

Executive Summary

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 contracted with Dr. Dan Tillapaugh.

Dr. Dan Tillapaugh is an assistant professor and chair in the Department of Counselor Education at California Lutheran University, where he primarily teaches in the Counseling and College Student Personnel Program. As a White queer cisgender man and sexual violence survivor himself, Dan centers his work using an intersectional lens to understand the ways in which race, gender, sexuality, and other social identities, through interlocking systems of power, privilege, and oppression, play a role in understanding sexual violence prevention and response efforts. His recent research has investigated the experiences of transgender and cisgender men who have experienced sexual violence in higher education within the last decade as well as college men who have served as sexual violence prevention peer educators on their campus. Prior to becoming a faculty member, Dan worked as a student affairs administrator for over a decade at various colleges and universities in the United States.

The purpose of this evaluation was to understand the experiences of LGBTQ+ students regarding sexual violence and harassment, as well as their general experiences as a member of the Tulane community.

Data collection on campus occurred over two days in December 2018 and three days in March 2019 with some additional data collected in individual interviews via phone or email during the Spring 2019 semester. In total, four graduate students and 13 undergraduate students were interviewed in individual meetings and an additional 10 undergraduate students were observed during meetings and through a community conversation on sexual violence in the LGBTQ+ community. In addition to Dr. Tillapaugh's interviews with students, he also gained insights and information from key stakeholders, including faculty, staff, and administrators. A copy of Dr. Tillapaugh's presentation from *Shifting the Paradigm* can be found [here](#).

Recommendations and Implications

Given the array of findings from the data collection from this project, there are a multitude of recommendations that should be considered to better serve LGBTQ+ students. These include but are not limited to:

- Recommendation: Students commented that cis heterosexism continues to play out within the university's response systems; therefore, there is added trauma that LGBTQ+ students can and do experience when reporting issues of sexual violence on campus. A further audit and ongoing training around what it would mean to move to a more social justice oriented approach would be beneficial.
 - *Tulane Plan of Action: In partnership with The USG Sexual Violence Prevention and Response Committee, Campus Health will coordinate and provide a Trauma Informed Care Training to frontline and adjacent staff who serve students. In addition, the Sexual Assault Prevention and Response Task Force will identify and implement an LGBTQ+ training for staff working with students.*
- Recommendation: There is a direct need for increased partnerships between Counseling Services and student leaders engaged in sexual violence advocacy and activism on campus; many of these students are experiencing higher rates of stress and burnout because of added emotional labor because of compounded trauma from their survivorship. Another recommendation would be for Tulane to compensate these student leaders for their work and advocacy on an ongoing basis given that they are using their time in ways that are benefitting the institution.

- *Tulane Plan of Action: CAPS will explore providing a support group for students working on sexual violence to provide additional support. This will be done in conjunction with student leaders to develop the appropriate format and content.*
- *Tulane Plan of Action: SAPHE has transitioned to a departmental organization within Campus Health and many of their members will be paid for their efforts. Tulane will continue to explore ways to support these students and will look to the student coalition for other ways to accomplish this recommendation.*
- Recommendation: There is a need to increase the funding to Counseling Services, hire more counselors to serve students, and ensure that counselors are properly trained and appropriately prepared to serve LGBTQ+ students and their specific needs.
 - *Tulane Plan of Action: CAPS has increased the diversity of the staff in the previous year and provides professional development to serve a diverse group of students; in addition, staff have been added to CAPS over the last several years and currently has a higher staff to student ratio than peer institutions. Tulane will continue to monitor and assess CAPS needs. The CAPS Care Coordinator and Case Management and Victim Support Services aid students who need long-term community care.*
- While there has clearly been action taken during the 2018-19 academic year, it is recommended that more direct partnerships between students, administrators, and faculty are developed at Tulane around the LGBTQ+ community and sexual violence.
 - *Tulane Plan of Action: Tulane continues to foster membership in the various coalitions and workgroups on campus. This year, a new student-led USG group, the Sexual Violence Prevention and Response Committee, is meeting with administration to improve coordination and engagement. Additionally, a new Graduate and Professional Student Coalition has been formed to increase communication and advocacy for that population. Tulane will continue to work with student leaders to address this issue.*
- There is a clear need to have increased representation with a specific focus on race and LGBTQ+ identities on the Sexual Violence Task Force. The Sexual Violence Task Force has done important work, but there is a need for greater racial diversity represented within the group to understand and examine the intersections of race, gender, and sexuality within sexual violence at Tulane.
 - *Tulane Plan of Action: Representatives from The Office of Multicultural Affairs and OGSD were added as permanent members of the Sexual Violence Task Force last year. In addition, efforts will be made to assure that all coalitions and groups are recruiting and have active participation from LGBTQ+ students.*
- Efforts to eradicate sexual violence need to happen across campus, not just in Campus Health or the Sexual Violence Task Force. Additionally, historically underrepresented students should not have to shoulder this burden themselves. Continued inroads must be developed and expanded with The O, Title IX, Student Conduct, Housing & Residence Life, Campus Police, and even academic units to engage in sexual violence prevention and response.
 - *Tulane Plan of Action: The Sexual Violence Task Force and the Coalition to Stop Sexual Violence all have representation from the offices mentioned above. Additional opportunities for student engagement will be researched to increase the representation and diversity of students present on the groups. Student input and recommendations will be sought to achieve this goal.*
- A comprehensive audit should be done to ensure that all Tulane University websites that include messaging on sexual violence are inclusive for all students.
 - *Tulane Plan of Action: An internal audit of web and other resources will be conducted to identify opportunities to increase communication and provide more comprehensive resources.*

- While OGSD will be gaining additional staff for their office, OGSD needs more funding and support in terms of staffing and budget. In fact, budget and staffing needs for the entirety of The O would be important to investigate and address.
 - *Tulane Plan of Action: OGSD now has both a full time Director and a Senior Program Coordinator. The university has allocated funding geared toward sexual violence prevention and response in the LGBTQ+ community.*
- There were concerns expressed by many students about whether the current physical space of having OGSD and The Office of Multicultural Affairs in one shared space was most effective for all students. While it is understood that The Office of Multicultural Affairs and its various units would be relocating to another larger space on campus, there should be ongoing conversations about the ways in which the physical layout and spaces may contribute to some students feeling “outed” or uncomfortable about accessing services, particularly if they are not out to other students. As a result, spaces like the Mosaic Lounge should be reimaged and reconsidered to potentially provide more private advising and connections to students who may need that type of environment.
 - *Tulane Plan of Action: As the new Carolyn Barber Pierre Center for Intercultural Life comes online, OGSD will review ways to make the space accessible and safe for all students. With the new Director for OGSD starting fall 2019, a review of programming and space will be completed to assure the breadth of student needs are being met.*
- More investment should be made in intentionally passive programming and connection of resources to LGBTQ+ community. This could include but not be limited to utilizing phone apps, online sites, social media, and other web-based efforts for education and resource sharing. There is a need for more community building events. In conversations with students, sober/substance free programming and informal movie nights in the Mosaic Lounge were commonly discussed as potential programs that would be of interest.
 - *Tulane Plan of Action: A LGBTQ+ graduate assistant has been hired to work in The Well for Health Promotion. The goal of this position is to increase the amount of programming provided to LGBTQ+ students. This work will be done in conjunction with OGSD. The Sexual Violence Task Force has dedicated funding for increase programming for the next academic year. In addition, a new Collegiate Recovery Community is being launched and it will increase promotion of sober/alcohol free events both on and off campus for students.*
- Students are looking for more opportunities for discussions and conversations – less “being talked at” by administrators around such issues. Ongoing focus groups and town hall meetings may be useful to gain critical feedback and insights from students about their experiences on campus.
 - *Tulane Plan of Action: The USG Sexual Violence Prevention and Response Committee is hosting the second Annual Sexual Violence Prevention and Response Town Hall this fall to connect students with administrators to discuss these issues. Campus Health has held and will continue holding focus groups in order to obtain student feedback about resources and services.*
- Administrators should address the lack of inclusive sexual education and consent on campus. There is an understanding that this is an area that is needed, but also recognition that the budget and personnel to do this work is not currently available.
 - *Tulane Plan of Action: Campus Health is working with OGSD and the new Graduate Assistant to increase the availability of inclusive and LGBTQ+ specific sexual and consent education on campus.*
- There is the need to build leadership networks to get people comfortable and knowledgeable about facilitating conversations on sexual violence and consent.

- *Tulane Plan of Action: Campus Health has developed a consent social marketing campaign and SAPHE will be offering “The Consent Conversation” throughout the academic year and by request. They will also be offering workshops on sexual violence and survivor support.*
- Integrating discussions of sexual violence into Safe Zone/Ally trainings would be a helpful step in further the idea of how allies can assist in promoting sexual violence prevention and engaging in bystander intervention around unhealthy relationship violence.
 - *Tulane Plan of Action: Campus Health and OGSD will explore ways to combine/integrate messaging where appropriate.*
- To build buy-in around this work with faculty, there may be ways to embed processes of equity and inclusion in tenure and promotion process. Partnering with key faculty and faculty governance to help promote sexual violence prevention and response may be one strategy that could benefit some change within faculty discussions of sexual violence and Title IX in the classroom.
 - *Tulane Plan of Action: Faculty have been invited to participate in the Coalition to Stop Sexual Violence and this recommendation has been shared with the faculty administration.*
- Require Safe Zone/Ally trainings for graduate student teaching assistants on campus; make sure that these trainings include conversations about understanding implicit bias, microaggressions, and sexual harassment prevention.
 - *Tulane Plan of Action: Tulane has developed a training for graduate and professional students on sexual violence prevention and response. Additional discussions are being held about the best mechanisms for conducting Safe Zone trainings for this population.*
- There is a need for more ongoing explanation and messaging about the reporting process for sexual violence on campus. Currently, there is still too much confusion and adherence to myths by students.
 - *Tulane Plan of Action: The All In, Student Conduct, and Title IX websites will be reviewed to determine additional messaging that can be added. Additionally, videos were completed last year and are on the [All In](#) website that explain the Title IX process from beginning to end.*