority Programs.

Pre and post tests were conducted at the beginning of the program and upon completion to measure changes in knowledge, attitudes, and beliefs about what it means to be a man and have an impact on campus life and culture. As a result of participating in this project more than 85% of the participants indicated that their definition of masculinity changed and that they are willing to challenge traditional gender roles, and 100% indicated that they feel more comfortable discussing sexual violence, they feel more comfortable intervening in potentially harmful situations, and that they can make a positive difference in their organization.

Moving forward, facilitators have suggested adding another 1 or 2 sessions, increasing the length of each session to 1.5 hours to allow for further discussion and rapport building during dinner, and developing more discussion points around real world application.

One Wave

The Well for Health Promotion revamped the One Wave Bystander Intervention workshop this year. The revamp consisted of re-writing it for the Tulane University Peer Health Educators (TUPHES) to facilitate as a part of the Live Well series. Additionally, videos, examples, and scenarios were updated to include more inclusive content. By the end of One Wave, participants should be able to:

- Define active bystander.
- Recognize possible acts of violence.
- Identify ways of intervening as an active bystander.

The TUPHES completed 52 One Wave workshops with almost 1,200 students participating. As a result of participating in this workshop more than 80% of participants felt they could identify early signs of sexual violence and intervene in a situation and more than 90% felt they could identify immediate signs of sexual violence, and are willing to take action in a situation where violence may occur. The vast majority (92%) remembered the 3 main intervention strategies (Direct, Distract, and Delegate). The top reasons why participants indicated that they may choose not to intervene in a situation is that they are concerned for their personal safety and that if they do not know the people involved, they do not want to intervene.

Most participants (90%) rated the relevance of the content presented as Good or Excellent. Additionally, the majority (91%) rated their ability to use of the content as Good or Excellent. In terms of the TUPHES being the primary presenters of the content, most of the participants (92%) found the presenters to be effective and 80% would recommend the workshop to someone else.

Truth To Power: Reclaiming MeToo in Communities of Color

The Office of Multicultural Affairs in partnership with The Well, invited students to have a discussion on reclaiming the MeToo movement for communities of color on March 11, 2019. The total number of attendees was about 30. There were also staff from CAPS, the Center for Academic Equity, and Student Success in attendance to assist with the conversation.

There were a variety of breakout discussions and a group dialogue about the realities, myths, education, and miseducation regarding sexuality and sexual violence in communities of color.

For the question that asked to use only one word to describe how their community deals with sexual violence, only two responses out of 24 had a slight positive connotation, as the responses were “supportive” and “seriously.” Fifteen responses referred to the absence of discussion in their communities. Key common words included: ignore, silencing, avoidance, hiding, and denial. Four responses had a strong, distinct negative tone. Responses included words such as: blame, shame, belittle, and hostile.

Multiple myths were listed for the question that asked “What is a myth in your community regarding sexual violence?” The top three myths reported include that victims are often blamed (6 responses), that men cannot be raped (4 responses), and that race and sexual violence are not related (3 responses). The most common myth reported regarding victim-blaming included phrases such as “asking for it” and “should have done more to prevent it.” Other myths listed include not believing the victim (2), making excuses for perpetrators (2), acting as though sexual violence is not occurring in their communities (2), that sexual violence cannot occur between intimate partners (1), that you cannot change your mind during a sexual encounter (1), and that queer folk don’t exist (1).

Students were then invited to attend the Tarana Burke lecture sponsored by TUCP and sign up for interviews and focus groups with Dr. Jordan West, who was researching this topic as part of the work being done at the institutional level.

New Positions

Office of Substance Abuse and Recovery

The Office of Substance Abuse and Recovery (OSAR) has been progressing in a series of developmental phases. In the first phase of OSAR's development we tackled important details regarding the privacy and protection process by working closely with a University Privacy Officer and the Director of Operations and Auxiliary Services to generate legal procedures for patient privacy within OSAR. We compiled research on best practices and visited the University of Texas to gain more insight into a functioning collegiate Alcohol and Other Drug program.

Due to the complex nature of the patients we serve, construction of a CAPS-AOD Team was also solidified. This team's purpose is to guide OSAR's developmental process and transition into a clinical consultation team as patients began to flow through OSAR. Additionally, a multidisciplinary Campus Health Alcohol, Tobacco, and Other Drug group was formed to explore broader issues of substance usage.

Closing out phase one saw the integration of OSAR into the Campus Health EHR system. The second phase consisted of generating a presentation which communicated the historical context of OSAR's creation, OSAR's purpose, how to access services, the types of services, disposition options, and detailed responsibilities for campus partners who refer students to OSAR. Phase three (our current phase) officially began the process of providing services to students. We have accepted self-referred and mandated students, collaborated care with the Health Center for Student Care, the Dean of Students, Office of Student Conduct, and CAPS for Counseling Services.

Sr. Health Promotion Specialist for Graduate and Professional Students

The Sr. Health Promotion Specialist (Sr. HPS) role started in mid-March and has created a needs assessment and action plan for 2019. During this year, she will conduct internal focus groups, review existing surveys, and hold interviews with staff, faculty, and students. The Sr. HPS has completed 10 internal interviews so far, all with members of the Downtown Tulane community. During her short time in this position, The Sr. HPS has also conducted 4 outreach events where she reached 125 individuals, mostly staff and students; 82 signed up to learn more or get involved.

Externally, The Sr. HPS has started outreach to other universities, consulting with professionals at 6 peer institutions that work with graduate and professional students in the health and wellness field. She has also worked with the Tulane University Peer Health Educators (TUPHEs) to create an electronic library of resources which focus on sexual violence rates, response, and prevention specific to the same population.

Currently, The Sr. HPS is creating a 30-45 minute online sexual violence response and prevention training for all incoming graduate and professional students. She is using Vyond, an online animation software, to pair videos with dialogue on comprehension, response, resources, and prevention. Starting in June, she

plans to work with other departments to edit and green-light the content. In July, she hopes to beta-test the training with select student groups.

Assistant Director of Fraternity & Sorority Life

The Office of Fraternity and Sorority Programs added an Assistant Director in November 2018. Part of this position is to partner with The Well to support men’s engagement efforts surrounding sexual violence prevention. In the spring of 2019, FSP and The Well, hosted a pilot of the Tulane Mentality Project. This project is designed to provide mentorship and engage men in peer discussions about masculinity, gender, media, campus culture, and other topics related to sexual violence prevention. Ultimately, the Mentality Project aims to eliminate sexual violence through peer discussion and peer influence beyond the program. The Tulane Mentality Project will continue to expand its reach over the coming years.

The Assistant Director will also be leading efforts to establish a Health and Safety Chair within each member fraternity of the Interfraternity Council. These chapter-based officers will be led by the Interfraternity Council’s new student leadership position, Director of Health Initiatives. Together, the Director of Health Initiatives and the chapter Health and Safety Chairs will be trained to provide education and direct members to professional resources regarding sexual violence prevention and other health-related topics including alcohol abuse, drug use, and mental health.

Tactic Update: Fall 2018

| Tactic | Status |
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| Implement a "Know the Code" campaign to increase awareness of sexual misconduct and the interaction with the Student Code of Conduct | Disseminated fall 2018 in napkin holders in the LBC and promoted to 60 participants at the Live Well Hut. Student Conduct disseminated cell phone pockets, magnets and stickers encouraging students to “Know the Code” and learn about Student Conduct’s values. Conduct also gave away thumb drives that were pre-loaded with the current Code. This was done at various trainings, two Tulane Tuesdays and a Wellness Hut partnership. |
| Create and implement a sexual misconduct focused social marketing campaign | “Know Your Power” social marketing campaign distributed in SHC, Library, CAPS, Residence Halls, LBC, and in Bruff. 500 posters, all napkin holders in Bruff, and digital images appeared on all screens in the LBC. |
| Create a centralized, online hub for sexual violence prevention and response education, program requests, support, and other resources | All In website now available on the Tulane website. As of April 2019, over 13,000 unique individuals have visited one of the pages. |
| Implement a Sexual Respect Safety Card program, to provide each student with information sexual violence, sexual health, and healthy relationships | A Sexual Respect Safety Card is now available at Campus Health and various locations on campus. It was given out to all new undergraduate students during orientation and is available for request on the All In website. 2,000 were distributed this year. |

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| Implement an email communication strategy, linking sexual violence to academic research, to engage a broader number of students | Six All In e-newsletters are circulated annually. As of April 2019, more than 600 individuals have subscribed. |
| Develop a parent guide for discussing sexual violence and sexual health with their students | Parent Guide was sent to the parents of all incoming first year undergraduate students. Over 110 users have visited this page on the All In website since launch in October. |
| Develop a coalition of student organization leaders that meet regularly to discuss, plan, and coordinate sexual violence prevention and response efforts that are student led. | The Student Coalition for Sexual Violence Prevention & Response met 8 times and has more than 20 members. |
| Create an AOD office to assess medium and high-risk drinkers including risk for sexual misconduct | New practitioner hired and started in December 2018. OSAR has seen 6 students since opening in April. See project summary section for more detail. |
| Create a TIDES anchor focused on sexual violence | It was introduced and made available to 65 TIDES instructors. 37 TIDES instructors indicated that they, at least to some extent, utilized this anchor. |
| Assess the needs of LGBTQ+ students in partnership with national experts | Dr. Dan Tillapaugh met with approximately 28 students, faculty, and staff in December and April. Report will arrive in early summer. |
| Further assess the experience of students of color and the impact of sexual violence in their community. | Dr. Jordan West met with approximately 12 students, faculty, and staff in December and April. Report will arrive in early summer. |
| Hire an Assistant Director for Fraternity Life in the Office of Greek Life to focus on men's education | Hired and began in November 2018. Created an IFC Health and Wellness leadership position and was a co-presenter for the Mentality Project. See project summary section for more detail. |
| Develop and implement modules focused on consent and respect | TUPHE led workshop, the Consent Conversation, is available for request. Four were complete this year with approximately 100 participants. |
| Review and update the bystander curriculum with an increased focus on peer to peer education | Completed. This year there were 52 One Wave sessions with 1,140 participants. |

Tactics Update- Spring 2019

| Tactic | Status |
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| Hire a Sr. Health Promotion Specialist to coordinate recommendations, training, and outreach to graduate and professional students | Hired and began in March. Currently developing an online sexual violence response training for graduate and professional students. See project summary section for more detail. |
| Develop and implement a sexual health/sexual respect communication campaign to increase knowledge, attitudes, behavior | ConsenTUAL campaign, part of project IX, was disseminated this Spring. A series of 12,000 stickers and 300 buttons during two Live Well Hut events and during two Sexual Assault Awareness Month events. |
| Develop a toolkit for student employees and mentors that provides information and resources around sexual violence | The content has been developed. Currently working on a dissemination method, therefore this has not been sent to students yet. |
| Develop a guide for faculty on how to respond to students regarding sexual violence is in development. | It is now available on the All In website and has had over 200 users visit the page since the website launched in October. |
| Implement a men's mentoring program to connect men with prosocial role models and a support system | The Mentality Project pilot workshop series had 7 men complete all four sessions. See project summary section for more detail. |
| Develop a campaign around healthy sexuality, addressing the complexities of sex and alcohol use | In development. It will be pilot tested in Fall 2019. |
| Develop and implement a comprehensive sexual health curriculum, with modules specifically for LGBTQ+ students | Pilot tested curriculum from LAFASA. Campus Health and OGSD developing and in-house curriculum. |
| Collect data and assess feasibility of a social norms campaign targeting Greek communities regarding alcohol and sexual violence | Data collected and results reviewed. Results do not lend themselves to a social norms campaign, but will be used in programming with Greek community. See project summary section for more detail. |
| Support student work through course or community service credit | Project IX sunset. Developing funding opportunities for students interested in doing sexual violence research with faculty. |
| Roleplay (Theater performance) developed | Pilot performance in Spring 2019. Will be showcased in Fall 2019. |
| Increase use of E-Check Up To Go, to increase self-reflection among students | Assessment participation increased from 173 participants last year to 517 participants this year. |

Action Plans for 2019-2020

- Offer to provide a sexual violence prevention and response webinar for faculty and TIDES instructors.
- Develop and pilot an online module on sexual violence prevention and response for graduate and professional students.
- Develop and implement an education and communication strategy for working with graduate and professional students. This will include digital resources designed to meet their needs.
- Pilot test an online training for student employees that provides information and resources around sexual violence.

- Revise, implement, and re-evaluate the Mentality Project with a more diverse group of participants.
- Develop, implement, and evaluate an "Identity 101" curriculum to help students explore personal identity and understand others.
- Develop a campaign around healthy sexuality, addressing the complexities of sex and alcohol use.
- Develop, implement, and evaluate a drug education initiative, with focused emphasis on the interaction between alcohol and drug use.
- *Roleplay*, the theatrical performance, is tentatively slated to run the first two weeks of school fall 2019, August 29-September 8.
- Create an annual training plan for Resident Advisors, Resident Directors, Hearing Officers, and other staff on sexual violence and the responsibilities of staff in reporting, and support.
- Develop a LGBTQ+ men's social group.
- Explore intersection of hazing and sexual violence by completing focus groups.
- Utilize the final reports from Dr. Dan Tillapaugh and Dr. Jordan West to develop initiatives to meet the needs of LGBTQ+ students and students of color.
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For a complete listing of all strategies and tactics, and their current status, please see allin.tulane.edu.