WOMEN AND GENDER
ADVOCACY CENTER
PROGRAM REVIEW

Presented by
Kathy Sisneros, Director WGAC
Timeline of Events/Transition

Last Program Review — Spring 2004

Student survey and Proposal — 2009-2011

OWPS shifted... Summer 2010 “Academic” side of the house moved officially to liberal arts with Ethnic Studies

Officially Women and Gender Advocacy Center (WGAC) — January 2011 marking the shift to a more traditional student affairs focus and advocacy

New student Fee proposed 2010-2011

Program Review 2011-2012
Program Review Process

- Survey - campus partners/stakeholders; students; internal to WGAC staff
- Council for the Advancement of Standards in Higher Education (CAS Standards) from 2009 – Women’s Program (limitation)
- New CAS standards 2013 – sexual assault and relationship violence

- External Reviewer invited to campus
  - Dr. Luoluo Hong, PhD, MPH
    Vice Chancellor for Student Affairs & Associate Professor, University of Hawai‘i at Hilo
Women and Gender Advocacy Center provides programs and resources focusing on all genders, social justice, and interpersonal violence prevention. Additionally, WGAC provides advocacy and support for victims of sexual violence, stalking, sexual harassment and relationship violence. Our purpose is to provide a safe and affirming space for the students we serve at Colorado State University, while supporting systemic change to end all forms of oppression within our community.
Themes/Findings-Strengths

- Strong Consultative and Collaborative Model of Operation
  - Advocacy
  - Consultation, presentations, workshops
  - Programmatic, trainings, workshops

- Academic integration and retention
  - Intro course; VAT course; GASA sections; internship/practicum
  - Ongoing support; letters to faculty; referrals to Case Mngt
  - Guest lecturers; involvement with Key; DREAM Project; Social Work
Themes/Findings-Areas to Improve

- Visibility of the Center
- Student driven programs/involvement
- Re-engaging with The Center for Women’s Studies and Gender Research
- Library check-out process
- Administrative support
- “Gender” in title only?
External Review Site Visit

- Student employees from the Center;
- Paraprofessionals with the Center, peer educators and the Victim Assistance Team (VAT);
- Professional staff from the Center;
- CSU Police Department;
- Directors and staff from the other units in the Student Diversity Programs & Services cluster in the Division of Student Affairs;
- Colleagues working in the functional areas of Title IX enforcement, General Counsel’s Office, Office of Equal Employment & Opportunity, Employee Assistance Programs, Dean of Students Office (including Student Conduct), Student Legal Services;
- Campus partners such as Greek Life, Office of Intercollegiate Athletics, New Student Orientation, and Adult Learners/Veterans Services;
- Team members from the Health Network, including Counseling Services, Health Education, and Medical Services;
- Residence Life staff and administrators;
- Assistant Vice President for Student Affairs (who oversees the Student Diversity Program cluster); and
- Vice President for Student Affairs.
The work of the Center is heavily focused on victim response and advocacy.

Institution-wide agreement that sexual assault is a crime to be taken seriously, there is no clear consensus about the philosophy which should guide CSU’s institutional response.

There is lack of certainty both among the Center staff and among the Center’s constituents regarding the best placement for the Center within CSU’s organizational chart.
Themes continued…

- There has been no clear institutional leader who provides clarity on the implications of the US Department of Education “Dear Colleagues” letter about changes in Title IX legislation

- Residual from feelings and healing from what happened with the suspension of the Men’s Project
Identified Strengths

- The victim advocacy and support services of the Center are well-known and well-utilized by units across campus.

- The Center approaches the work of gender education and advocacy from a social justice lens and incorporates the intersection of multiple identities.

- The student staff and volunteers of the WGAC have the opportunity to engage in a meaningful way with the work of victim response.

- The Center has a strong history of engagement with Academic Affairs.
Identified Challenges

- Sustaining quality, timely victim advocacy and response services while preventing burnout of the staff

- WGAC staff will need to balance role as a confidential resource and communication with the campus community

- The WGAC’s staff feel that they and their work are stigmatized and alienated at times
RECOMMENDATIONS FOR FUTURE ACTION & CONSIDERATION

- Concerted Institutional “champion”
- Cross-campus committee with broad constituency representation whose charge is to develop a strategic plan for sexual assault prevention and intervention
- Focused self-study on the current organizational structure – response efforts and outreach/educational efforts
- Reconsider models of resourcing and staffing
  - victim response services
  - broader issues of women and gender advocacy
- Consider ways to expand the pool of victim-advocates beyond just the staff in the WGAC.
- Institute campus-wide social justice education training with an initial emphasis on gender but including intersections with all identities
<table>
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<th>Category</th>
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<td><strong>CSU Employees (faculty &amp; staff)</strong></td>
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<tr>
<td><strong>Parent</strong></td>
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<tr>
<td><strong>Not directly affiliated with CSU</strong></td>
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<tr>
<td><strong>Unable to obtain</strong></td>
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Data from July 2011 - June 2012

- Currently 71 VAT volunteers
  - 60 are CSU students; 21 are CSU faculty/staff
- 801 interventions to 116 survivors (99 new and 17 who had received services previously).
  - Totaling 405 hours
    - As compared to 574 interventions to 75 (58 new & 17 returning) primary and secondary survivors of sexual assault in 2010-2011, totaling 317 hours
- 83 educational programs reaching over 3875 individuals on campus - equaling approx. 115 hours
  - 30 sessions facilitated by peer educators
- 16 Women at Noon lectures reaching over 350 people
August 2012 – December 2012

- 62 survivors this fall, compared to:
  - FA11 60 (34 of those between 1/1/11 and 12/20/11, after we put the VAT posters up)
  - FA10 45
  - FA09 47

The numbers reflect the increased fee helping to get the word out and encouraging more people to access services.
Programmatic Highlights

- **Intro Class (formerly SAGE)**
  - Increased number in the class
  - Development of the Red Whistle Brigade
    - Peer educators

- **DeStress Fest — week long programming prior to finals week**

- **8th annual Women’s Conference—March 9, 2013**
  - Record number of involved students in the planning
  - Great attendance
Programmatic Highlights con’t.

- Red Flag social norming campaign
  - RWB flash mob

- Sexual Assault Awareness Month events
  - CTMO (Consent Turns Me On) social norming campaign
  - Keynote 2013
  - Co-sponsorship with Greek Life – Greek Week
  - Co-sponsorship film showing with ALVS
  - Carnival cosponsored with residence life
  - The Clothesline Project
    - Leading up to Take Back The Night (CFA)
Fall 2012 Highlights

Men in the Movement

- **Fall 2012**
  - Recruited 17 male identified students representing a diverse spectrum of social identities and CSU affiliations (e.g. greek life, Res life, etc)
  - Held 2 programs open to the CSU community (Healthy relationships and Porn), each drew a sizable crowd (around 35 people total)

- **Spring 2013**
  - Recruited 15 male identified students (hopefully a few more who will show up this Wed)
  - Intending on hosting 2-3 programs open to the CSU community (co-programming with “old guys”)
Educational Opportunities

- Intro. Class shifting from spring to fall
  - Purpose is to increase involvement/opportunity to join the Red Whistle Brigade (capacity building)
- Moved from 1 GASA section to 2
  - Teaching stipend for staff who teach outside of WGAC
  - Developing GASA II
- Victim’s Assistance Team
  - Continue in the fall, and alternating summers for faculty/staff
Program Coordinator for Men’s Programming and Violence Prevention

- See handout for impact within first semester of the position.
- Highlights of points of contact
  - Athletics (football team, and IU193 New Student Athlete Orientation, the Gold Team)
  - Orientation and Transitions Programs (giving presentations and supervising our crew for Preview, Getting to Year 2 workshop w/Monica)
  - CSU Football Homecoming Game and Men’s basketball game
  - Campus Recreation (Student Staff training)
  - Apartment Life (SA 101 presentation)
  - Residence Life (New RA training in fall, RA development conference this winter, have done multiple programs in res halls with RAs, one program with GUIDE)
  - Greek Life (GASA, NCHA data, Guest teach for Inclusive class, multiple presentations for fraternities)
  - SLiCE (Real workshop, Campus Step-Up, PLP Panel Discussion)
  - Engineering (PLI workshop)
  - Enrollment and Access (Upward Bound presentations)
  - HS Diversity Conference
Behind the scenes Improvements

- Titanium software
  - Same software used by University student team
  - Employee Assistance Program (EAP)
  - Provides greater security and ability to more readily look at data based on demographics and types of outreach
- Updated and more detailed webpage
- New phone line
  - Moving away from dispatch as the answering services
  - Cell phones and more strategic on-call system
Increased Marketing Efforts

- **Branding**
  - stickers, bookmarks, pencils & hand sanitizers

- **Victim Awareness Campaign**
  - VAT Posters
  - The Collegian
  - VAT Postcard
  - Faculty/Staff brochure

- **Prevention and General Awareness**
  - Prevention Awareness Campaign
  - Webpage; Facebook
  - RA Bulletin Boards
  - Athletics
  - De-Stress Fest
  - CTMO-Spring Break – The Collegian, t-shirts and posters
  - Magnets for all incoming students-residence halls
"ARE YOU DOWN TO GET DOWN?"

How do YOU ask for CONSENT?

CON-SENT [KUHN-CENT] V. 1. TO APPROVE OR AGREE TO A COURSE OF ACTION; 2. A CLEAR AND SOBER “YES” BEFORE ANY SEXUAL ACT

CONSENT PREVENTS SEXUAL ASSAULT.

www.wgac.colostate.edu
SAAM IS A MONTH OF PROGRAMMING DESIGNED TO RAISE AWARENESS ABOUT SEXUAL VIOLENCE. ALL EVENTS ARE FREE AND OPEN TO THE PUBLIC CHECK OUT OUR LINE UP FOR 2013!

KEYNOTE: JESSICA VALENTI
Why Feminism Matters: Using Activism to Battle Rape Culture
The lack of a widely understood, culturally shared definition of rape is holding back progress on sexual assault. What are activists doing now to combat this?

6:30 PM, MON 04/01/13
LORY STUDENT CENTER THEATRE

95-97% OF SEXUAL ASSAULTS ON COLLEGE CAMPUSES ARE COMMITTED BY SOMEONE THE VICTIM KNOWS

WEEK OF APRIL 1

WOMEN AT NOON: SEX-POSITIVITY WORKSHOP: TAKING THE "BOO" OUT OF TABOO!
WEDS 04/03/13, 12:00 PM
220 LORY STUDENT CENTER
In a safe, open and confidential space, participants will learn about what sex-positivity is and how to incorporate it into their own lives.

WORKSHOP: SAFER SEXY SEX
HOSTED BY GUIDE
THURS 04/04/13, 7:30 PM
SUMMIT HALL CONFERENCE ROOM
Everyone is invited to learn about sex toys and products while talking about making "sexy" sex safe and consensual. Join Barbesplay and Slumberparties in a discussion about empowering yourself while enjoying games and giveaways!

WORKSHOP: "I BELIEVE YOU"
MON 04/15/13, 3:00 PM
227 LORY STUDENT CENTER
The workshop will discuss ideas about how support people can impact healing in survivors of sexual assault.

WORKSHOP: "BUT I'M A NICE GUY": HOSTED BY MEN IN THE MOVEMENT
TUES 04/16/13, 6:00 PM
BEHAVIORAL SCIENCE BUILDING 105
In this workshop we'll explore some of the ways that men can be agents of change and highlight the role of self-work as a strategy to confront violence.

CLOTHESLINE PROJECT
WEDS 04/17/13, 10:00 AM - 3:00 PM
LORY STUDENT CENTER SUNKEN LOUNGE AND THURS 04/18/13, 6:00 - 8:00 PM
SUMMIT HALL CONFERENCE ROOM, HOSTED BY GUIDE
The Clothesline Project is a visual display of t-shirts with messages and illustrations that have been designed by survivors of violence (or by a survivor's loved one). T-shirt making sessions will allow survivors (or a survivor's loved one) to make a free anonymous shirt.

"CAN I KISS YOU?" WITH MIKE DOMITRZ:
SPONSORED BY GREEK LIFE
WEDS 04/17/13, 7:00 PM
LINCOLN CENTER
Author and founder of The DATE SAFE Project, Mike Domitrez works closely with students to help produce national initiatives resulting in revolutionary change in America's approach to dating, respect, and intimacy.

INDIGENOUS WOMEN AND THE REAUTHORIZATION OF VAWA: A HISTORIC MOVE TO REINSTATE TRIBAL JURISDICTION OVER NON NATIVES
FRI 04/19/13, 12:00 - 1:00 PM
CLARK A104
A presentation by Roe Bubas, JD

95-97% OF SEXUAL ASSAULTS ON COLLEGE CAMPUSES ARE COMMITTED BY SOMEONE THE VICTIM KNOWS

WEEK OF APRIL 8

FILM SCREENING AND DISCUSSION: "THE INVISIBLE WAR" CONHOSTED WITH ADULT LEARNER AND VETERAN SERVICES
TUES 04/09/13, 7:00 PM
CLARK A104
Academy Award Nominated and Sundance Film Festival Winner - THE INVISIBLE WAR is a groundbreaking investigation into one of America's most disturbing secrets: the epidemic of rape within the US military.

WORKSHOP: DEVELOPING PORN LITERACY
WEDS 04/10/13, 6:30 PM
CORBETT HALL LOBBY
Join the discussion and learn how porn is changing the way we get down!

SAAM DAY ON THE PLAZA!
THURS 04/11/13, 10:00 AM - 4:00 PM
LORY STUDENT CENTER PLAZA
Games, prizes, community and campus resources, the Clothesline Project, the CTMO photo booth, the Red Woah! Brigade, art, candy and more!

TAKE BACK THE NIGHT: HOSTED BY THE CAMPUS FEMINIST ALLIANCE
THURS 04/11/13, 6:00 PM
LORY STUDENT CENTER THEATRE
The event begins with a speak-out and ends with a march to Old Town.

WEEK OF APRIL 15

WORKSHOPS: "ONE IN FOUR WOMEN"
MON 04/15/13, 3:00 PM
227 LORY STUDENT CENTER
WEDS 04/17/13, 7:00 PM
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WEEKS OF APRIL 22 & 29

WEBSITE OPEN HOUSE & BREAKFAST
WEDS 04/24/13, 8:00 AM - 4:00 PM
WOMEN AND GENDER ADVOCACY CENTER
112 STUDENT SERVICES BUILDING
Stop by WOGAC to say hi, meet the staff, enjoy refreshments and check out some of our resources! We will have games, raffles, and snacks all day. FREE BREAKFAST BURRITOS while supplies last!

WOMEN AT NOON: EXPERIENCES OF SURVIVORS: PHYSIOLOGICAL IMPACTS OF TRAUMA
WEDS 04/24/13, 12:00 PM
220 LORY STUDENT CENTER
The body is an amazing thing! Come for a discussion of how our bodies store trauma and help us survive.

CTMO CONSENT CARNIVAL:
SPONSORED BY GUIDE
TUES 04/23/13, 6:00 - 8:00 PM
CORBETT HALL
The annual consent carnival will include carnival games, prizes, snacks, and the CTMO photo booth—bring your best CTMO pickup lines!
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WEDS 04/03, 12:00 PM, 220 LSC

WORKSHOP: SAFER SEXY SEX
HOSTED BY GUIDE
THURS 04/04, 7:30 PM, SUMMIT HALL CONFERENCE RM

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TUES 04/09, 7:00 PM, CLARK A104

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SPONSORED BY GUIDE
TUES 04/30, 6:00-8:00 PM, CORBETT HALL

NEED MORE SAAM INFORMATION?
WWW.WGAC.CGSTATE.EDU
Victim Assistance Team

Every 2 minutes in the U.S., someone is sexually assaulted. (www.rainn.org)

Sexual Assault Advocates with the Victim Assistance Team (VAT) are on call 24 hours a day, 7 days a week, 365 days a year. The number to call is 491-7111. Just ask to speak with an ADVOCATE.

Advocates are trained to provide assistance and resources for students navigating the legal, medical, and emotional aftermath of sexual assault.

ALL SERVICES ARE CONFIDENTIAL
We do not discriminate on basis of sex, gender, ethnicity, sexual orientation, religion, creed, or class – we serve everyone.

If you are interested in learning more about becoming a VAT volunteer please email: wgac@colostate.edu

Women and Gender Advocacy Center
112 Student Services Bldg. • 491-6384
wgac.colostate.edu
If you (or someone you know) have experienced sexual violence...

1. Remember that you are not alone. Sexual violence can happen to anyone. It is never your fault.

2. Consider contacting one of the confidential resources on campus, no matter how long ago it happened. Victim advocates are available through the Victim Assistance Team and the Women and Gender Advocacy Center. This can include assistance with academics, counseling and/or reporting to authorities.

3. Consider talking with a safe supportive person you feel you can trust. If you are the primary support person for a victim, remember that all of the resources at the WGAC are available to support you too. Don’t hesitate to contact us.

For more information: www.wgac.colostate.edu or call 970-491-6384
Sexual Assault is Against the Law

Sexual Assault is defined as:
Any sexual contact without CONSENT (may include: touching of intimate body areas, intercourse, oral sex, and/or penetration). IT IS:
- A violation of a person’s physical and emotional well being
- A crime prosecutable under Colorado Law
- An act of power and control

Under Colorado Law the person initiating the sexual activity IS RESPONSIBLE for obtaining CONSENT:
Consent can ONLY be obtained if:
- The person has KNOWLEDGE of the situation (if a person is under the influence of alcohol or drugs to the extent they cannot make a decision, they CANNOT give consent.
- FREE WILL: The person must consent without coercion or force.
- Cooperation in ACT & ATTITUDE: The person must say yes with words and action. The absence of “no” is NOT consent.

VICTIM ASSISTANCE TEAM • A CONFIDENTIAL RESOURCE
24 HOURS A DAY/365 DAYS A YEAR • 970-491-7111
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Victim Assistance Team • A CONFIDENTIAL RESOURCE
24 HOURS A DAY/365 DAYS A YEAR • 970-491-7111
Confidential Victim Advocacy:
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Educational Programming and Services:
WGAC offers a range of educational programs with gender as the focus. Anyone is welcome to request or attend our programs, or stop by the office to utilize our resource book/film library. Students are also invited to join our peer educator group, Student Alliance for Gender Education (SAGE).

Contact us for more information • 491-6384
www.wgac.colostate.edu

Go Rams!
KEEP CALM AND STUDY ON

FINALS DE-STRESS FEST
DECEMBER 6 - 8

Tuesday, December 6th
11:00 - 4:00
112 Student Services
It’s all fun and games...
WGAC will host an afternoon of games complete with snacks and prizes. Stop by the office to play giant jenga, Wi, twister and more!
Also, feel free to bring your own games to teach others!

Wednesday, December 7th
10:00 - 11:30
LSC 200
Workshop: Strategy for Managing Stress and Triggers
Finals week can be a stressful time for all students, including survivors of interpersonal violence. If you or someone you love has experienced violence, it’s not uncommon to have heightened emotions during times of stress. Stop by our workshop to learn strategies for managing triggers during finals week. This FREE workshop is open to the public and folks of all genders.

12:00 – 3:00
LSC 508
DIY Crafts!
Crafting can be a great way to de-stress. Come drop in and make your own homemade stress balls, duct tape wallets, screen printing and more! All supplies will be provided!

Thursday, December 8th
6:00am
112 Student Services
Breakfast of Champions...
It’s the most important meal of the day and today it’s on us! Stop by WGAC (112 student services building) between 6 – 10am for free breakfast grub, FREE bagels, burritos and cinnamon rolls (while supplies last).

12:00am
Morgan Library & Behavioral Sciences Building
Midnight snacks!
Pull your head out of the books long enough to keep your eyes peeled for WGAC volunteers who will be handing out FREE midnight snacks!

The Women and Gender Advocacy Center wants to help you de-stress and get energized for finals! Stop by any of our FREE events to kick back, grab grub and prepare for the upcoming week of final exams.

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CTMO: Consent Turns Me On

PREVENTING SEXUAL ASSAULT while on Spring Break

Top 5 Strategies

1. Don't have sex with someone unless they are fully awake, sober, and have given consent.

2. Remember that giving consent isn't a one-time thing. Keep asking for consent throughout.

3. When delivering a drink to someone, refrain from adding a "truther" or any other drug to the drink. Also, don't use alcohol to "seduce someone up" for sex.

4. Don't sexually assault anyone. Yup, it's that simple.

5. Remember that the most important part of giving consent is withdrawing consent. Statements like "I changed my mind" or "I changed my mind about the alcohol" should all be interpreted as "no."
The student may have fear of judgment. Talking about their trauma often makes survivors uneasy and heightens their sense of shame. It is important for you to remain open, and free from judgment. It doesn’t matter what they were wearing; that they were alone, if they were drinking, etc. They did not deserve what happened to them.

The student may have concerns about what will happen to them. Most types of violence happen between people who know each other; it is more likely than not that the survivor cares for the assassin in some way.

The student may be worried that many other people will find out. This fear is one of the most significant reasons a student leaves school after a situation of interpersonal violence occurs. Remind them that you are a mandated reporter and you are willing to listen, and that there are confidential resources on campus as well.

Common reactions following a traumatic event include:
- These reactions are common for many survivors, yet each person’s journey is different.
- Difficultly concentrating or focusing. This can often affect academics significantly, both in class and in completing assignments.
- Trying to go about one’s normal routine as if everything is OK.
- Sleep and eating disturbances.
- Restlessness (feeling of being awake), intrusive memories (can’t stop thinking about the event), and nightmares.
- Withdrawal from people and places in one’s life.

Key Phrases to Use When Talking about Interpersonal Violence
- “Thank you for telling me.
- “Whatever you did to survive the situation was the right thing to do.”
- “Let me know how best I can support you."
- “That must have been a very disturbing, scary, confusing, uncomfortable, and/or frightening experience."

Advocacy Services Available Through the Women and Gender Advocacy Center

Advocates are available to provide confidential crisis intervention and emotional support. We provide information about academic, legal, medical, emotional, and student conduct resources to survivors of sexual assault, relationship violence, and stalking. We also offer support to secondary survivors, such as intimate partners, friends, family, and you.

Call 970-491-6084 during business hours M-F. In addition, the 24-hour Victim Assistance Team is available to assist survivors of sexual assault and their loved ones. Call 970-491-1111 and ask to speak with an advocate.

All information shared with advocates is confidential unless the person is in danger of themselves or someone else, or a child currently under 13 has been abused.

How do I refer to an advocate? The saying is, “I’d really like to call an advocate to speak with [the student] who’s Ok with you. I can be here with you in addition to the advocate. They are a good resource to have.”

Supporting Students / What is my obligation?

During the course of your time at CSU, you may have a student disclose to you that they are a survivor of sexual assault, relationship violence, or stalking. Faculty, staff and student staff at CSU are mandatory reporters under Title IV of the Education Amendments of 1972. This means that you are required by law to report any form of sexual misconduct. This does not mean that you don’t care about your students or their choices; rather, it signifies that campus safety is at the forefront of everyone’s mind when a student discloses to you. It is never to maintain your role as a mandated reporter and let them know that they may be contacted by the University after you have communicated to the campus Title IV coordinator. The student will always have the choice on whether or not to share their story with the University.

If the student wishes to continue talking to you, allow them to share what is on their mind. Regardless of how the conversation proceeds you are required to report your conversation. For more information, refer to CSU’s online Advocacy Guide or contact the Victim Assistance Team at 970-491-6084.

What a survivor may be going through

The student may not want you to solve the problem. If the student has experienced interpersonal violence, their power has been taken away. The best thing you can do is to share resources and empower them to make their own choices.

There may be cultural issues that affect the way a student responds. Religion, race, ethnicity, disability, gender, national origin, and sexual orientation are all significant ways in which a person’s response to interpersonal violence may vary.

The student may tell you what they did to provoke the incident as a way of blaming themselves, such as “because I drank too much...” or “because I made him mad...” if the student told someone else, such as a friend, roommate, or family member, that person may have blamed them as well. We can help by giving them messages that counter this blame. “It wasn’t your fault. No matter what you did, no one deserves this to happen to them.”

Confidential Campus Resources:

Women and Gender Advocacy Center: 970-491-6084
CSU Health Network Counseling Services: 970-491-1111
CSU Health Network Counseling Services: 970-491-1111
Student Legal Services: 970-491-6084

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QUESTIONS?