

Anti-Violence Coalition

Poster Session, April 2024

IOWA

CAREER READINESS WORK GROUP

Anti-Violence Plan Strategy

Jenny Noyce, Teri Schnelle, Gwen Archibald, Carin Crain, Jill Tomkins, Josh Frahm, Travis Greenlee, Martha Pierce, Martha Kirby

MISSION STATEMENT

The University of Iowa Anti-violence Coalition (AVC) is a multidisciplinary team focused on ensuring a coordinated community response to prevention and intervention of sexual misconduct, dating/domestic violence, and stalking.

The AVC meets monthly to discuss pertinent and timely issues pertaining to 1) policies and procedures, 2) education and training, and 3) system response. The Office of Institutional Equity's Title IX & Gender Equity unit takes pride in facilitating this collaboration across campus and within the community.

Coalition workgroups implement strategies from the 3-year Anti-violence Plan. Strategies are informed by the Speak Out Iowa campus climate survey, evidence-informed practice, and input from members of the AVC, including students and community stakeholders.

WHAT

The deliverables included a workshop, additional resource recommendations, and a communications plan.

To inform content and decision making, the work group considered documents from the National Sexual Violence Resource Center, the National Association of Colleges and Employers (NACE), as well as the Iowa 11 competencies and NACE competencies.

The work group developed a list of recommendations to supplement the deliverables. They also broke into two sub-committees with one addressing the assessment of video content and the other addressing the creation of the workshop. The sub-committees independently completed their tasks, while still discussing and reaching consensus on their recommendations with the work group.

WHO

The work group included the following members:

- Jenny Noyce, Pomerantz Career Center
- Teri Schnelle, Division of Student Life
- Gwen Archibald, College of Public Health
- Carin Crain, College of Law
- Jill Tomkins, College of Business
- Josh Frahm, Pomerantz Career Center
- Travis Greenlee, College of Engineering
- Martha Pierce, Women's Resource & Action Center
- Martha Kirby, College of Liberal Arts & Sciences

OUTCOME

The committee researched three online sexual harassment trainings. After reviewing available products, the committee agreed that JJ Keller's Sexual Harassment Prevention aligned best with the training goals of the work group.

The work group recommended purchasing the online training for use with U of I students and if it became a requirement, to track it via ICON or the program itself. Students wouldn't need to repeat the requirement and they recommended working individually with departments to assess the appropriateness of the requirement with their specific circumstances. Some colleges may also want to have the option to choose between the video, workshop, or their own workshop.

The committee developed 4 learning objectives for the workshop: what is legal in the workplace, how to maintain a welcoming environment through civility and respect, how to interrupt problematic behaviors, and how to report problematic behaviors. The committee put together content and activities to fill 90 minutes with a break. The workshop can be delivered as two separate 45-minute workshops or one stand-alone workshop. The workshop was piloted with professional students from the College of Law, and undergraduates with peer and intern programs at the College of Engineering and the Pomerantz Career Center. The students provided feedback and changes were made from the feedback provided in the finalized version.

CHARGE

The 2018-2021 Anti-Violence Plan outlined a tactic in the prevention and education section to "Explore the creation of a career readiness workshop and other resources for students about sexual harassment prevention in the workplace." The overall strategy was to expand student prevention and education so every student develops the knowledge and skills to engage in healthy relationships, serve as active bystanders, respond effectively to disclosures, and report problems.

In response, the work group was charged with recommending content, format, and assessment plan for a workshop with the goal of supporting undergraduate, graduate, and professional students in preventing sexual harassment in the workplace.

HOW

Before creating content, the work group assessed current efforts on campus and what students would find most useful. A small survey for faculty and staff was sent to areas of campus not represented on the work group. Two focus groups were conducted for students. The data was used to inform the content for the workshop and the delivery of it. Each member of the work group also submitted a scenario from their area to tailor the workshop for its audience based upon level of school or academic program.



Want to learn more?

Please contact Jenny Noyce at jennifer-noyce@uiowa.edu to learn more about the work on this project!

CLERY NOTIFICATION

Anti-Violence Plan Strategy and Office on Violence Against Women Grant Goal

Dave Visin, Nate Levin, Teri Schnelle, Emily Milke, Michael Shaw, Hayley Bruce, Drew Corbett, Jenna Yang

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SPEAK OUT IOWA 2021 SURVEY KEY FINDING #9 AND #10

Key Finding #9: Most students feel the UI would handle a sexual misconduct report fairly, support the person making the report, take the report seriously, and not punish the person making the report. However, TGNC (transgender/gender non-conforming) students reported less confidence in the UI's response.

Key Finding #10: Most students agreed they knew where to go to get help on campus for sexual misconduct, but fewer than half understood where to report sexual misconduct or what happened when you made a report.

In response, the Timely Warning Work Group was created as a part of the 2021-2024 Anti-Violence Plan. The plan outlines strategies for intervention with the goal to develop, integrate, and evaluate inclusive, trauma-informed, person-centered interventions for all those impacted by sexual misconduct, dating violence, and stalking, fairly and equitably.

One of the strategies outlined in the plan includes exploring additional ways to issue safety alerts to campus when Clery notifications are not warranted.

CHARGE

The Timely Warning Work Group was charged with the following:

- To review the timely warning email template and provide recommendations on changes to the content and design.
- Recommend additional ways to issue safety alerts to campus.
- Engage in multiple feedback loops to ensure any new/additional content meets the needs of campus.

The work group was also responsible for delivering a report that outlined the recommended changes and additional communication strategies.

WHO

The members of the Timely Warning Work Group included:

- Dave Visin, Campus Safety (Chair)
- Nate Levin, Office of General Council
- Teri Schnelle, Office of the Vice President for Student Life
- Emily Milke, RVAP
- Michael Shaw, RVAP
- Hayley Bruce, Office of Strategic Communications
- Drew Corbett, TIXGE
- Jenna Yang, SACSM & Undergraduate Student Government
- Information Technology Services

OUTCOME

In fall 2021, the Timely Warning Work Group created a new campus safety alert (Clery notification). The new safety alert helped to clarify messaging, connect recipients with resources, and improve the message aesthetics.

In spring 2022, the work group updated the Clery notification design and solicited feedback from stakeholders on the new design. The new, streamlined design was then implemented. An example of the new design can be found to the right.

IOWA

Campus Safety

Crime Alert

This message includes information about a crime that was recently reported on or near the University of Iowa campus. The purpose of this email is to provide you with the information you need to stay safe and take any appropriate precautions.

Learn More

REPORT
A CRIME

SAFETY
RESOURCES

Report a Crime

If you witness something that is a threat to public safety or an individual, you are strongly encouraged to report it to UI Police as soon as possible. **If it's an emergency, call or text 911.** For the non-emergency line, call 319-335-5022.

Safety Tips and Resources

The university is committed to supporting your personal safety. Learn more about [crime prevention strategies](#), [training opportunities](#), and [campus safety services](#), including [Nite Ride](#) and [Rave Guardian](#).

HOW TO
REPORT

HOW TO
GET HELP

Reporting Options

The university has a number of resources and reporting options depending on the situation you're facing. [Learn more about how to report and reporting options.](#)

Additional Resources

The university offers many resources, including confidential advice and medical assistance, to help you through whatever situation you may be experiencing. Review this [comprehensive list](#).



IOWA

CONSENSUAL RELATIONSHIPS POLICY WORK GROUP

Anti-Violence Plan Strategy

Ana Rodriguez Rodriguez, Tiffini Stevenson Earl, Eric Field, Lois Geist, Naomi Greyser, Todd Rent, June Tai, Doris Witt, Jenna Yang, Teri Schnelle

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CHARGE

The University of Iowa 2021-2024 Anti-Violence Plan includes a strategy to "convene a committee to review and recommend possible changes to the Consensual Relationships Involving Students Policy." The goal of this strategy is to consistently review and revise policies to ensure they are clear, fair, and effective at addressing harm, holding offenders accountable, and keeping the campus community safe.

In response, a work group sponsored by Faculty Senate and the Office of Institutional Equity (OIE) was formed in fall of 2022. The work group was charged with the following:

- Reviewing research and best practice around consensual relationships policies at institutions of higher education.
- Reviewing similar policies from peer institutions.
- Meeting with various stakeholders, including the confidential offices, to outline the strengths and weaknesses of the current policy.
- Outlining recommended changes to the policy.

WHAT

The deliverables included providing regular updates on progress to the Anti-Violence Coalition, reporting on the themes from research, best practices, stakeholder meetings, and providing recommended policy changes.

In addition, the work group co-chairs shared the recommended policy changes with Shared Governance Leaders, the President, the Provost, Associate Vice President of Diversity, Equity and Inclusion, and Associate Vice President for Human Resources.

C) FACULTY SENATE SURVEY

In the spring of 2023, Faculty Senate surveyed its members to have a sample of faculty's opinions about this issue on campus. The survey included the following questions, which were answered by 35 senators (out of 80 Faculty Senate members), with the following answers:

Do you think that the currently policy should be changed to further limit consensual relations between undergraduate students and faculty?

Yes: 42.86%

No: 57.14%

Do you think that the currently policy should be changed to further limit consensual relations between undergraduate students and TA's?

Yes: 31.43%

No: 68.57%

Do you think that the currently policy should be changed to further limit consensual relations between graduate students/post-doctoral fellows/medical residents and faculty in the same program?

Yes: 42.86%

No: 57.14%

Do you think that the currently policy should be changed to further limit consensual relations between graduate students/post-doctoral fellows/medical residents and faculty in different programs?

Yes: 22.86%

No: 77.14%

PROCESS

The working group reviewed and evaluated the current Policy on Consensual Relationships Involving Students, as well as the policies adopted by a number of the University's public and private peers.

To understand the campus community's views on the consensual relationship issue, the working group engaged with stakeholders from across the campus community. It held Zoom meetings with students, both undergraduate and graduate/professional, faculty members, administrators, and other academic leaders.

Students who participated in these meetings were suggested by leaders of the Undergraduate Student Government Group (USG) and the Graduate and Professional Student Government Group (GPSG). To ensure it considered the views of faculty, the working group also surveyed the members of Faculty Senate, the shared governance body of the faculty at the University of Iowa. The topic was also discussed amongst Faculty Senate officers and in Faculty Policies and Compensation Committee, whose chair was also a member of the working group.

Additionally, the group met regularly for discussion, debate, and reflection. Throughout its deliberations, the working group recognized that an effective consensual relationships policy should balance individuals' decisional autonomy and the University's legitimate interest in fulfilling its institutional mission.

OUTCOME

The working group concluded that the University's current Policy on Consensual Relationships Involving Students no longer served the campus' needs. The current policy is essentially a conflict-of-interest-management policy; it does not prohibit instructors from engaging in consensual romantic and/or sexual relationships with any students as long as they have no direct institutional decision-making responsibilities for the students with whom they are involved. The current policy focuses on issues of nepotism and bias but does not account for increased awareness around misuse of power and sexual abuse in academic settings. This approach does not adequately account for the institutional power differences between faculty and students. Nor does it address the negative impact that these relationships can have on the campus' professional and educational climate. This shortcoming is particularly concerning when the faculty member and student share an academic unit. Finally, the policy lacked adequate procedures for its implementation and sanction for policy violations.

Accordingly, the working group believed that a revised policy that addresses the above issues should be implemented. The co-chairs wrote a draft of a revised policy that was shared in fall 2023 with all members of the working group, Faculty Senate officers, and several administrators for comments and suggestions.

WHO

- Ana Rodriguez Rodriguez, Department of Spanish and Portuguese; Faculty Senate President (co-chair)
- Tiffini Stevenson Earl, Equity Investigations and ADA Compliance, Office of Institutional Equity (co-chair)
- Eric Field, Graduate and Professional Student Government
- Lois Geist, Office of the Executive Vice President and Provost
- Naomi Greyser, Departments of English and Gender, Women's and Sexuality Studies
- Todd Rent, University Human Resources
- June Tai, College of Law
- Doris Witt, Department of English; Chair of the Faculty Senate Policy and Compensation Committee
- Jenna Yang, SACSM & Undergraduate Student Government
- Teri Schnelle, Division of Student Life

DSL STUDENT EMPLOYEE ANTI-HARASSMENT TRAINING

Anti-Violence Plan Strategy

Alicia Aguiar, Abigail Coatney, Jennifer Modestou

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SPEAK OUT IOWA 2021 SURVEY KEY FINDING #1B

Key Finding: *Students report higher rates of unwanted sexual attention by TAs and student employees and unwanted sexual touching by student employees compared to harassment by faculty or other staff.*

The Student Employee Anti-Harassment Training was a prevention and education strategy in the 2018-2021 Anti-Violence Plan and was also included in the 2021-2024 plan. The strategy was to pilot anti-harassment training for student employees in the Division of Student Life with the eventual plan to implement the training with student employees across campus. The pilot would provide information on tracking compliance with University Human Resources and data from supervisors on how to effectively implement the training with student employees.

The ultimate goal of the training was to engage the campus community in ongoing prevention and education efforts to involve all students, faculty, and staff in creating a safe and respectful environment.

TRAINING OVERVIEW

The Division of Student Life (DSL) student employees were assigned to complete the non-supervisory anti-harassment online training as part of the employee Compliance and Qualifications (CQ) system upon hire as part of the onboarding process. This is the same course assigned to University of Iowa (UI) employees as a requirement of full-time employment upon hire and every three years thereafter.

The goal of assigning this training to student employees is to emphasize that we all play an important role as employees in creating a safe and respectful workplace for all, and ultimately reducing sexual misconduct on campus.

Students have approximately two months to complete the training and only need to complete the training once during employment. Actual time to complete the online training is estimated at two hours, and students are paid for their time at the two-hour limit. Student employees may complete the training at home with the approval of their supervisor. Multiple e-mail communication reminders are sent to the student employees and their supervisors about access and completion. Technical support is provided by a human resources staff member in the Division of Student Life as well as the UI Office of Institutional Equity support staff.

WHO

This project was coordinated by the DSL Office of Assessment, Improvement, and Research and DSL Human Resources. The following members took part in creating pilot implementations, a full implementation process, staff roles, and recommendations for campus-wide implementation: Alicia Aguiar and Abby Coatney. Jennifer Modestou in the Office of Institutional Equity was an essential partner in opening the UI Anti-Harassment Training to student employees and brainstorming potential implementation challenges.

2019 TRAINING PILOT

In fall 2019, University Dining student employees were asked to volunteer to complete the online anti-harassment prevention training as a part of a pilot program.

A total of 36 students completed the training, and 17 completed the evaluation. Nearly 80% of students reported that the training was at least moderately relevant to their work, and students reported that the training helped them to identify signs of harassment, understand prevalence of the problem, and support victims.

2021 TRAINING PILOT

In fall 2021, Recreational Services student employees and hourly employees were assigned the online anti-harassment prevention training with additional preparation and communication measures put into place.

For this pilot, the time to complete the course was 90 minutes. Approximately 300 student employees were assigned the training with >90% completion at the end of the semester. Recreational Services supervisors provided feedback on the process by responding to a survey about the implementation process.

DIVISION-WIDE IMPLEMENTATION

Based on the feedback from the 2021 Recreational Services pilot with student employees and supervisors, changes to e-mail communication and processes were made.

In fall 2022 all students employed within DSL were assigned the online anti-harassment course. All new student employees are now required to complete the course as a part of the new employee orientation/onboarding process.

In spring 2023 a final report was submitted, which described the implementation process and completion rate of the course for student employees within DSL. Recommendations were made for the implementation of the training for student employees campus-wide.



FRATERNITY AND SORORITY LIFE TIERED PROGRAM

Anti-Violence Plan Strategy and Office on Violence Against Women Grant Goal

McKenzie Pendry, Isabella Brauhn, Marissa Good, Martha Pierce, Ambur Hageman

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CHARGE

The Fraternity & Sorority Life (FSL) Tiered Program is a Prevention and Education strategy outlined in the 2021-2024 Anti-Violence Plan. The strategy was to pilot a new tiered prevention education program for Fraternity and Sorority Life members to provide developmentally appropriate education based on students' tenure in the FSL community.

The overall goal of the program is to engage the campus community in ongoing prevention and education efforts to involve all students, faculty, and staff in creating a safe and respectful environment.



WHAT IS THE FSL TIERED PROGRAM?

The FSL Tiered Program was created to improve educational quality of violence prevention education for FSL members.

Every FSL member is required to attend one facilitated, interactive workshop each year of their membership. Workshops are designed to scale and build upon previous education. This is in addition to other education FSL students receive including new member academy and around alcohol harm reduction.

Educational participation is tracked by student to ensure each member builds skills and has the same knowledge base. During their first year of membership, each student must complete Tier 1 and during their second year they must complete Tier 2. During years three and four of membership, students must complete Tier 3 and 4, where they have the choice of participating in three different workshops. These tiers are focused on increasing knowledge and skills in these areas.

TIER 1: ENTHUSIASTIC CONSENT

- ❖ Participants learn what consent is, how to set and communicate boundaries and how to respond respectfully to rejection.

TIER 2: BYSTANDER INTERVENTION FOR PREVENTING SEXUAL VIOLENCE

- ❖ Participants learn to recognize warning signs for sexual violence, bystander intervention skills and how to apply those skills to real world scenarios.

TIERS 3 & 4: HEALTHY RELATIONSHIPS

- ❖ Participants learn how culture influences perceptions of relationships, to recognize unhealthy warning signs, and to actively build skills to engage in healthy relationships.

TIERS 3 & 4: DISMANTLING RAPE CULTURE

- ❖ Participants learn what rape culture is, how to recognize it in our everyday interactions and how to actively dismantle it.

TIERS 3 & 4: BYSTANDER INTERVENTION FOR CREATING SAFER COMMUNITIES

- ❖ Participants learn to recognize warning signs for identity-based harm, bystander intervention skills and how to apply those skills to real world scenarios.

OUTCOME

- In fall of 2021, roll out of the pilot program was initiated and introduced to first-year FSL students which included in-person and online sessions. The new members joining FSL entered Tier 1 of the prevention education pilot.
- In spring of 2022, the pilot year with first-year FSL students concluded. The pilot had a 98% completion rate. An end-of-year survey was administered to get feedback on the pilot and set a baseline for future assessment.
- In fall of 2022, the full implementation of the program was started for every member of FSL across all four councils.
- In spring of 2023, the first full year of the pilot concluded, and preliminary data from the year was analyzed.



WHO

The program was created in collaboration with the Women's Resource & Action Center (WRAC), Rape Victim Advocacy Program (RVAP), and Fraternity & Sorority Life (FSL) and included the following members:

- Ambur Hageman, WRAC
- Isabella Brauhn, RVAP
- McKenzie Pendry, FSL
- Martha Pierce, WRAC

HAWK TALKS

Anti-Violence Plan Strategy

Alicia Aguiar, Mike Mueller

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WHAT ARE HAWK TALKS?

Hawk Talks are 20-25 minute, one on one conversations that Resident Assistants (RA's) have with each resident living in their residential community. These discussions cover a variety of topics throughout the academic year, and one focuses on interpersonal violence prevention.

Posters addressing Hawk Talk content and resources are posted in each living community during the Hawk Talk administration period and disseminated to those students who did not participate in the talk.

HAWK TALKS 2022

For the 4th year, Hawk Talks were conducted between RA's and students to discuss how they would help a friend who may have experienced sexual misconduct, awareness of resources, and the role of the Title IX & Gender Equity office in providing support and making a report to the university.

The spring 2022 Hawk Talk provided education about sexual misconduct using a non-gendered scenario example, focusing on consent.

CONCLUSION

For the first time, over **70%** of students were confident they knew how to report and **62%** were aware of resources. Their RA was the most common response.

About **23%** of students were aware of TIXGE and/or could identify at least one of the unit's services. The decline in awareness from past years is not surprising since the name of the office changed in August 2021. Of the students who knew of TIXGE, a slightly higher percentage were able to identify the services they provide.



SPEAK OUT IOWA 2021 SURVEY KEY FINDING #10

Key Finding: *Most students agreed they knew where to go to get help on campus for sexual misconduct, but fewer than half understood where to report sexual misconduct or what happened when you made a report.*

Hawk Talks are an intervention strategy in the 2021-2024 Anti-Violence Plan to help create educational opportunities for students to practice how to respond to disclosures of sexual misconduct. The goal is to develop, integrate, and evaluate inclusive, trauma-informed, person-centered interventions for all those impacted by sexual misconduct, dating violence, and stalking, fairly and equitably.

Hawk Talks were first introduced in the 2018-2021 Anti-Violence Plan as a strategy to expand student prevention and education so every student develops the knowledge and skills to engage in healthy relationships, serve as active bystanders, respond effectively to disclosures, and report problems. The Hawk Talk focused on interpersonal violence prevention and response and is a continued partnership between AVC and Residence Education to better help students learn where to get help and how to report.

HAWK TALK 2022 FINDINGS

Resident Assistants made attempts to complete this Hawk Talk with 2,775 students, about 60% of the on-campus student population. Of those, approximately 2,000 students interacted with their RA and answered some portion of the questions. Some students (n=58) declined to participate due to the nature of the topic.

A Do you know how to help a friend who discloses an experience with sexual misconduct?

	Total = 2,003	%
Knew specific ways to support a friend	1949	97.3%
Could not identify how to support a friend	54	2.7%
Listen and reassure the friend/ believe them	1463	75.1%
Help find support/ encourage to report	1043	53.5%
Referral to campus or virtual resources	583	29.9%
Ask about what type of support is needed	384	19.7%
Offer advice regarding the situation/ partner	181	9.3%
Address with the perpetrator	124	6.3%

B Do you know how to report a problem with sexual misconduct to the University?

	Total = 1,906	%
Knew specific ways or places to report	1350	70.8%
Could not identify how to report	556	29.2%
Connect with people or an office on campus who know how to make a report	1173	86.9%
Refer to the posted resources / hotline	320	53.5%
Click on a link or scan QR code for the website for reporting	159	11.8%
Use the link on the Clery notification e-mail	24	0.29%

C Have you heard of the Title IX-Gender Equity office and do you know how this office supports students?

	Total = 1,932	%
No, had not heard of the TIXGE unit and not aware of its services	1471	76.1%
Yes, heard of the TIXGE unit but not aware of services	236	12.2%
Yes, heard of the unit and could describe at least one service it provides	225	11.6%
Yes, heard of the unit but described services not directly provided	32	1.5%

WHO

The members who worked on Hawk Talks included:

- Alicia Aguiar, Division of Student Life
- Mike Mueller, Residence Education

Want to learn more?

Please contact Alicia Aguiar at alicia_aguiar@uiowa.edu to learn more about the work on this project!

INTERNATIONAL STUDENT ORIENTATION

Anti-Violence Plan Strategy and Office on Violence Against Women Grant Goal

Isabella Brauhn, Marissa Good, Danya Albert, Ambur Hageman, Martha Pierce, Karen Kawala, Binh Nguyen

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SPEAK OUT IOWA 2021 SURVEY KEY FINDING #10

Key Finding #10: *Most students agreed they knew where to go to get help on campus for sexual misconduct, but fewer than half understood where to report sexual misconduct or what happened when you made a report.*

The 2021-2024 Anti-Violence Plan includes a strategy to "increase the accessibility of resources around where to get help and where to report sexual misconduct." The goal of this strategy is to develop, integrate, and evaluate inclusive, trauma-informed, person-centered interventions for all those impacted by sexual misconduct, dating violence, and stalking, fairly and equitably.

In response, the Women's Resource & Action Center (WRAC), Rape Victim Advocacy Program (RVAP), Monsoon Asians and Pacific Islanders in Solidarity organization, and Nisaa African Family Services collaborated to enhance access to resources and services for international students.

WHAT

A healthy relationships presentation that included information on sexual misconduct, dating/domestic violence, and stalking resources was created to be shared during international student orientation. This training was provided to both undergraduate international students and graduate/professional students. Additional information was shared in an online handbook for international students. The healthy relationships presentation has been included in international student orientation since 2022.



WHO

The following members from Monsoon, Nisaa, RVAP, and WRAC collaborated to create a presentation that was shared during international student orientation:

- o Danya Albert, Monsoon
- o Isabella Brauhn, RVAP
- o Marissa Good, WRAC
- o Ambur Hageman, WRAC
- o Karen Kawala, Nisaa
- o Binh Nguyen, Monsoon
- o Martha Pierce, WRAC



OUTCOME

The presentation titled "Healthy Relationships" included a slide dedicated to defining sexual and relationship violence and the related terms.

The presentation also included information on establishing boundaries including what a boundary is and what types of boundaries there are. Information on identities and boundaries discussed how different experiences, backgrounds, and cultures may shape our boundaries.

Lastly, information on Monsoon, Nisaa, RVAP, and WRAC were highlighted including the services and resources each organization provides.



PARENT AND FAMILY HANDBOOK

Anti-Violence Plan Strategy

Emily Milke, Martha Pierce, Eli Hotchkin, Katryn Duarte, Kimmie Andresen, Adam Robinson, Angela Ibrahim-Olin, Susan Junis, Teri Schnelle, Tanya Villhauer, Delaney Dixon, Becca Don, Carissa Bailey, Sumaya Rabee, Lata D'Mello, Leah Soweid, Pearl Tate, Shalisa Gladney

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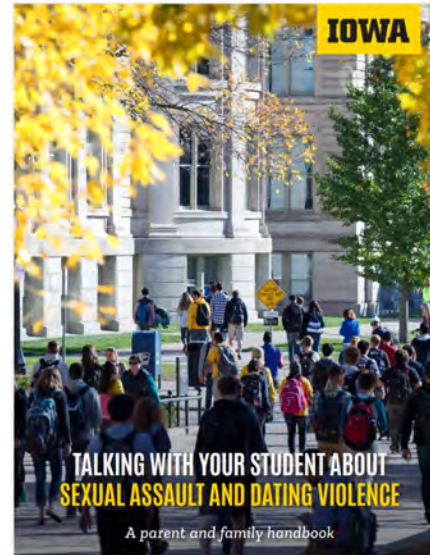
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THE HANDBOOK

In spring 2019, the "Talking With Your Student About Sexual Assault and Dating Violence" handbook was created for parents and families to receive during summer orientation.

The 15-page handbook provides information about how the University of Iowa addresses sexual misconduct, dating violence, and stalking. It is also a guide meant to serve as a resource and a starting point for conversations between families and their student about preventing and responding to sexual violence on campus.

The handbook starts off by defining key terms such as consent, sexual assault, and sexual harassment. Other content includes key findings from the Speak Out Iowa Survey, bystander intervention, and survivor support. Information about confidential resources, making a UI report, and making a criminal report are also included in the handbook.



WHO

The handbook was created with the help of various community organizations, University of Iowa offices, and Iowa students. The community organizations include Monsoon Asians & Pacific Islanders in Solidarity, Nisaa African Family Services, and the Domestic Violence Intervention Program who donated their time and effort to assemble the book. The Office of Student Accountability, Office of the Vice President for Student Life, Rape Victim Advocacy Program, Student Wellness, and Women's Resource & Action Center helped with the writing and editing. Lastly, Iowa students volunteered their time and effort to write, edit, and provide input on the handbook.



SPEAK OUT IOWA 2017 SURVEY KEY FINDING #2

Key Finding: *Except for sexual harassment by faculty/staff, undergraduate students reported significantly higher rates of all types of sexual misconduct compared to graduate students.*

The Parent and Family Handbook was a strategy in the 2018-2021 Anti-Violence Plan to help expand student prevention and education so every student develops the knowledge and skills to engage in healthy relationships, serve as active bystanders, respond effectively to disclosures, and report problems.

The ultimate goal was to engage the campus community in ongoing prevention and education efforts to involve all students, faculty, and staff in creating a safe and respectful environment.

With this in mind, the Anti-Violence Coalition outlined a strategy to provide tools for parents and families to use in conversations with students about healthy relationships, consent, and the use of alcohol.

WHAT TO SAY: SUPPORTING YOUR STUDENT

LISTEN

Listen with patience and without judgment. Allow your student to share as much or as little as they want, understanding that there may be parts that they do not feel comfortable sharing with you. Thank them for trusting you and continue to let them know that you are there for them. **Listening and being empathetic may be the most important things you can do.** In addition to disclosing recent assault or abuse, some students may have experienced victimization before coming to college and may feel safe sharing only with the passage of time and distance.

Try...

- Love you and I'm here for you.
- Thank you for trusting me enough to share this with me (if you need it).
- I believe you.

Because...

Your student needs to know that you are there for them, no matter the what.

SUPPORT

Support the decisions your student makes in their healing after experiencing assault or abuse, even if you want them to do something different. When a person experiences sexual harassment/misconduct, their power is taken away from them. **Allowing them to make their own informed decisions is one way they can regain control over their lives.** In your conversations with your student, focus on their options, not on your opinions.

Try...

- There are so many options available to you in the community and on campus about what you can do.
 - What do you think you'd like to try here on campus?
 - What would you like to try here on campus?
- Because...**
- Having options and knowledge about your options can help you feel more in control.

REFER

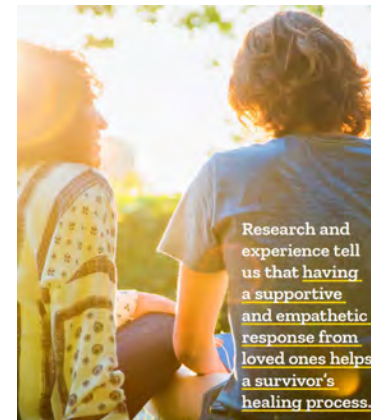
Refer your student to places on campus and in the community that can offer support. There are many reporting and confidential support options available to your student. Even if they don't access these options immediately, continue to check in, but don't force the issue. It is common for survivors to experience trauma symptoms for months and years after experiencing assault or abuse. Remind your student that they can seek help at any time, even if the harm occurred a long time ago.

Try...

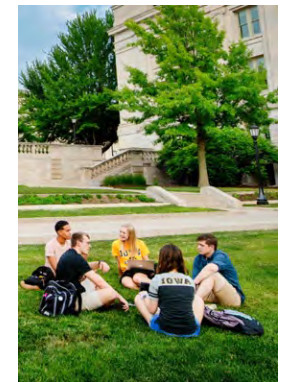
- Love and support your student's choices to seek help.
- Thank the support options that are available to your student.
- If your student is unsure of what to do, offer to go with them to help them navigate the process.

Because...

There are many resources available in the community and on campus that can help your student feel more in control.



Research and experience tell us that having a supportive and empathetic response from loved ones helps a survivor's healing process.



STUDENT ADVISORY COMMITTEE ON SEXUAL MISCONDUCT (SACSM)

Madalyn Lovejoy, Hope Minor, Celine Fender, Aimen Hameed, Sarah Hovey, Ijeoma Ogbonna, Delaney Orewiler, Grace Ries, Mimi Roberts, Madison Ross, Sydney Ryan

MISSION STATEMENT

The University of Iowa Anti-violence Coalition (AVC) is a multidisciplinary team focused on ensuring a coordinated community response to prevention and intervention of sexual misconduct, dating/domestic violence, and stalking.

The AVC meets monthly to discuss pertinent and timely issues pertaining to 1) policies and procedures, 2) education and training, and 3) system response. The Office of Institutional Equity's Title IX & Gender Equity unit takes pride in facilitating this collaboration across campus and within the community.

Coalition work groups implement strategies from the 3-year Anti-violence Plan. Strategies are informed by the Speak Out Iowa campus climate survey, evidence-informed practice, and input from members of the AVC, including students and community stakeholders.

23-24 MEMBERS

- Madalyn Lovejoy (co-chair)
- Hope Minor (co-chair)
- Celine Fender
- Aimen Hameed
- Sarah Hovey
- Ijeoma Ogbonna
- Delaney Orewiler
- Grace Ries
- Mimi Roberts
- Madison Ross
- Sydney Ryan



WHAT IS SACSM?

Members of the Student Advisory Committee on Sexual Misconduct (SACSM) serve as a student voice to the UI Anti-violence Coalition (AVC). SACSM members offer a student perspective on prevention, intervention, and policy strategies in which the campus engages. Members work on the Anti-violence Plan (AVP) strategies by serving on committees, implementing projects, and monitoring assessment data related to the AVP and other university commitments in the domain of sexual misconduct. Members apply for membership and are chosen through a blind selection process by the existing SACSM membership.

BECOMING A MEMBER

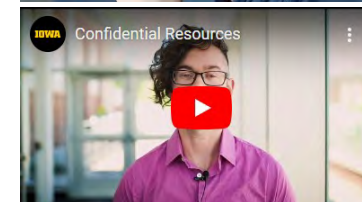
Students who are interested in joining SACSM should apply as seats on the committee become available. Each member's term is expected to last two years, and at the expiration of the term SACSM considers applications for a new member. SACSM meets twice a month to learn more about campus resources and discuss an agenda for improving campus culture around sexual misconduct. Each meeting includes training/education from a campus or community constituent about a specific aspect of sexual misconduct. Each meeting builds off the last meeting, includes topics proposed in advance, and updates on smaller subcommittee projects. This prompts open discussion among the members, who each bring unique insight through their connections at the University of Iowa and who volunteers to complete assignments to advance the committee's projects.

RESPONSIBILITIES

1. Members are expected to attend bi-weekly SACSM meetings.
2. Members are expected to serve on at least one subcommittee of the Anti-violence Coalition or a SACSM work group.
3. Members assist with prioritizing SACSM strategies for current year, using the Anti-violence Plan to inform prioritization.
4. Members are expected to review campus assessment data, learn about university sexual harassment and sexual misconduct policies and procedures, as well as be familiar with prevention and intervention programs and resources.
5. Members provide leadership for developing the University's Anti-violence plan by reviewing campus climate survey data, evidence-based prevention strategies, and synthesizing stake-holder input.
6. Members act as a bridge, helping to ensure students' experiences, knowledge, and needs inform university policies, procedures, and strategic initiatives. Members also act as a bridge by informing other students about university policies, procedures, strategic initiatives, programs, and services.
7. Members engage in knowledge sharing with SACSM by using their lived experiences, knowledge gained through research and scholarship, and skills gained from involvement in other campus activities.
8. Members promote help-seeking behavior by respecting the boundaries of those disclosing harm and linking those individuals with the appropriate campus or community resource to provide care.

RECENT CONTRIBUTIONS

- Developed How to Help a Friend video series
- Served on the Speak Out Iowa Student Sexual Misconduct Survey Committee
- Served on the writing committee for the 2021-2024 Anti-violence Plan
- Advised on the development of a university communication plan
- Advised on recommendations for policy education for students
- Served on the Consensual Relationship Policy Review Work Group
- Supported the relaunch of the Green Flag Campaign
- Served on the Timely Warning Work Group
- Served on the Protective Environments Work Group



Want to learn more?

Please contact Madalyn Lovejoy or Hope Minor at ui-sacsm@uiowa.edu to learn more about SACSM's work!

SEXUAL ASSAULT NURSE EXAMINER (SANE) SERVICES VIDEO

Anti-Violence Plan Strategy and Office on Violence Against Women Grant Goal

Katy Rasmussen, Teagan Perrin, Noreasa Higgins, Teri Schnelle

MISSION STATEMENT

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WHAT IS A SANE?

A SANE, Sexual Assault Nurse Examiner, is a registered nurse (RN) who provides care and treatment to victims of sexual assault in collaboration with other healthcare providers. SANEs may also collaborate with law enforcement, prosecutors, advocacy groups, and other community partners as members of a Sexual Assault Response Team (SART) team.

A SANE conducts a medical forensic exam to patients who have experienced sexual violence. Additionally, the SANE offers emotional support, crisis intervention, and resources available to them after the initial exam.

A sexual assault medical exam ensures:

- Physical injuries that may have occurred are promptly identified and addressed.
- Victims may receive medication for the prevention of pregnancy and STIs.
- Evidence may be collected by a sexual assault nurse examiner and preserved for a criminal investigation or university complaint now or in the future.

Forensic evidence may be collected up to 120 hours after the incident occurs.

SPEAK OUT IOWA 2021 SURVEY KEY FINDING #10

Key Finding: *Most students agreed they knew where to go to get help on campus for sexual misconduct, but fewer than half understood where to report sexual misconduct or what happened when you made a report.*

In response, a short video was created as an intervention strategy apart of the 2021-2024 Anti-Violence Plan to increase the successful linkage of victim/survivors with a Sexual Assault Nurse Examiner (SANE). The goal is to develop, integrate, and evaluate inclusive, trauma-informed, person-centered interventions for all those impacted by sexual misconduct, dating violence, and stalking, fairly and equitably

The video was posted to the University of Iowa Division of Diversity Equity & Inclusion's YouTube channel.

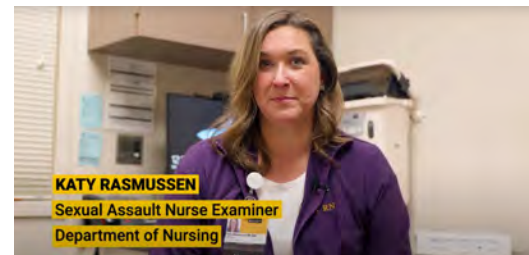


ANTI-VIOLENCE COALITION COLLABORATION WITH SANE

In collaboration with the Sexual Assault Nurse Examiner (SANE) program, the Anti-violence Coalition created an informational video about SANE and the services they offer.

The video features Sexual Assault Nurse Examiner Katy Rasmussen and UI student Noreasa Higgins. Katy walks us through the services provided to individuals who have been through a sexual assault. Katy also talks about resources available to survivors.

In addition, Katy highlights important information to be aware of in order to help spread awareness throughout the community.



KATY RASMUSSEN
Sexual Assault Nurse Examiner
Department of Nursing

WHO

The individuals who helped create this video include:

- Katy Rasmussen, College of Nursing
- Teagan Perrin, Student Life Communications (Shot/Edited video)
- Noreasa Higgins- Graduate student (Featured)
- Teri Schnelle, Office of the Vice President for Student Life (Script)



SCAN TO WATCH VIDEO



SPEAK OUT IOWA

Anti-Violence Plan Tactic

Carolyn Hartley, Teri Schnelle, Christina Shutters, Elizabeth Momany, Anne Abbott, Brittany Greenbaum, Shalisa Gladney, Martha Pierce, Olivia Westemeier

MISSION STATEMENT

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Coalition work groups implement strategies from the 3-year Anti-violence Plan. Strategies are informed by the Speak Out Iowa campus climate survey, evidence-informed practice, and input from members of the AVC, including students and community stakeholders.

CHARGE

The University of Iowa Anti-Violence Plans focus on prevention and education, intervention, and policy and are informed by data from the key findings of the Speak Out Iowa Survey. The survey includes items regarding sexual harassment, sexual violence, dating violence, and stalking. The Speak Out Iowa Survey was administered in 2015, 2017, and 2021. The 2021 survey informed the creation of the 2021-2024 Anti-Violence Plan. The input of students who took time to complete the survey continues to be at the core of the University's comprehensive strategy to respond to these issues on our campus. The University continues to tailor its efforts to address specific campus needs, including seeking input from those impacted.

WHAT

In spring 2021, the University of Iowa conducted the third iteration of the Speak Out Iowa campus climate survey to examine sexual misconduct on campus. All degree-seeking undergraduate, graduate, and professional students received an email invitation to complete the 15-minute online survey on either a computer or their smartphone.

The survey examined 1) the frequency of sexual misconduct among students; 2) students' experiences supporting a friend who disclosed sexual misconduct to them; 3) how sexual misconduct affects students' academic progress; and 4) how students negotiate sexual consent. All student's participation was voluntary, and responses were anonymous. The survey was administered by the Campus Climate Survey Subcommittee.



TAKE THE 15-MINUTE SURVEY AT

SPEAKOUT.IOWA.EDU

SPEAK OUT ABOUT STUDENT SAFETY

SEXUAL HARASSMENT
SEXUAL VIOLENCE
DATING VIOLENCE
STALKING

RESULT

In 2021, of the 5122 students who accessed the survey and agreed to participate, 4268 remained in the final sample. Thus, the overall response rate was 15.54%. Survey results were used to continue to inform the University's ongoing efforts to address sexual misconduct on campus. View the full report at <https://speakout.uiowa.edu/>

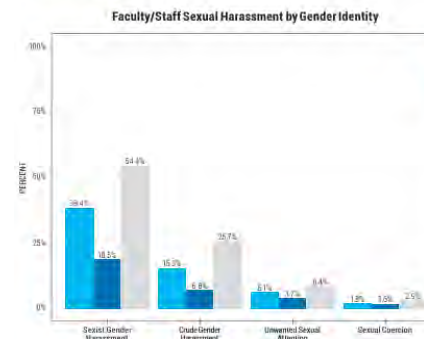
WHO

The Campus Climate Survey Subcommittee was a subcommittee of the Anti-Violence Coalition. Members included:

- Carolyn Hartley, School of Social Work
- Teri Schnelle, Office of the Vice President for Student Life
- Christina Shutters, Obstetrics and Gynecology
- Elizabeth Momany, Public Policy Center
- Anne Abbott, Graduate College
- Brittany Greenbaum, University Counseling Service
- Shalisa Gladney, Afro-American Cultural Center
- Martha Pierce, WRAC
- Olivia Westemeier, SACSM member & undergraduate student

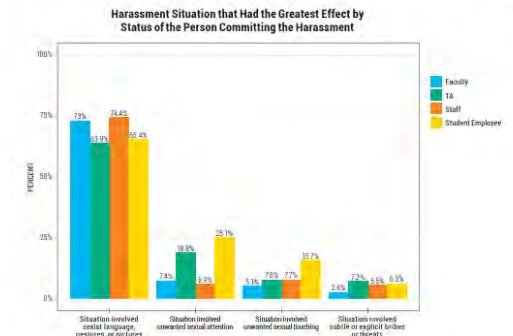
Key Finding #1a

TGNC students report significantly higher rates of sexist and crude gender harassment than men and women. Women also experience significantly higher rates of these two types harassment compared to men.



Key Finding #1b

Students report higher rates of unwanted sexual attention by TAs and student employees and unwanted sexual touching by student employees compared to harassment by faculty or other staff.



INTERPERSONAL VIOLENCE AWARENESS COMMUNICATIONS PLAN

Anti-Violence Plan Strategy

Teri Schnelle, Charlie Taylor, Michael Benning, Martha Pierce, Krista Kronstein, Hann Wiles, Mara Cheney

MISSION STATEMENT

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Coalition work groups implement strategies from the 3-year Anti-violence Plan. Strategies are informed by the Speak Out Iowa campus climate survey, evidence-informed practice, and input from members of the AVC, including students and community stakeholders.

CHARGE

The 2021-2024 Anti-Violence Plan includes a strategy to "create a plan to utilize social media and other information technology, such as apps, to raise awareness of interpersonal violence and provide resources." The goal of this strategy is to develop, integrate, and evaluate inclusive, trauma-informed, person-centered interventions for all those impacted by sexual misconduct, dating violence, and stalking, fairly and equitably.

In response, a work group which included members of the AVC, Student Advisory Committee on Sexual Misconduct (SACSM), Division of Diversity, Equity, and Inclusion, and the Division of Student Life, was charged with creating a communication plan to share interpersonal violence awareness and resource related messages with undergraduate, graduate, and professional students. The charge also included the following:

- Create a communication plan that utilizes social media, along with other technology such as ICON, that shares key messages around prohibited behaviors, where to report, where to get help, and prosocial messaging around consent, healthy relationships, and bystander intervention with students.
- Messages should include both general messaging for students and specific messaging targeted to certain student groups, such as incoming or new students.
- Utilize the "Our Community Cares" umbrella messaging as appropriate.
- Ensure messaging reflects student voices and experiences.

PROCESS

Beginning in fall 2021, the communications work group met regularly to develop messaging focus and structure. Focus groups were held in spring 2022 with students, faculty, and staff to gauge the effectiveness of the messages and delivery. This plan was adjusted based on feedback from these focus groups.

The Division of Diversity, Equity, and Inclusion (DDEI) with the Office of Strategic Communications (OSC) distributed all content and messaging via Slack, Listserv, and the DDEI website to campus communicators. All content was discussed during monthly Campus Communicators meetings.

The work group partnered with Undergraduate Student Government, Graduate, and Professional Student Government, and SACSM to craft social media messages that ensured student voices and experiences were reflected.

WHO

The work group included the following members:

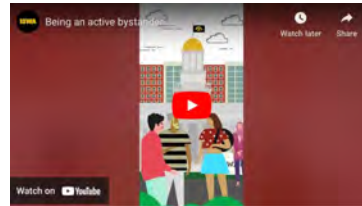
- Teri Schnelle, Division of Student Life
- Charlie Taylor, Division of Diversity, Equity, and Inclusion
- Michael Benning, Office of Strategic Communication
- Martha Pierce, WRAC
- Krista Kronstein, TIXGE
- Hann Wiles, Grad student, SACSM
- Mara Cheney, Division of Student Life

OUTCOME

In spring 2022, key messaging around interpersonal violence prevention and resources was created and shared with various student groups for feedback. Final messaging was created, and a final report was submitted in August 2022.

In fall 2022, four videos based on the key messaging outlined by the work group were created and shared with campus.

In spring 2023, three ICON news messages with links to informational videos about confidential resources, relationship boundaries, and how to help a friend, were developed. These will be regularly posted in September, January, and April starting in the 2023-2024 academic year.



In fall 2022, a video on being an active bystander was created and shared with campus via social media. The video is on the University of Iowa's YouTube channel.



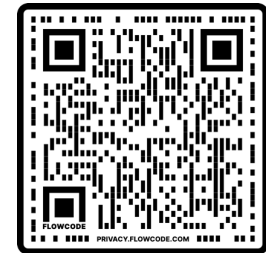
In fall 2022, a video on how to get help was created and shared with campus via social media. The video is on the University of Iowa's YouTube channel.



In fall 2022, a video on boundaries with an accompanying infographic was created and shared with campus. The video was shared on Instagram Stories on the main @uiowa channel and was viewed roughly 10,000 times. It is now in the @uiowa highlights section of the Instagram channel.



In fall 2022, a video on how to report was created and shared with campus via social media. The video is on the University of Iowa's YouTube channel.



Scan QR code for full list of videos on the University of Iowa's YouTube channel's playlist called "Preventing interpersonal violence on campus: Our Community Cares"

Photos from the session

IOWA





SEXUAL ABUSE EXAMINER (SANE) SERVICES VIDEO

Most Women Grant Goal

WHO

- Katy Rasmussen, College of Nursing
- Teagan Perin, Student Life Communications
- Nareesa Higgins, Graduate student
- Teri Schrodt, Office of the Vice President for Student Life

Coalition IOWA

IOWA
Katy Rasmussen
(she/her)



Violence Against Women Grant
 aw, Hayley Bruce, Drew Corbett, Jenna Yang

CHARGE

The Timely Warning Work Group was charged with the following:

- To review the timely warning email template and provide recommendations on changes to the content and design.
- Recommend additional ways to issue safety alerts to campus.
- Engage in multiple feedback loops to ensure any new/additional content meets the needs of campus.

The work group was also responsible for delivering a report that outlined the recommended changes and additional communication strategies.

WHO

Members of the Timely Warning Work Group included:

- Dave Vain, Campus Safety (Chair)
- Nate Levin, Office of General Council
- Teri Schnelle, Office of the Vice President for Student Life
- Emily Mike, RVAP
- Michael Shaw, RVAP
- Hayley Bruce, Office of the Vice President for Student Life
- Drew Corbett, Office of the Vice President for Student Life
- Jenna Yang, Office of the Vice President for Student Life

INTERPERSONAL VIOLENCE AWARENESS
 Anti-Violence Plan Strategy

Teri Schnelle, Charlie Taylor, Michael Benning, Martha Pierce, Krista Kronstein, Hann Wil

MISSION STATEMENT

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Coalition work groups implement strategies from the 3-year Anti-Violence Plan. Strategies are informed by the Iowa Our Iowa campus climate survey, evidence-informed practice, and input from members of the AVC, including students and community partners.

PROCESS

Beginning in fall 2021, the communications work group developed messaging focus and structure. Focus groups were held in 2022 with students, faculty, and staff to gauge the effectiveness of messages and delivery. This plan was adjusted based on feedback from these focus groups.

The Division of Diversity, Equity, and Inclusion (DDEI) with the Office of Strategic Communications (OSC) distributed all content and messaging to Black, Latine, and the DDEI website to campus communications, including Black, Latine, and the DDEI website to campus communications, including Black, Latine, and the DDEI website to campus communications, including Black, Latine, and the DDEI website to campus communications.

The work group partnered with Undergraduate Student Government, Graduate, and Professional Student Government, and Student Government messages that ensured student voices were reflected.

CHARGE

The 2021-2024 Anti-Violence Plan strategy to "create a plan to utilize social media and other information technology to raise awareness of interpersonal violence." This strategy is to develop, integrate, and disseminate information-centered interventions for all types of interpersonal violence, including violence, stalking, hazing, and

The work group included members of the AVC, Student Advisory Council, Sexual Misconduct (SACSM), Division of Diversity, Equity, and Inclusion, and the Division of Student Life, was charged with creating a communication plan to share interpersonal violence awareness and resource related messages with undergraduate, graduate, and professional students. The charge included the following:

- Develop a communication plan that utilizes social media, along with other channels such as ICAN, that shares key messages around prohibited behaviors, report, where to get help, and practical messaging around consent, relationships, and bystander intervention with students.
- Messages should include both general messaging for students and specific messaging targeted to certain student groups, such as incoming or new students.
- Utilize the "Our Community Cares" umbrella messaging as appropriate.
- Ensure messaging reflects student voices and experiences.





LIFE TIERED PROGRAM

Violence Against Women Grant Goal

Dr. Heidi Hegeman

WHAT IS THE FSL TIERED PROGRAM?

The program is designed to improve educational quality of violence prevention education for students. It is a two-year program that includes an online course, an in-person facilitated, interactive workshop each year of that course, and a final assessment. The program is designed to be implemented on a campus-wide basis. The program is designed to be implemented on a campus-wide basis. The program is designed to be implemented on a campus-wide basis.

OUTCOMES

- In fall of 2021, all out of the pilot year FSL students which included 100 members joining FSL, entered Tier 1.
- In spring of 2022, the pilot year students completed a final assessment. An evaluation of the pilot year was conducted on the pilot year and a final assessment was conducted.
- In fall of 2022, the fall implementation of FSL across all participating campuses.
- In spring of 2023, the final assessment of the program will be conducted.

ENTHUSIASTIC CONSENT

Students need to see and communicate boundaries and how to respond to them.

TIER 2: BYSTANDER INTERVENTION FOR PREVENTING SEXUAL VIOLENCE

Students learn signs for sexual violence, bystander intervention skills and how to respond to them.

PEACEFUL RELATIONSHIPS

Students learn to recognize unhealthy relationships and how to respond to them.

RAPE CULTURE

Students learn to recognize rape culture and how to respond to it.

INTERVENTION FOR COMMUNITIES

Students learn to recognize and respond to violence in their communities.

Anti-Violence

IOWA
McKenzie
Ponding (Chief, Paw)

PARA

Anti-Violence
Emily White, Hart
Becca Don, Carina

MISSION STATEMENT

The mission of the Iowa State University Anti-Violence Center is to prevent, respond to, and support survivors of sexual violence. We are committed to creating a safe and inclusive campus for all students, faculty, and staff. We are committed to providing support and resources to survivors and promoting a culture of respect and accountability.

SPEAK OUT IOWA 2017 SURVEY KEY FINDINGS #2

Key findings from the 2017 survey include: 1. 75% of respondents reported feeling safe on campus. 2. 60% of respondents reported knowing someone who had experienced sexual violence. 3. 45% of respondents reported knowing someone who had experienced sexual violence. 4. 30% of respondents reported knowing someone who had experienced sexual violence.

