



**PREVENTION, OUTREACH, &
EDUCATION DEPARTMENT**

**2019 - 2020
ANNUAL REPORT**

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INTRODUCTION

Since its creation in 2018, the Prevention, Outreach and Education (POE) Department has been committed to safety through educating members of the MSU community on sexual assault and relationship violence, eliminating violence within the university community, empowering staff, faculty and students to become advocates for a non-violent community, and positively affecting social change.

During the 2019-2020 year, the POE department was awarded the Impact Award by the Campus Prevention Network for excellence in campus sexual assault prevention. The department was celebrated during the national Campus Prevention Network conference as MSU President Stanley accepted the award. POE was highlighted for both its innovative programming as well as its dedication to becoming a national model for excellence and dedication to violence prevention.

This second annual report will provide an overview and update of current programming as well as outlining new programs and initiatives.

ONLINE RVSM PREVENTION EDUCATION

Program Description

Online Prevention Education supports RVSM compliance and learning through the continued development of third and fourth-year undergraduates (who have been on campus for more than two years), graduate students, faculty, staff, and employees.

Undergraduate Refresher

MSU undergraduates who had successfully completed in-person RVSM training the past two years were assigned to an online refresher for the 2019-2020 academic year. These students were primarily in their third or fourth year on campus. Students were sent an initial email notice with a link, to complete the 60-minute training online. Reminder emails were then sent to all that had not yet completed each week, beginning in September.

Total Assigned = 19,565

**Total Undergraduates
trained = 18,001 - 92% (as
of 4-20-2020)**

The total number of undergraduate RVSM training completions (on-line and in-person workshops) completed as of 4/20/2020= **38,156** or **94% undergrad completion rate**

Graduate Students

Graduate students are assigned to the online training as they enroll and begin study. All RVSM programs transitioned to a new system for this academic year. Students and staff now register or complete this training through the Office of Regulatory Affairs Learning Management System called Ability where all records are also cataloged. The online content is now provided by the Everfi corporation.

In 2019-2020, 12,848 graduate students are in the cohort with a rolling completion rate of 91% as of 5-19-2020.

Employees

All faculty and staff (including graduate teaching assistants and research assistants) are required to complete an online RVSM training program within 30 days of hire. There are roughly 12,000 full-time MSU employees. Full-time employees must renew their RVSM training every 24 months from their date of completion. The online RVSM employee trainings for 2019-20 were for both initial and renewal.

**Total Employees Trained
= 12,918 in 2019-2020**

Employees in cohort - **total complete = 12,440 - 98%**

IPF and RHS Employees - **total complete = 177 - 97%**

On-call, short term - **total complete = 301 - 100%**

In addition, there are several thousand temporaries, on-call and part-time employees. Many of these employees, including faculty on short-term contracts, work for a limited period.

MSU requires two options to complete the training: review a print version of the training materials; or complete the online training course. Hiring departments provide the training materials either electronically or in print form by including them with required new-hire paperwork or presenting them on the employee's first day of work.

SUCCESS STORIES

Led several Online Relationship Violence and Sexual Misconduct (RVSM) platform listening sessions amongst students and MSU employees to determine a best platform from five vendors.

Refinement of Everfi graduate student RVSM training to fulfill the content requirements as an employee to meet all MSU, state of Michigan, Title IX and Clery requirements. This eliminated the need for two separate training sessions for graduate students that are also employees

Successful transformation to new content provider from Everfi via online connection.

IN - PERSON STUDENT PROGRAMMING

Sexual Assault and Relationship Violence Prevention Workshop

The Sexual Assault and Relationship Violence (SARV) Prevention Workshop promotes safety and awareness by educating students on sexual assault and relationship violence, eliminating violence on campus, and empowering students to become advocates for a non-violent community.

The SARV Prevention Workshop is required for all first-year and transfer students. It is a 2-hour workshop facilitated by undergraduate Peer Educators. The workshop discusses the definitions of sexual assault, harassment, stalking, and relationship violence.

It also offers ways in which students can become active allies in the prevention of gender-based violence from occurring to themselves, their friends, and their peers.

11,065 (98%) of eligible students completed the SARV workshop in 2019 - 2020.

SUCCESS STORIES

Many students who interviewed to become Peer Educators mentioned that they really enjoyed their workshop and felt empowered to do the same for others.

More LGBTQ+ sessions were held than have ever been offered before. In previous years, 4-6 sessions were hosted. This year, there was 38 sessions hosted!

“Becoming a Peer Educator has opened the door to so many opportunities I would not have otherwise had or been aware of. The door to the RVSM prevention and support community that POE opened for me has guided my academic, professional, and personal growth in my time at MSU. I have also been able to grow my leadership, communication, teamwork, and public speaking skills which has greatly benefited my professional endeavors.”

- PEER EDUCATOR

Bystander Network

All students who are entering their second year at Michigan State University are required to complete the Bystander Network. The Bystander Network is a one-hour workshop that is facilitated by two undergraduate Peer Educators. The workshop defines bystander intervention and expands on the ways to shift attitudes and beliefs around accountability and building community.

SUCCESS STORIES

9,353 students completed the Bystander Network workshop in 2019-2020.

A total of 59 workshops were offered this year across the fall and spring semesters.

Greeks Take The Lead

Greeks Take the Lead is a multi-dosed program designed to align closely with the hierarchical structure of fraternities and sororities that encourages leadership, intervention and dialogue. In this model, educational opportunities are layered by specialty area and leadership level, instead of grouping all members together in the same training/workshop environment.

Each chapter is provided with New President Training, Risk Manager Training, and General Member Session.

New President Training

At Michigan State, all incoming fraternity and sorority chapter presidents are required to attend a mandatory training to build skills and aid them in promoting a safe and inclusive culture that is free of relationship and sexual violence. These trainings take place during each incoming president's first term: fall semester for Multicultural Greek Council (MGC) and National Pan-Hellenic Council (NPHC) chapters, spring semester for Interfraternity Council (IFC) and Panhellenic Council (PC) chapters.

Risk Manager Training

All historically-housed fraternity and sorority chapters were required to send a representative to attend a training focusing on the needs of risk managers – a position designated in many chapters to help keep members and guests safe at social gatherings. This training focused on bystander intervention skills that are specific to dynamics in a fraternity or sorority, the intersection of alcohol and sexual violence, and safety guidelines and risk reduction strategies for each organization.

General Member Sessions

All general members of a fraternity or sorority are required to attend one session annually on a topic surrounding sexual and relationship violence prevention. This year, chapters were able to attend sessions that were organized by chapters, councils or the Prevention, Outreach and Education Department.

SUCCESS STORIES

116 students attended a presidents' or risk managers' training and 694 additional students attended at least one general member session.

The general membership sessions were broad in content to meet student interest. Comments taken from the post survey of workshops show some of the many things students learned in presentation. For example, "Alcohol isn't a cause but a tool of sexual assault," "Someone not saying no, does not mean they give consent," and "This workshop helped me recognize the many resources there are at MSU that I can use."

Spartans Against Violence Sessions

POE has developed and provided training focused on relationship violence and sexual misconduct prevention to the athletics department staff and all student-athletes. The program also follows guidance and requirements by the NCAA to have coaches, college athletes, and athletic administrators complete education each year in sexual violence prevention.

SUCCESS STORIES

1,603 Student Athletes*,
281 employees, and 94
student employees
completed training.

*Note: The total is the sum of the attendance counts for all trainings provided for student athletes throughout the year. Because student athletes attended two sessions, students were counted twice for the purposes of this report.

On their program evaluations, students mentioned that they enjoyed the level of interaction and discussion they were able to have among themselves during interactive, discussion portions of the student training.

It's On Us

The It's On Us campaign is a national awareness movement to bring about an open and honest dialogue around sexual violence on college campuses. Each semester one week of action is held with events and speakers to raise awareness of gender-based violence.

The It's On Us planning committee met weekly and was made up of various campus community partners. Student representation at these meetings is crucial, therefore building relationships with student leaders across campus is vital to these events being successful and cohesive. The departments represented at each meeting have consisted of: MSU Center for Survivors, MSU Center for Gender in Global Context, MSU Fraternity and Sorority Life, Associated Students of Michigan State University, Residence Halls Association, Women's Council, Women and Student Services, Association of Black Social Workers (student chapter), University Activities Board, MSU Athletics, MSU Broad, LBGT Resource Center, MSU Communications, MSU Police, and the MSU Museum.

The fall week of action had over **1,035 people attend** at least one of the events.

October Week of Action Events

ASMSU Kickoff Event - Attendance 350+ people

ASMSU, POE, and other folks on the planning committee helped staff a table of free t-shirts and MSU bakery cookies to the MSU community. This event is most successful when held on a Monday so that all of the events throughout the week can be promoted.

The Art of Surviving - Attendance 60+ people

The Art of Surviving was an event in collaboration with MSU Museum, East Lansing Blue Owl, and POE. Survivors of gender-based violence were able to anonymously (or not) drop off or send in art pieces that represented their healing journey or their trauma overall. Their art was displayed at Blue Owl for a month and a percentage of earnings was donated to The Firecracker Foundation. During the opening night of the art display, It's On Us committee members staffed a table and handed out coloring sheets for attendees to design themselves and hang in addition to the submissions.

Ain't I a Woman: My Journey to Womanhood' with Laverne Cox - Attendance 550 people

This event garnered attention from outside of the MSU community and was a space where all of Lansing and East Lansing could convene and celebrate survivorship and what it means to be a trans woman. Laverne gave a keynote address followed up by a 15 minute Q&A from the audience.

Activism Through Art with Sherina Rodriguez-Sharpe

Writing Workshop - Attendance 15 people

This workshop was accompanied by a breakfast sponsored by REHS and was held in the Art Lab. Sherina Rodriguez-Sharpe is a Detroit artist and activist who lead this workshop on holistic healing and survivorship.

Visual Art Workshop - Attendance 30 people

This workshop was also provided with a meal sponsored by REHS and took place in the Art Lab. This workshop also explored survivorship and healing but through art expression.

Music & Healing: Finding Our Voice - Attendance 30 people

The MSU Museum invited multiple speakers who are experts in healing trauma accompanied by music. A resource table was held on the upper level of the museum to attendees.

TEAL OUT! Wear teal to show support for sexual assault awareness.

This was a social media blast to outwardly signify support for sexual assault awareness.

April Week of Action Events were planned and scheduled but cancelled due to the COVID-19 pandemic and restrictions on public gatherings.

“The LBGT Resource Center was delighted to be able to work with POE on It’s on Us Week of Action. POE’s dedication to working collaboratively with us and our campus partners to create a more LGBTQA+ inclusive community is evident in how they elevate the stories and voices and LGBTQA+ people and communities. Working with POE to bring Laverne Cox to campus was a dream come true for our center and the students we serve. This is something we never could have made possible without POE. We hope to work together on It’s On Us Week of Action in future years! “

- DIRECTOR, MSU LBGT RESOURCE CENTER

BROAD CAMPUS PROGRAMMING

Faculty, Staff, and Graduate Student Programming

Faculty, staff and graduate student programming is somewhat different from the other content areas in that only the employee and graduate student online training is mandatory. Thus, faculty/staff programming is either organized by departments in collaboration with POE or faculty/staff may attend other sessions of their choosing organized by POE. The faculty/staff summit was planned but cancelled due to restrictions for public gathering by COVID-19.

POE staff provided training to over 1,400 graduate and professional students, including the New Teaching Assistant Institute, which had over 400 students in attendance.

Significant programs for faculty and staff were the Professional Development for Academic Advisors Series, College of Engineering Leading Through Gender Inequity: Expert Skill Building on Sexual Violence Prevention for Administrative Leadership and Staff, Identifying and Interrupting Sexism Workshop for College of Education.

In addition to the online employee training, over 450 faculty and staff participated in in-person trainings by POE.

SUCCESS STORIES

Climate & Response

The Climate and Response Specialist works with and supports units across the university that have been impacted by relationship violence and sexual misconduct. Most often, these impacts are related to sexual harassment in the workplace or learning environment. When these types of harassment and/or discrimination happen in the workplace or learning environment, they often impact people beyond the individual/individuals who were directly harmed and the person/people who caused harm.

The Climate and Response Specialist assists with any residual impacts and climate/culture issues that may need to be addressed and helps develop and implement supports with the goal of promoting healing in the unit. The Climate and Response Specialist serves as a guide and continues to offer support throughout the process and implementation of recommendations. The Climate and Response process is voluntary and is not linked to sanctions or disciplinary action for individuals (faculty, staff, administrators, students) or units.

One of the unexpected results of the Climate and Response work is the potential for university-wide initiatives to be built from these efforts. When working with units from across the university, the Climate and Response Specialist is well-positioned to identify trends, areas for additional educational efforts, and potential new collaborations in relation to prevention of relationship violence and sexual misconduct at MSU.

The Climate and Response Specialist position began in February 2019. Since that time, the specialist has worked with numerous units across the MSU community that have been impacted by relationship violence and sexual misconduct.

SUCCESS STORIES

In one unit, the findings from the climate and response process were directly implemented into the strategic plan of the unit in order to shepherd significant climate change and weave it into the fabric of their unit. In other units, tailored training and workshops have been offered to address climate concerns. Several units remain engaged in the discovery period of the Climate and Response process.

Created a process model that can be implemented and adapted while working with various units. The process model will continue to be field-tested over the next academic year.

Worked with 13 units that have been impacted by relationship violence and sexual misconduct. Units ranged from small teams to an entire college.

Held focus groups with chairs in two colleges to collect information about their experience with the RVSM Policy, mandatory reporting, and needs of their departments. Findings from those focus groups are being implemented into a training for chairs, directors, and deans in collaboration with Academic Human Resources, Academic Advancement Network, Office of Institutional Equity, Human Resources, and General Counsel.

AREAS OF GROWTH AND DEVELOPMENT

The Prevention, Outreach and Education Department continues to expand and evolve to suit the changing needs of the MSU community. Being a new, rapidly growing department, POE saw the need to further examine each position and restructure some program dynamics. Some structural highlights include:

- Moving both SARV and Bystander Network program content and management under the same staff person (instead of split between two) to ensure consistency.
- Moving the training and support of the Peer Educators under one staff person (instead of split between two).
- Splitting the Greeks Take the Lead programming into the responsibilities of two staff members, with one person taking the lead in IFC and NPHC and the other in PC and MCG. This echoes the athletic programming also led by these two staff. This will allow for greater collaboration between the two staff and their content areas.
- The addition of an assistant director to the leadership team. The assistant director will supervise and focus on the undergraduate student programs, which make up a large portion of our services. They will also be redesigning the evaluation process to be consistent during the entire student experience.

An additional area that has been created within POE is the expansion of prevention training into MSU HealthTeam. POE has hired a prevention specialist that is creating and rolling out specialized educational training for the prevention of RVSM within HealthTeam. This will allow for modified content to be utilized to engage more broadly with our HealthTeam partners in both in-person and remote formats.



IMPACT OF THE COVID-19 PANDEMIC

Due to the COVID-19 Pandemic, many programs and trainings were cancelled or moved to online formats. The POE department made every effort to continue to connect with students and University partners over online platforms.

Many programs, such as Spartans Against Violence and SARV Prevention Program, have been fully modified into a remote platform until we will be able to begin in-person programming safely. Other programs, such as the faculty/staff summit were unfortunately cancelled.

Overall, the total amount of people trained this year (including online and all in-person trainings) was

68,425

**PREVENTION
OUTREACH &
EDUCATION**