Culture of Respect Overview

Jennifer E. Henkle, July 31, 2020, St. Norbert College
About Culture of Respect
We build the capacity of educational institutions to end sexual violence through ongoing, expansive organizational change.
Culture of Respect
Ending Campus Sexual Violence
A NASPA Initiative

Public health framework
Evidence-based approach
Getting everyone to the table
THE COLLECTIVE
LOOKING TO ADVANCE YOUR INSTITUTION’S EFFORTS TO ADDRESS SEXUAL VIOLENCE?

This ambitious two-year program brings together institutions of higher education who are dedicated to ending campus sexual violence and guides them through a rigorous process of self-assessment and targeted organizational change.
The Collective

Institutions dedicated to addressing sexual violence

Rigorous self-assessment

Targeted organizational change
The Collective

Institutions dedicated to addressing sexual violence

Rigorous self-assessment

Targeted organizational change

Institution

CORE Evaluation
The Collective

- Institutions dedicated to addressing sexual violence
- Rigorous self-assessment
- Targeted organizational change

Institution
CORE Evaluation
Customized plan
Culture of Respect Collective Cohort 5 Timeline

Program Launch

January — March 2021

Campus Leadership Team ("CLT") formation

Spring 2021

Administer CORE Evaluation

Summer — Fall 2021

Develop Individualized Implementation Plan ("IIP")

IIP feedback + revision

Fall 2021 — Fall 2022

IIP implementation; ongoing participation in professional development, peer-led learning, and technical assistance

November 2022

Re-administer CORE Evaluation
Program Benefits

- CORE Evaluation
- Individualized implementation plan
- 2022 NASPA Strategies Conferences
- CPE Train-the-Trainer course
- Foundations course
- CORE Constructs toolkit
- Virtual or in-person site visit
- All against a backdrop of peer-led learning, professional development, direct support, and technical assistance
What institutions put into the Collective... … and what they get out of it
How does the Collective help meet an institution's needs in the current landscape?
Meeting Your Needs in the Current Landscape: Title IX

➔ Our perspective: The rule is the floor. We want to help you reach the ceiling.

➔ Forthcoming Title IX Guide: Going Above and Beyond Compliance

➔ Access to NASPA staff and resources, including Research and Policy team, survivor advocates, experts in respondent services
Meeting Your Needs in the Current Landscape: Equity, Inclusion, and Social Justice

➔ Public health approach addressing all levels of the SEM

➔ Intersectional lens recognizing the relationship between sexual violence and identity

➔ Forthcoming *Title IX Guide: Going Above and Beyond Compliance*

➔ CORE Evaluation questions to challenge the status quo around intersectional approaches to prevention and response
Meeting Your Needs in the Current Landscape: COVID-19

➤ Maximize limited resources using the CORE Blueprint framework and Collective program model

➤ Build relationships across departments and siloes through the Campus Leadership Team

➤ CORE Constructs’ replicable tools and templates help prevent reinventing the wheel

➤ Additional hands to help with the work:
  ◆ Foundations Course
  ◆ Certified Peer Educators
Outcomes & Impact
Program Outcomes

➔ Clarity and visibility of your institution’s commitment

➔ Increased awareness of your institutional approach to addressing violence

➔ Improved collaboration across departments

➔ Accountability

➔ Sense of purpose and connection

➔ Identification of best practices

➔ Increased knowledge and skills
Program Impact

At the conclusion of the program:

➔ CORE Evaluation **score increased in 5 of 6 pillars**

➔ Average aggregate **score went up 50 points**

➔ Compliant with an average of **3 additional federal requirements**

➔ IHEs identified an average **22 objectives & completed or made progress on 85%**
Program Impact: Collective Components

Collective Components’ Impact on Institutional Effort

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<tr>
<th>Component</th>
<th>Agree</th>
<th>Strongly Agree</th>
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<tbody>
<tr>
<td>CORE Evaluation identified areas for growth and improvement</td>
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<tr>
<td>IIP helped define institutional goals</td>
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<tr>
<td>IIP helped reach institutional goals</td>
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<tr>
<td>Relationship with Culture of Respect held us accountable to IIP</td>
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Program Impact: Satisfaction

Satisfaction with Collective Components

- Receiving baseline CORE Evaluation results and feedback
- Ad hoc technical assistance from Culture of Respect staff
- CORE Constructs Toolkit
- Collective professional development events
- Connecting with colleagues during in-person networking events

Very Satisfied
Research out of Cohort 4 institution unintentionally supports our approach to making organizational change at the college or university level.

➔ **Barriers**: limited capacity, lack of knowledge, limited student engagement, and bureaucratic structure

➔ **Facilitators**: positive campus culture and pre-existing programming

Participation
Participating Institutions

Nearly 120 institutions of higher education including:

➔ Community colleges
➔ HBCUs
➔ Public and private four year IHEs
➔ Religiously affiliated
➔ System-wide institutions
➔ International campuses
The Culture of Respect Collective at Providence College brought wide engagement across the campus—faculty, staff, and students working hard together to address sexual assault. In addition to the outcomes we are implementing, the process itself built greater trust and collaboration in our campus community. Working with NASPA, our state health department, and local crisis center infused the experience with both expertise and credibility. The Collective has been a highly beneficial experience for our campus community.”

- James F. Campbell, PhD, Assistant Vice President for Student Development and Compliance, Providence College
Questions?
Thank You

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