

Culture of Respect Overview

Jennifer E. Henkle, July 31, 2020, St. Norbert College

PURDUE
UNIVERSITY



KNOW
MORE **UT**
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Jennifer E. Henkle, MSW, CSW

About Culture of Respect

A photograph of four students walking away from the camera down a long, arched hallway. From left to right: a Black male with a backpack, a white female with a backpack, a white male with a backpack, and an Asian female with a shoulder bag. The hallway has high ceilings with arched windows and doorways, creating a sense of depth. The lighting is soft and even.

**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**

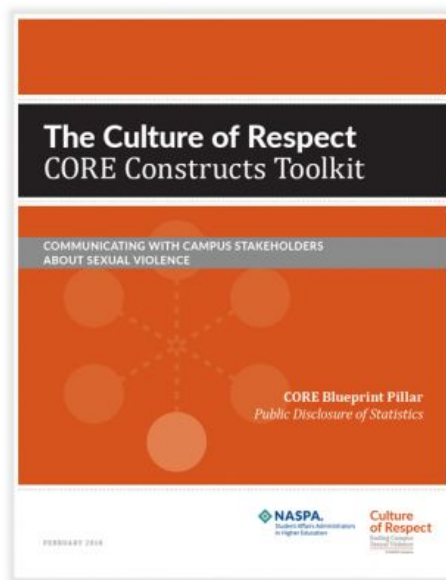
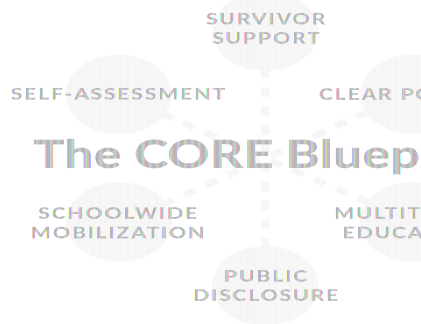
**Evidence-
based
approach**

**Getting
everyone to
the table**

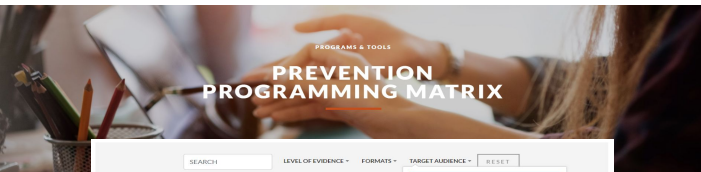
A close-up, slightly blurred photograph of a person's hands holding a dark-colored pen over a light-colored document. The person is wearing a watch on their left wrist. The background is out of focus, showing more of the document and possibly other people or objects in a workspace.

PROGRAMS & TOOLS

SIGNATURE TOOLS



Culture of Respect CORE EVALUATION



PROGRAM NAME	LEVEL OF EVIDENCE	FORMAT	TARGET AUDIENCE	DESIGNED BY
A Call to Men	Emerging	In-person Workshop Presentation	Undergraduate students Graduate Students Faculty and staff	Designed by CORD
Agent of Change	Promising Direction	Online Course	Undergraduate students	Video game-style design
AlphaPhiGamma Resilience Program	Emerging	Online Course	Undergraduate students Faculty and staff	Custom version available for student activities
Bringing in the Bystander	Supported By Evidence	In-person Workshop	Undergraduate students	Focus on healthy relationships
BOUT That Life	Emerging	In-person Workshop	Undergraduate students	The program is designed for students of color
Can I Kiss You?	Promising Direction	Presentation	Undergraduate students Graduate Students Faculty and staff	Additional programming and training offered
Certification of Responsible Relationship™ (CRR™)	Emerging	In-person Workshop	Undergraduate students	Program content is specialized for female and non-binary student athletes



T9TAP

Title IX Technical Assistance Project

by Culture of Respect®



PROGRAMS & TOOLS

THE COLLECTIVE

A blurred background image showing a person's hands holding a pen over some papers, suggesting a collaborative or administrative setting.

PROGRAMS & TOOLS

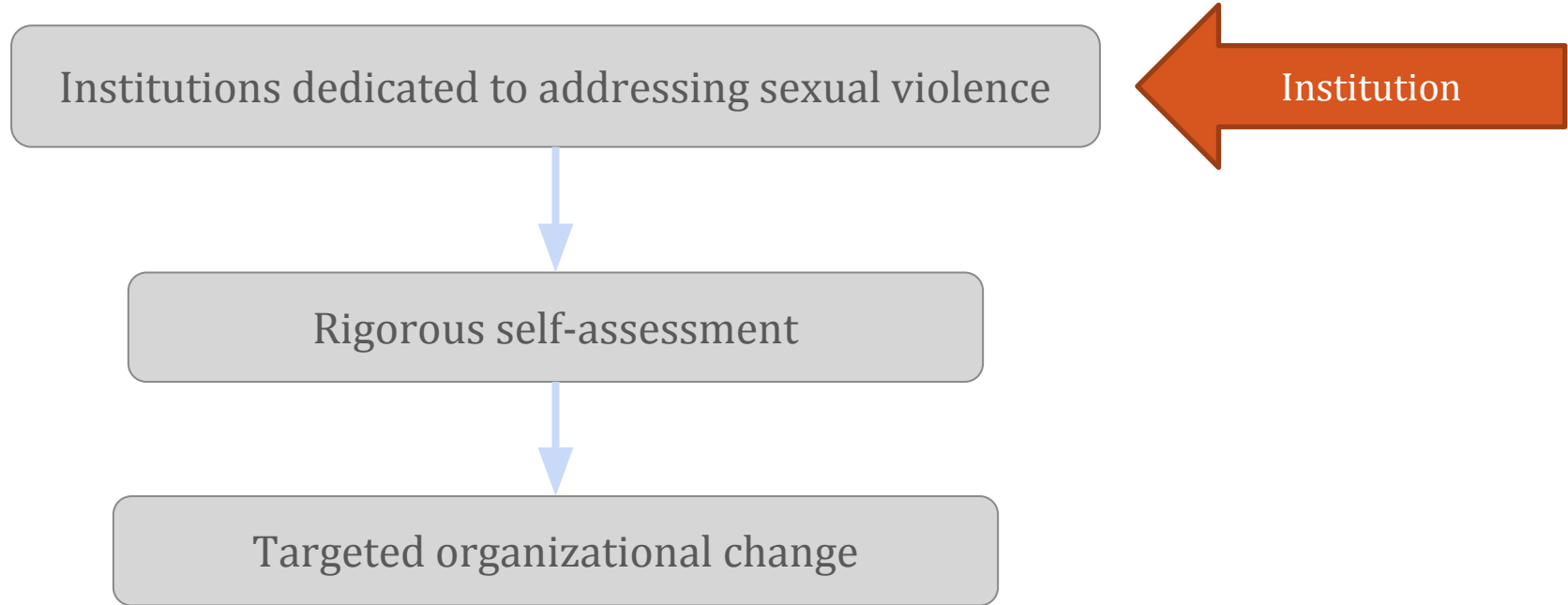
THE COLLECTIVE

LOOKING TO ADVANCE YOUR INSTITUTION'S EFFORTS TO ADDRESS SEXUAL VIOLENCE?

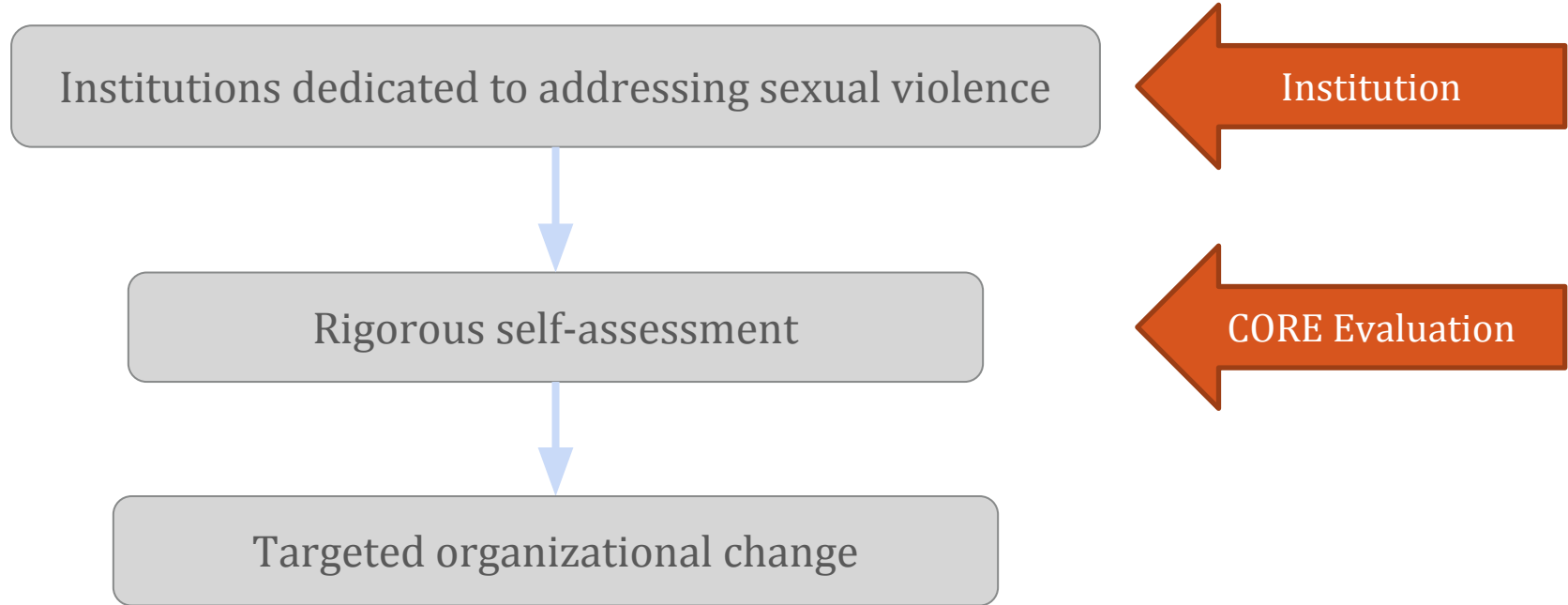
This ambitious two-year program brings together institutions of higher education who are dedicated to ending campus sexual violence and guides them through a rigorous process of self-assessment and targeted organizational change.

Timeline and Program Components

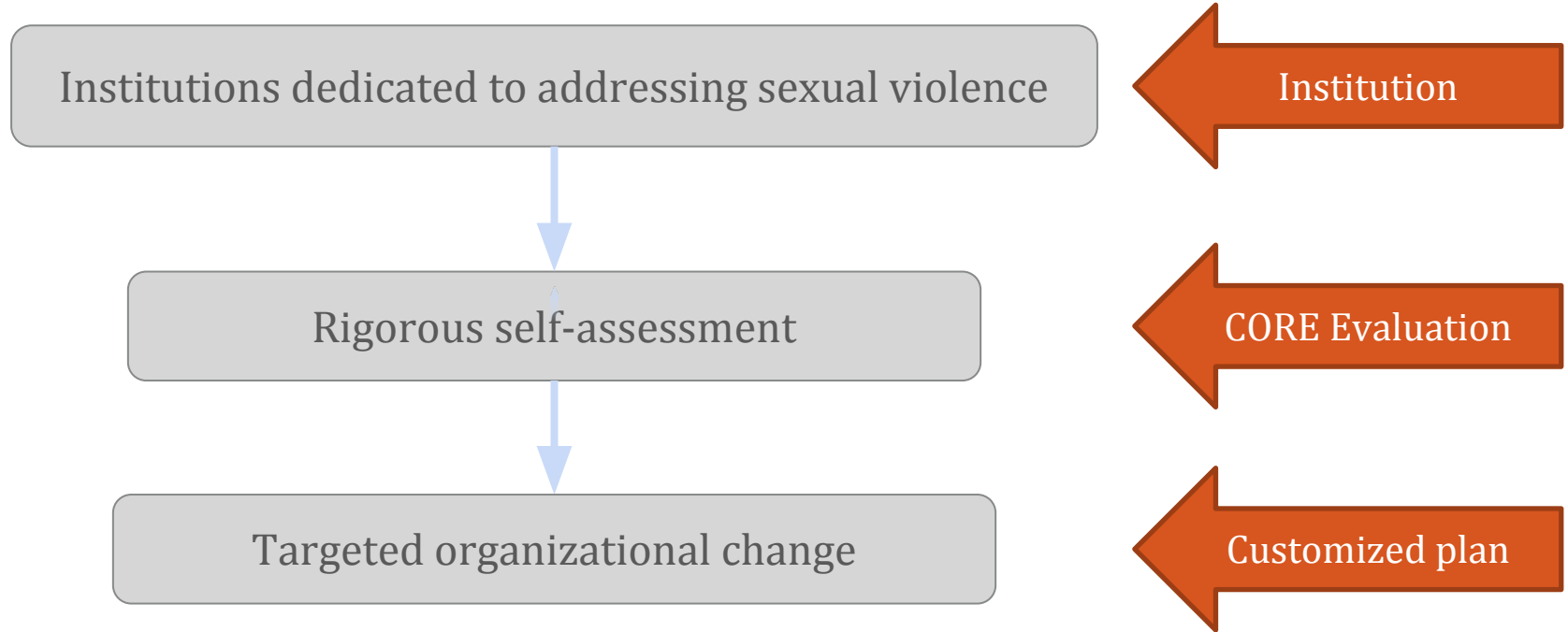
The Collective



The Collective



The Collective



Culture of Respect Collective Cohort 5 Timeline

Program Launch

**Campus
Leadership Team
("CLT") formation**

**Administer
CORE
Evaluation**

**Develop
Individualized
Implementation
Plan ("IIP")**

**IIP feedback
+ revision**

January — March 2021

Spring 2021

Summer — Fall 2021

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

**Re-administer
CORE
Evaluation**

Fall 2021 — Fall 2022

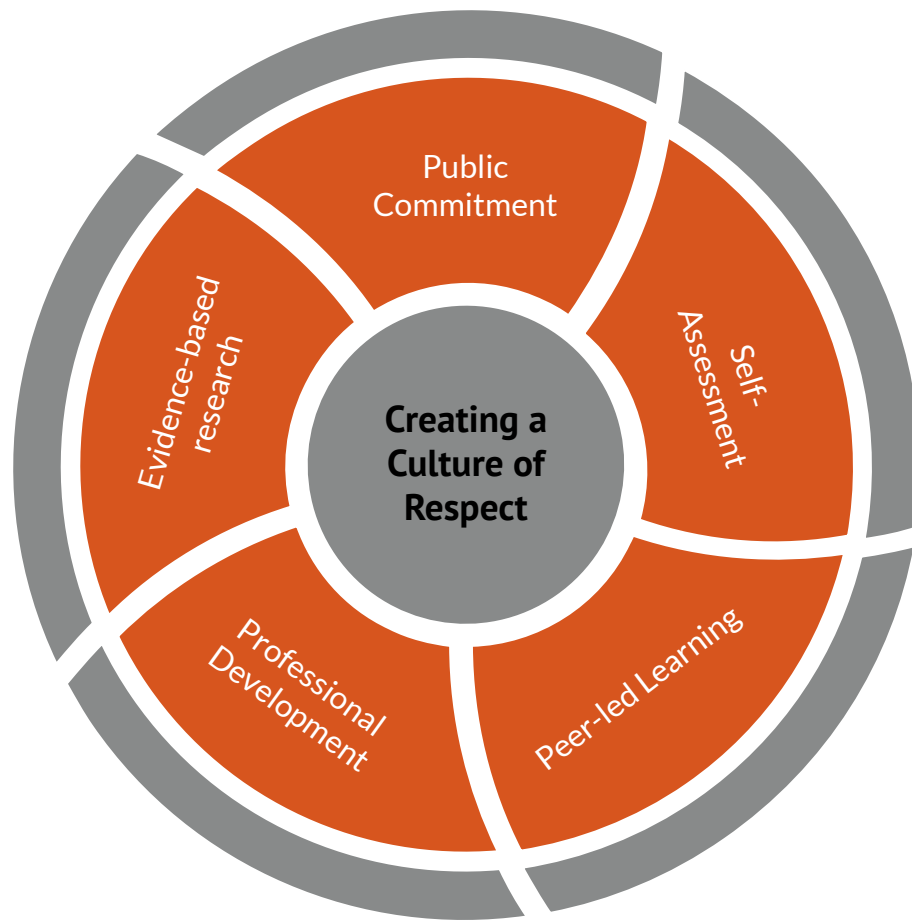
November 2022

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

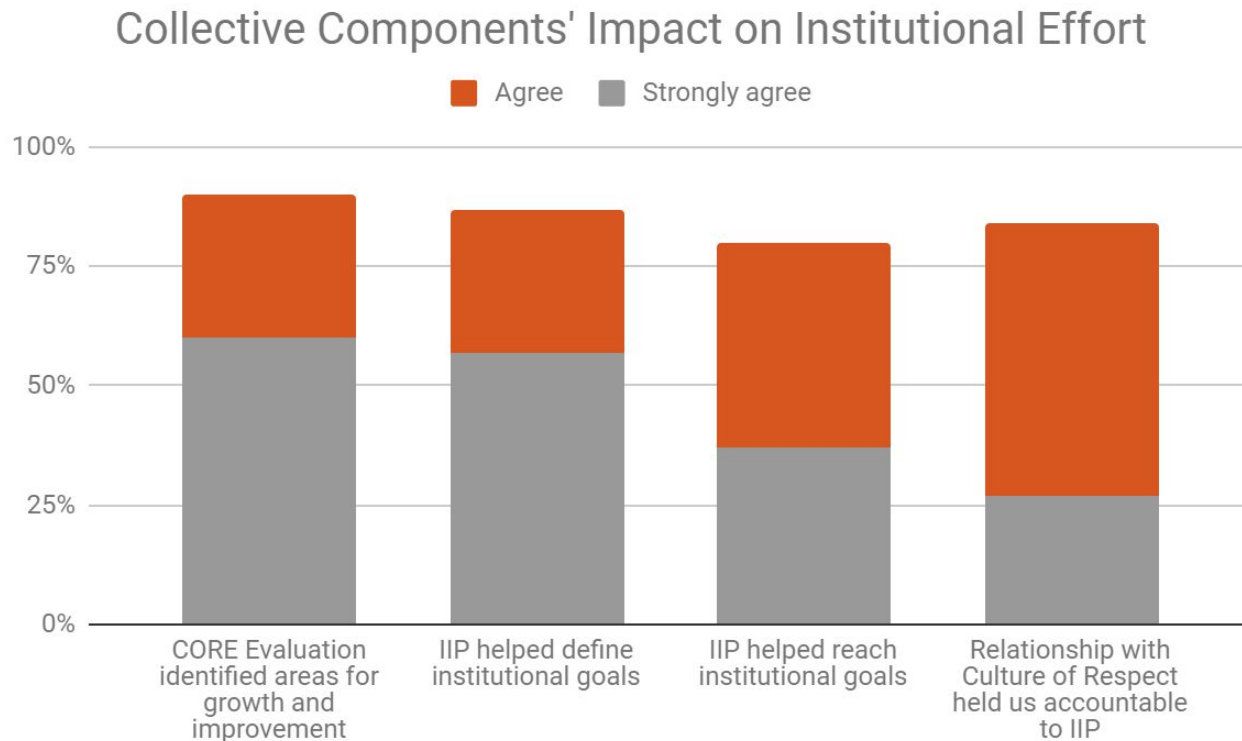
- *Clarity* and *visibility* of your institution's commitment
- Increased *awareness* of your institutional approach to addressing violence
- Improved *collaboration* across departments
- *Accountability*
- Sense of purpose and *connection*
- Identification of *best practices*
- Increased *knowledge* and *skills*

Program Impact

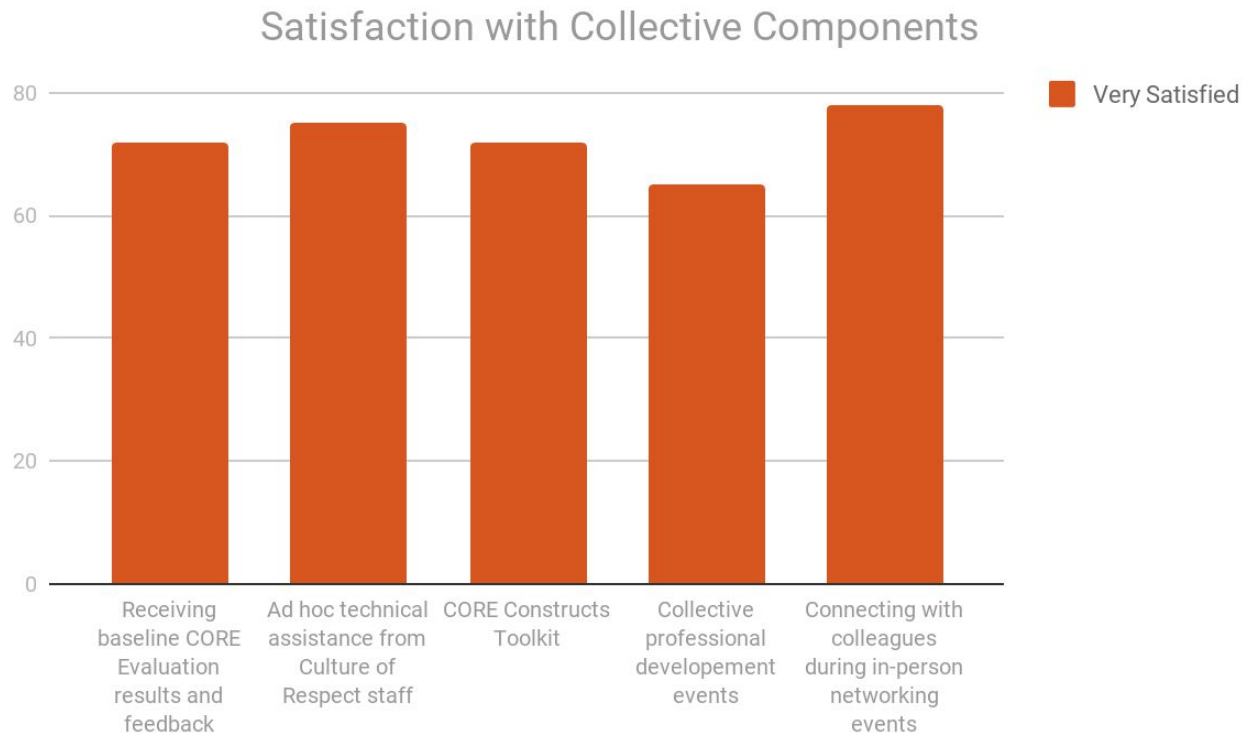
At the conclusion of the program:

- 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



Program Impact: Satisfaction



Emerging Research

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

Participant Perspective

“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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