

Create a Culture of Caring

ACCOMPLISHMENTS, 2018-2019

When the “Centre Speaks” comprehensive report was presented to the Centre College community in January 2019, it represented the most complete overview to date of campus sexual misconduct based on an in-depth climate survey created in partnership with EVERFI. The sobering results documented the degree to which Centre, like institutions across the country, is wrestling with a concerning and vexing problem.

As part of the report, President John Roush offered a challenge that we all work together to create a culture of caring, insisting that only a collective effort would be able to bring about real and lasting change to longstanding cultural attitudes.

In addition to the data, the report’s central focus was to provide an action plan for moving forward, expanding on existing efforts and suggesting new avenues to make Centre a safe and supportive space for all its members.

What follows provides an overview of some of the foundational efforts over the past several years, as well as intended future and ongoing actions. They are based on the continuing expectation that our students, faculty, and staff will work together to find additional ways to apply the insights of experts to the needs of our community.

As part of this, we will strive to expand campus wide buy-in, demonstrating a visible commitment and meaningful investment in effective prevention initiatives. In addition, we will expand and improve the College’s strategic, collaborative, and research-informed translation of resources into effective policies and programs. We will also uphold our values and expectations of the College community, continuously assessing our system of accountability to uphold and enforce those values and expectations. As well, we will continue to invest in intentional development, multi-modal design, and targeted delivery of prevention programs and messages that will maximize their impact. Finally, we will encourage and facilitate the efforts of students to promote their own culture change from within.

To review, the Action Plan set forth five specific areas of action:

1. Integrate sexual misconduct prevention into the Centre experience
2. Address specific issues of race, gender, sexuality, intersectionality, and sexual misconduct
3. Establish greater means for student, staff, and faculty engagement
4. Expand community support for individuals harmed, and encourage reporting
5. Articulate a transparent plan to move forward

In what follows, ***we have documented our work to date as well as indicated future plans*** (which appears in bold and italics). The action plan and future initiatives will be reviewed annually and shared with the campus community, this being the first such example.

1. Integrate Sexual Misconduct Prevention Into the Centre Experience

Increasing knowledge, shifting attitudes, changing behavior, and building skills are vital to the success of sexual misconduct prevention efforts. We will build upon the strength of our programs for first-year students, who are at the most vulnerable moments in their college careers. However, our efforts can’t be singular. We must expand holistic prevention and education across the entire Centre experience.

Our Work to Date

- In 2014, Centre introduced a sexual misconduct comprehensive policy for all students, staff, and faculty to send a clear and unmistakable statement against sexual misconduct of any kind. The current policy as approved by the Senior Staff was revised and updated Summer 2018 with input from students. The policy is reviewed and updated as needed every summer.
- We introduced integrated consent education in 2014, with online consent education and sexual misconduct and alcohol misuse prevention education for all incoming first-year students. Beginning this year, the College has expanded on-line sexual misconduct/assault prevention education to include all students. Since 2014, we have provided all staff and faculty with regular online training regarding sexual misconduct.
- Launched in 2017, the Green Dot bystander program provides training for staff, faculty, and students on how to identify and intervene in situations that could lead to sexual misconduct. To date, nearly 150 members of our campus community have been trained.
- Conducted since 2010, an interactive healthy relationship presentation occurs during first-year orientation. Additionally, all in-coming first-year and transfer students received an overview of Green Dot this year.
- Over the past several years, campus-wide convocations are increasingly being offered that address sexual misconduct prevention, including Kentucky Attorney General Andy Beshear and third-party experts Holly Rider-Milkovich of EVERFI and Cara Tuttle Bell of Vanderbilt University.
- Since 2014, the Athletics department has provided specialized sexual misconduct training for its staff and student-athletes in accord with NCAA guidance.

What We're Working On

- Establishing a comprehensive educational plan with clear goals for populations and key subpopulations that will integrate sexual misconduct prevention as primary to the Centre experience. ***Ongoing. A comprehensive "menu" of student-focused workshops and on-line courses with specific outcomes and availability is under development and is expected to be featured on the College's Sexual Misconduct page on Centrenet by next fall.***
- Creating more time and opportunity in a student's first year at Centre, beyond orientation, to learn about prevention. In students' subsequent years, we will continue to provide education, while also engaging them as community leaders on issues of sexual assault prevention.
- Expanding bystander training by making it part of the general Centre experience for students, staff, and faculty. ***Ongoing. The College recruited and funded Green Dot bystander intervention facilitator training for four more staff members this past spring. This academic year, 347 first-year students completed a Green Dot overview during New Student Orientation. Since then, 42 students completed overviews and 25 completed the full seven-hour workshop, bringing the total number of community members who have completed our workshop to approximately 200.***
- Developing additional prevention efforts to reduce high-risk drinking as a tool to facilitate sexual misconduct and a broader source of harm to students. ***Ongoing. This spring the Title IX Office, in collaboration with the Student Life Office and Student Health, piloted a student-led Healthy Substance Use Task Force, whose mission is to combine national data in health promotion with student feedback and energy. The task force has six subcommittees led by students who were nominated by faculty and staff. These subcommittees have accomplished different projects on campus regarding how to be safe when using different substances, including a social norms campaign and work toward a substance-free hall next year.***

- Focusing on increasing the peer-to-peer training on sexual misconduct prevention through Residence Life. We will provide more training for Resident Assistants and Residence Directors, as well as engage them as leaders in the work of creating a prevention culture. ***Ongoing. During this past year, the College piloted a workshop designed and delivered by Sarah Cramer in partnership with Residence Life on healthy relationships and “situations” for all Resident Assistants and Residence Directors. The workshop focused on how to identify culturally relative healthy, unhealthy, and abusive relationship behaviors and how to provide support to friends. Starting fall 2019, all Resident Assistants will be trained to facilitate the workshop as a hall program.***
- Encouraging faculty to include sexual misconduct prevention in their syllabi, as appropriate. ***Ongoing. Discussions with Division Chairs and the Academic Affairs Office continue as we explore the College’s approach to this opportunity.***
- Working on a continual basis with student-athletes and Athletics staff, who receive significant prevention training already, to help set an example and lead change in creating a culture of caring. ***Ongoing. In addition to the annual NCAA-mandated training, three members of the Athletics staff serve on the College’s working committees for sexual violence prevention and response. They are committed to providing programming and guest speakers that can speak to the specific student-athlete experience. Starting fall 2019, all athletic teams will be invited to attend a specialized training for admission overnight hosts in collaboration with the Admission Office.***
- Producing a periodic e-newsletter to the campus community and maintain/update the sexual misconduct CentreNet site found under Campus Life. ***Ongoing. The Title IX Team partners with the Diversity and Inclusion Office to publish a regular newsletter. Enhancements to the College’s sexual misconduct presence on CentreNet are ongoing as well.***
- Developing skills-based, engaging workshops with assessments of measurable learning outcomes for student groups, including an alcohol, bystander intervention, and consent workshop for Greek 101 new member education training. ***Ongoing. This academic year six different topical workshops have been offered to student groups on about 25 different occasions. Additionally, 175 students from all 11 Greek chapters attended as many different Greek 101 sessions. Current workshop offerings include: Green Dot; Green Dot overviews; Centre It’s On Us: Alcohol, Bystander Intervention, Consent; Healthy Relationships in the Era of Tinder; Consent Communication; Make the Number Zero: Prevention-Planning Workshop; and Healthy Communication as Bystander Intervention.***

2. Address Specific Issues of Race, Gender, Sexuality, Intersectionality, and Sexual Misconduct

The 2018 Centre Speaks climate survey provided key data to help enhance and expand our outreach and approach to issues surrounding race, gender, sexuality, intersectionality, and sexual misconduct. However, we must ensure that no single group is or feels isolated from the services, education, and resources that it needs. This means we must understand the root causes of those facing higher risks in our community; learn about how intersectionality issues directly impact our students of color; and provide support for males who have been harmed—too often overlooked—who even more rarely report or seek services.

Our Work to Date

- Beginning this year, the College has recruited additional Diversity and Inclusion staff and added a member of the Diversity and Inclusion staff to the Title IX Team.
- We are raising visibility around issues of race and sexuality with programs, speakers, and a series of workshops on sexual health.

- We have coordinated discussions between our external third parties and underrepresented and under resourced student groups to better understand the services and support needed.
- The entire DPS staff (including our newest officers) started the academic year with a daylong implicit bias training session.

What We're Working On

- Ensuring that existing College resources have the capacity and expertise—and broadly promote these resources—to provide services to students in the LGBTQQA spectrum, students of color, international students, and males who have been harmed. **Ongoing. The College has added staff to the Diversity and Inclusion Office and recruited Sarah Cramer as the Centre's Sexual Assault Prevention & Education Specialist, replacing Sarah Curry who resigned. Together these staff members are bolstering the College's capacity and expertise.**
- Hosting forums with students to discuss Title IX processes and policies, with focused topics such as intersectionality. **Ongoing. The Title IX Team has offered five forums and participated in more hosted by other groups to support open communication and shared commitment to these needs.**
- Increasing outreach and services for underrepresented and high-risk populations. **Ongoing. The Title IX Office has been working to build relationships with individual students and student organizations. This is treated as a critically important consideration when forming student groups, writing curricula, and prioritizing requests for meetings and workshops. The work of this category in particular is, of course, never complete.**
- Providing additional continuing education to the College's first-responders, investigators, and adjudicators, including intersectionality and implicit bias. **Ongoing. Specialized training to advance the skills and knowledge of all those who serve in these roles continue. The entire DPS staff (including our newest officers) started the academic year with a daylong implicit bias training session. College adjudicators and investigators attended "Title IX & the Clery Act: Conduct LIVE Hearings that Are Trauma-Informed and Ensure Due Process." The Title IX Team also participates in many seminars, including the ACS Legal Services Video Conference "The Impact of Title IX Due Process Issues on Independent Colleges" as well as "The Future of Sexual & Relationship Violence Prevention in Higher Ed," "Spotlight on Greek And Athletic Students: How to Bridge Compliance and Effective Prevention," and "The Future of Alcohol and Other Drug Prevention" hosted by EVERFI and Peter Lake. Members of the Center for Global Citizenship staff and Title IX Team attended "Clery, VAWA, Title IX & University Travel: Master the Complex Reporting Requirements for Distance and Overseas Study to Safeguard Your Institution."**
- Creating culturally adapted, research-informed educational opportunities to diverse student groups to address needs and strategies specific to those communities. **Ongoing. Every workshop includes a component about being a culturally competent active bystander. More specialized workshops feature components such as culturally relevant ways to give, get, and refuse consent and culturally relative relationship behaviors. Based on feedback given to our third-party experts, we have chosen to incorporate those topics into every workshop rather than isolate them to one curriculum about cultural differences.**

3. Establish Greater Means for Student, Staff, and Faculty Engagement

The most effective culture change will come from within. We must do everything possible to facilitate and support the efforts of student, staff, and faculty leaders to change those parts of our culture that facilitate sexual misconduct. These efforts will inevitably involve Greek life, athletics, student leaders, and organizations working on sexual misconduct issues, but engagement should also be broadened. We

must hear from all caring members of our College community and develop focused programs that provide for the specific needs of its disparate members.

Our Work to Date

- Launched in 2015, a working group open to all students called Students for Prevention, Education, and Advocacy in the Community (SPEAC) has grown to nearly 50 students working to help the College's prevention education and awareness programming.
- Since the release of a campus sexual misconduct policy in 2014, there has been a series of opportunities for staff and faculty to get involved and provide support.

What We're Working On

- Creating intentional College action planning with students, staff, and faculty under the guidance of the College administration and our third-party experts. ***Complete/Ongoing. In August 2018, Centre College engaged EVERFI to analyze its campus climate survey results and support efforts to develop a comprehensive sexual assault prevention strategic plan through the delivery of a complement of strategic services. At the direction of Kay Drake, Jamey Leahey, and Ben Nelson, EVERFI external experts Holly Rider-Milkovich, Senior Director of Prevention Education, and Lauren Soutiea, Senior Data Analyst, delivered the following services during a two-day site visit in September 2018: data analysis and reporting; presentation of findings to senior leadership; student engagement program to include presentation of data findings; and a communication and media strategy workshop. Centre alumna and Senior Account Executive Jennifer Davidson was a part of the on-site team and lent her support and perspective to this project.***

Additionally, Centre College also engaged the services of external expert Cara Tuttle Bell, Director of Project Safe at Vanderbilt University to deliver a series of focus groups with students in order to provide additional insight into campus climate issues that would enrich the data insights delivered by EVERFI consultants. Tuttle Bell also participated in the two-day site visit. The recommendations included in this report were informed by the data findings and the focus groups as well as by the additional meetings with President Roush, Senior Staff, and other meetings on campus during the site visit.

- The Title IX team and the Sexual Harassment and Misconduct Committee are working to identify and clarify their different roles. Under a recent change approved by the College Council to revise its charge and committee title, the Sexual Misconduct Prevention and Response Committee will begin to engage and educate the College staff and faculty to serve as effective advocates of ongoing work to identify and prevent sexual misconduct. ***This year this College Council affirmed this committee's name and mission change as follows:***

"The Sexual Misconduct Prevention and Response Committee shall engage and educate the College staff and faculty to serve as effective advocates of the College's ongoing work to identify and prevent sexual misconduct. Sexual misconduct is a broad category of behaviors that includes but is not limited to sexual harassment, sexual violence, sexual exploitation, dating violence, domestic violence, stalking, cyberstalking, bullying, and cyber-bullying when based on sex or gender. The Committee will serve as a coordinated part of the College's multi-faceted approach to prevention, support, education, and advocacy."

Committee Members for 2018-2019 included Ben Nelson (chair), Meredith Bruner, Sarah Cramer, Kay Drake (ex-officio), Jamey Gay, Kat Greenleaf, Mykol Hamilton, Jamey Leahey, Jason Neiser, Gina Nicoletti-Bellinger, Olivia Renfro, Todd Sheene, Jamie Shenton, and Michael Spears.

The Committee's published goals for 2018-2019:

- *Goal 1: Conduct outreach to staff and faculty to recruit them to be effective advocates of the College's ongoing work to identify and prevent sexual misconduct*
- *Goal 2: Promote additional staff and faculty Green Dot orientations*
- *Goal 3: Update and re-release the staff and faculty statement of support issued last April in conjunction with Take Back the Night*
- *Goal 4: Encourage faculty to include sexual misconduct prevention in their syllabi*
- *Goal 5: Facilitate the development of an annual learning module for faculty about what is and is not appropriate behavior with students, with particular emphasis on the classroom dynamic*

Also, the Title IX Team developed a formal mission statement and goals to help differentiate these working groups efforts toward creating a culture of caring.

- *Conducting outreach with student organization leaders to better familiarize them with the Title IX Team and the programs and services that are available and needed. We have actively reached out to SGA, Centre Pride Alliance, IFC, PHC, Greek Organizations, and ICC. Intentional visibility matters especially when it comes to providing resources to students who are affiliated and unaffiliated.*
- *Increasing visibility of the Title IX Team, key policy elements, and support services across campus. Ongoing. The outreach by the Title IX Team has been more intentional this year, including a Taco Tuesday for students to get to know the members of the Title IX team and several open forums for students, staff, and faculty to come and discuss issues on their mind.*
- *Facilitating the development of an annual learning module for faculty about what is and is not appropriate behavior with students, with particular emphasis on the classroom dynamic. Ongoing discussions with the Diversity and Inclusion Office and Academic Affairs continue as we explore the College's approach to this opportunity.*
- *Continuing to partner with important organizations across campus that have already provided leadership on issues of sexual misconduct to collaborate around programming and prevention. Ongoing. Outreach and collaboration with important student, staff, and faculty organizations is improving as coordination and common commitment to create a culture of caring will require all of us to make that a reality.*
- *Providing opportunities for students, faculty, and staff to serve as facilitators of sexual prevention workshops. Ongoing. The College has continued to expand ways individuals across campus can support our efforts to create a culture of caring. Examples include Green Dot facilitator training; Resident Assistant and Residence Director training; two incoming peer facilitator work-study positions; the Healthy Substance Use Student Task Force; Angies: Green Dot trained and certified sober monitors; and Students For Prevention, Education and Advocation in the Community (SPEAC).*

4. Expand Community Support for Individuals Harmed and Encourage Reporting

Individuals harmed by sexual misconduct need strong support not only from an array of comprehensive college services but also within the community itself. We must find ways to support and encourage

individuals to report the harm done to them, and we will continue to strive for a system that is fair and just. When we encourage reporting, we will do so by being as supportive as possible, never by pushing and never with judgment. The decision to report is extremely difficult and personal.

Our Work to Date

- Beginning in 2014, the College has provided trauma-informed training for select employees who are likely to serve as first responders to those harmed by sexual misconduct, supporting their emotional, physical, and resource needs.
- Hired a full-time staff member in 2017 whose focus was solely sexual misconduct prevention for students.
- Beginning in 2015, the College directed that students who are studying away, participating in an internship, or are involved in any other college-sponsored activity off campus will have a responsible College office and faculty or staff member with resource information readily available to support individuals harmed that are comparable to on-campus occurrences.
- Last year, during our It's on Us Week of Action, the College introduced an online Sexual Misconduct & Assault Reporting Tool (SMART) and a dedicated Sexual Misconduct section on Centrenet.
- Last year, the College made the LiveSafe phone app available to every student, staff, and faculty member to enhance incident reporting. This year, every student residence was provided a poster entitled Create a Culture of Caring that details campus, local, regional, and national resources. Also, a series of posters was displayed across campus that outline the College's reporting process and what to do in case of an incident of sexual misconduct.
- Since 2014, the Title IX Team, investigators, and adjudicators have undergone specialized training to heighten their skills and knowledge.
- Developing clear, branded, student-reviewed materials that explain the reporting process, the role of responsible employees, and how to provide help to someone who has been harmed.

What We're Working On

- Continuing to work with Ephraim McDowell Regional Medical Center and other local resources to assure individuals seeking services have support that does not re-traumatize them and allows them to self determine their course of action. ***Ongoing. We continue to discuss this opportunity with students in order to advocate with Ephraim McDowell Regional Medical Center for services that meet the needs of individuals in need.***
- Partnering with Ampersand Sexual Violence Resource Center to offer a free, specialized drop-in space for all students, faculty, and staff to utilize for a wide a range of services. Ampersand will be offering information about services, drop-in crisis intervention and advocacy sessions, information about volunteer opportunities, and education for classes. The drop-in space is for all who have experienced any type of sexual violence, as well as individuals who would just like to learn more about Ampersand. ***Complete in February 2019. These ongoing services are available on a monthly basis the first Monday of each month from 4-5 p.m. and the third Thursday of each month from 11:30 a.m. to 12:30 p.m.***
- Developing a workshop for faculty and staff on how to support students who have been harmed. ***Ongoing. In spring 2019, Sarah Cramer piloted a workshop for faculty with student volunteers who helped in role-playing possible scenarios. The workshop focused on topics including the purpose and scope of responsible employee requirements, how to recognize and help students who display a pattern of impairments in daily functioning, and best practices in managing difficult conversations. The workshop will be available by request all summer 2019, and the***

implementation strategy will be coordinated with Ellen Goldey, the College's incoming Vice President for Academic Affairs.

5. Articulate a Transparent Plan to Move Forward

Our success requires that we establish milestones and measure our progress in addressing sexual misconduct over time in a transparent and community-oriented way.

Our Work to Date

- Completed the 2015 pilot campus climate survey and conducted student working group discussions of the results.
- In March 2017, based on information provided through the completion of EVERFI's Sexual Assault Diagnostic Inventory (SADI), a comprehensive 80-item assessment of an institution's sexual assault prevention efforts, the College gained a roadmap to guide progress in sexual misconduct prevention at our institution.
- Completed the 2018 campus climate survey, then identified, recruited, and brought to campus third-party experts to help analyze and communicate the survey this past September in a campus-wide convocation.

What We're Working On

- Expanding the visibility of external experts consulting with the College on sexual misconduct prevention and awareness. Also, as a member of the Campus Prevention Network, Centre is one of over 200 institutions committed to assessing its efforts and striving toward best practice in prevention programming, policies, critical processes, and institutionalization. ***Ongoing. In April 2019, the College again completed the Sexual Assault Diagnostic Inventory (SADI), following its first assessment in 2017. The SADI is a comprehensive, 80-item assessment of an institution's sexual assault prevention efforts, meant to serve as an independent roadmap to guide progress in sexual assault prevention at higher education institutions. Participating schools across the nation are designated as Emerging, Developing, Proficient, or Advanced in each of the three categories covered in the SADI: programming, critical processes, and institutionalization. As a member of the Campus Prevention Network, Centre's 2019 benchmark report indicates our steady progress and finds the College distinguished itself across all three domains being evaluated for this award. This is a significant achievement, one that fewer than 10 percent of schools and colleges completing the SADI have attained. As a result, Centre was one of just three institutions nationwide to receive an Impact Award for Excellence in Sexual Assault Prevention, which will be presented by EVERFI at its national summit on June 11.***
- Reporting to College Council regularly on the sexual misconduct work underway. ***Complete for this academic year by the College Council's Sexual Misconduct Prevention and Response Committee.***
- Developing and communicating a clear, definitive set of measurable outcomes we strive to accomplish using the recommendations of our third-party experts. ***Ongoing. As informed by external and internal experts, the College is committed to providing a clear, definitive set of measurable outcomes. Currently, after every student workshop and on-line course, there is an assessment of targeted learning objectives that will increase in pointing out what perpetration behaviors could be. Throughout the process of implementing workshops, the assessment data provided is evaluated to tailor the curriculum for effectiveness.***