



It's On Us Workshop: Survivor Support 101

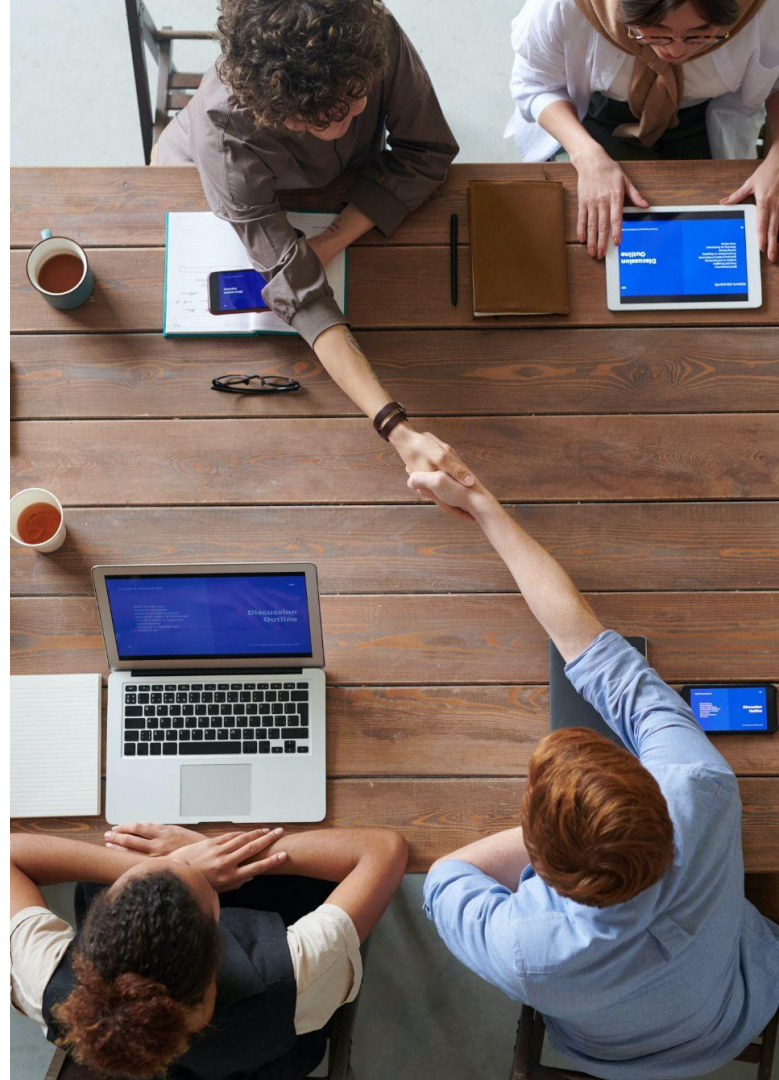
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- What is Survivor Support?
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- How to Support a Friend
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INTRODUCTIONS



Workshop Agenda

- Presenter Introduction
- Overview of It's On Us
- Overview of Educational Material and Focus Areas
- Facilitator's Guide
- Survivor Support 101 Workshop Training
- Questions

OVERVIEW OF IT'S ON US



Started in 2014 by President Obama and Vice President Biden to bring as many students and campus community members into the conversation and raise awareness around sexual assault.

To date, over 440,000 persons have taken the “It’s On Us” pledge to combat college sexual assault, and today our hundreds of chapters have held over 6,000 educational and organizing events in 31 states and Washington, D.C.

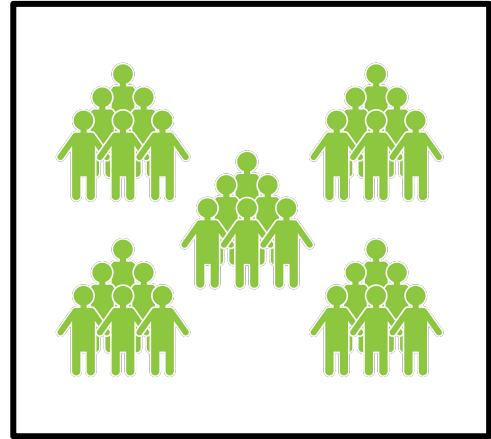
Campaign → Program

OVERVIEW OF 2023 EDUCATIONAL PROGRAMMING



Our 2023 vision:

To create in-house programming and resources for students that gives them the training and tools they need to end sexual violence on college and university campuses.



Process:

- Conducted an analysis of national programs and existing best practices
- Held interviews and focus groups with students, staff, and administrators across the country
- We developed peer-to-peer resources that address the existing needs identified
- Conducted a pilot program to test each of the resources

Most national prevention programs include the following components:

Community
engagement

Bystander
Intervention

School's
response

It's On Us Focus Areas

Survivor
Support

Bystander
Intervention

Sexual Assault
Awareness

Gaps in Existing Education and Training Programs for Campuses

An HBCU Story

- Lack of resources
- Lack of funding
- Intersectional issues present challenges in addressing gender bias

National LGBT Roundtable Report

- Need to include the voices of LGBTQ students when building response
- Need to encourage social justice education

National Campus Conduct Roundtable

- Need adequate training for investigators and hearing board
- Need a decentralized decision-making authority

BEFORE WE BEGIN



Facilitator's Guide

- Add anything specific to your campus to your slide notes ahead of time.
- Print out your notes or put bullet points on notecards.
- Practice the training with a friend!
- Drink LOTS of water before presenting!
- Sleep well the night before so you do not forget what you want to say.

EDUCATIONAL VIDEOS

As Obama's 'It's On Us' Program Turns 5, Powerful PSAs Get Personal on Sexual Assault

'I Owe You' campaign shows the many facets of support

By David Griner | September 19, 2019



Carly - I Owe You Support

[Video](#)

I Owe You Support is a survivor support story told by Carly, a former student. She tells a story of a friend who was sexually assaulted and needed her support. Carly tells her what she wished someone had told her.

Play Carly's video at a workshop/training, a sporting event, and any place where you have an audience. If you are in a smaller group setting, use the following questions to discuss the video.

- [Discussion Questions](#)



**lack of
consent**
the lack of consent.

WHAT IS SURVIVOR SUPPORT?

Background

90% of sexual assault survivors do not report the violence they have experienced.

Increased Risk

Marginalized communities in particular face significant obstacles in obtaining necessary medical care or accessing the legal system. Factors such as race, language barriers, disability, class and gender identity often exacerbate the institutional failure in response to sexual violence.

Survivor Support Is...

The specific response provided to victims of sexual violence by a campus community.

What does comprehensive support look like?

- Coordinated Community Response Team (CCRT)
- Survivor-centered victim services and advocacy
- Trauma-informed and effective law enforcement response
- Fair, equitable disciplinary processes

Both the **variety** and **quality** of the of response options are critical.

Survivor-Centered Victim Services & Advocacy:

- Accessible for all victims
- Intersectional
- Understand that experiences of each survivor is different
- Interventions that prioritize the needs of the survivor
- Comprehensive services that reflect an understanding of the impact of trauma
- Culturally relevant

What is a CCRT?

Coordinated Community Response Team (CCRT)

This is a multifaceted, coordinated effort to accomplish unified goals that engages key stakeholders from the surrounding community and throughout the campus including students, faculty, staff and administrators.

Successful CCRT Will...

- Campus climate surveys
- Foster coalitions and networks
- Promote safe campuses
- Provide trauma-informed services and support for survivors
- Develop fair and effective policies and protocols & hold perpetrators accountable
- Strengthen student knowledge and bystander intervention skills
- Promote campus and community education and collaboration

Who Should Be Your Community Partners?

Any organization in your local community that your institution has a formal or informal relationship with can be on your CCRT.

Example Partners

**Campus and
Local Law
Enforcement**

**Local Rape Crisis
Center, Domestic
Violence Shelter, or
other Survivor
Response group**

**Local
Hospital**

DRC

**Office of the
Registrar**

**Survivor
Advocates**

Campus Clinic

**Resident
Housing
Association**

**Campus LGBTQ
Center**

**FAIR &
EQUITABLE
DISCIPLINARY
PROCESSES**

Single Investigator Model

- Process is more confidential and less traumatizing in that both parties only have to go through it once.
- The investigators have the ability to build trust with the parties and there is an ability to train small groups for the investigations.
- This model can alleviate conflict if using an external investigator, and there is potential for small institutions to use this model as a consortium to drive down high costs.
- The process outcome is reliant on the quality and training of the investigator
- If conducted by one person, the process can be lengthy.
- It is hard to not have a perception of bias with a single investigator.

Hearing Board Model

- Some students are empowered by speaking about their experiences at a hearing
- Schools must have the capacity to train volunteer employees/students on a hearing board - compared to investigators who are already trained.
- Board members with influence may control board deliberations
- Scheduling can cause delays
- Diversity on the board can be a problem
- For domestic/dating violence and stalking cases, boards can be more dangerous/lead to violence because they provide more opportunities for parties to be in the same room for longer periods of time.

Hybrid Model

- Hybrid model is defined as a single investigator who compiles a report and deliberative board then reviews the report and determines responsibility and sanction.
- A well-trained investigator can get into details of a case allowing the board more opportunity to focus on the factual inconsistencies and make a determination.
- The hybrid model allows for "checks and balances" on the investigation without parties having to repeat every detail of the incident again.

Restorative Justice Model

- Restorative Justice (RJ) as a model can look different in each situation, but is focused on assessing the harm caused and ways it can be addressed.
- The typical RJ process is as inclusive as possible, ensuring everyone a voice in the process and is viewed as a facilitated dialogue.
- RJ uses facilitated dialogues with parties other than a victim/offender and the reintegration of students who have been found responsible for gender-based misconduct violations at their institution or are transferring to a new institution.
- RJ principles may conflict with Title IX requirements that investigations be prompt and Title IX guidance discouraging mediation between victims and offenders.

HOW TO SUPPORT A FRIEND

Why Your Reaction is Important

An estimated **20–25%** of undergraduate women are survivors of sexual violence.

40% of the time, a survivor will disclose to a friend or peer before they report to anyone else.

Therefore, it is extremely important that the survivor's first experience of disclosure is supportive.

It is often hard to know what to say...

Recommendations for how you can respond

- “I believe you.”
- Ask them what they need
- Ask them if they need immediate medical attention and if they would like you to call the police or your local rape crisis center.
- “You’re not alone.”
- “I support you/your decision.”
- “I want to be as helpful as I possibly can, and to me that means directing you to professional resources and services. I would recommend the [enter appropriate point of contact for advocate services] first...”
- “Thank you for trusting me enough to tell me this.”

Try not to..

- Give Demands.
Ex: “No, you should be doing ____.”
- Ask questions, especially “why” questions.
- Talk negatively about the perpetrator.
- Never share their story with others without their explicit permission.

If You are a Mandated Reporter

As soon as you are able to, let the person talking with you know that you are there to listen but that you are a mandated reporter.

Ex: “I am so sorry to interrupt, but I do want to let you know that I am a mandated reporter on campus before you share with me. If you are no longer comfortable talking with me, I can connect you with confidential resources such as our survivor advocates and health services.”

How would *you* respond?

Kayla is in her dorm studying for a big test when her roommate Ciara comes home after a night of partying. Kayla immediately notices that Ciara's makeup is smeared like she's been crying and she goes straight to her room without saying anything. When Kayla goes to her room and asks if she's okay, Ciara breaks down and tells her that a guy forced himself on her and didn't listen to her when she asked him to stop.

What are some ways for Kayla to support Ciara in this situation?

Evan is doing homework with his best friend Otis. Evan notices that Otis has been unusually quiet and asks how he's feeling. Otis admits that he hasn't been feeling like himself for the past few days. He explains that he went to a party and a girl kept hitting on him, but he told her he wasn't interested several times. As the night went on he kept drinking and ended up blacking out. He woke up in the middle of the night to that same girl having sex with him. He tells Evan that he really didn't want that to happen and he feels really sick about the whole situation.

What are some ways for Evan to support Otis in this situation?

Jasmine is partnered with her best friend Bridget for a class project. Bridget skips a few classes one week and Jasmine reaches out to her to see if she's alright. Bridget tells her that she went out with a guy over the weekend that she met on a dating app and the date went well, but she got pretty drunk and he took her to his house afterwards instead of taking her home. Bridget says that they had sex even though she didn't want to and she's been feeling really sad and uncomfortable since.

What are some ways for Jasmine to support Bridget in this situation?

Laurie's little sister Jasmine goes to the same college as her and they meet a few times a week. They get together for lunch and Jasmine tells Laurie that she's just started dating a girl, Maria, from one of her classes. This is Jasmine's first real relationship and she tells her sister that Maria keeps pushing for them to have sex. Jasmine has tried to ignore the subject, but Maria won't stop badgering her about it. A few days ago Maria was begging her for a while and Jasmine eventually gave in. Jasmine tells Laurie that she didn't feel ready and has felt weird about her relationship with Maria since.

What are some ways for Laurie to support Jasmine in this situation?

SELF-CARE ACTIVITY

Remember:

You cannot best support others if you aren't supporting yourself. Be mindful of vicarious or secondary trauma and practice self-care.

What is self-care?

Self care is the act of doing an activity you personally enjoy in order to preserve your mind and body.

In the field of sexual violence, self care is especially important to remember to fit into our schedules. The exposure to trauma and disclosures can lead to vicarious trauma or secondary trauma.

Vicarious or secondary trauma is defined by the U.S. Department of Health and Human Services:

“Trauma-related stress reactions and symptoms resulting from exposure to another individual’s traumatic experiences, rather than from exposure directly to a traumatic event.”

Examples of Self-Care from Regional Advisors

Alma Baker

“My short-term goals are having multiple things I rely on as my self-care. Sometimes some TV does help, other times it is going for a ten minute run outside, shutting off all technology while eating a comforting meal, or even taking a 10 minute nap....What I have found important is knowing myself and what type of break I am needing in the moment and meeting my needs before I get too overwhelmed.”

Carly Dryden

“There are days when the drive to create new programming, to reach out to other organizations on campus, and to send a million emails is going about 100 miles per hour, but there are also days when I can't even think about [it]. This is when I know that I need to take a moment and take a break: when the work that I love becomes just a bit too heavy for my heart, it is time to do something for me and not for the cause that I love to work so hard for.”

**Examples of Self-Care for Silvia
as told by Collin**

Going for hikes



Creating a schedule for myself



At-home yoga

Napping



Tips to Develop a Routine

- Think about what you enjoy doing.
- Schedule a time to do it each day, week, or however often you feel it is needed.
- Think of ways to incorporate relaxing activities in your day to day schedule.
- Spend time with people in your life that make you feel happy.
- It's okay to say no.
- Take care of your body.
- Think about why you are doing the self care activity.

Activity

Everyone's list for self-care will look different. Grab a pen and take a few minutes to begin writing your own self-care list. Schedule one time next week that you will practice self-care.

Take your list and build on it.

Use it regularly - self-care does not need to only be used when you reach your emotional limit, your physical and mental health are always a priority.

QUESTIONS?



Post Training Survey

bit.ly/IOUPostTrainingSurvey





THANK YOU

For more information visit

ItsOnUs.org

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