IT'S ON
US

It's On Us Workshop:
ORGANIZING AND
PREVENTION STRATEGY

Agenda

- Introductions

- Self-Care Check In

- Coming Up

- Prevention Theory Refresh

- Developing Learning Outcomes

- Organizing Strategies

- Toolkit Materials + Next Steps

- Self-Care Reminder

- Post-Training Survey

Learning Outcomes

IOU chapter members will apply Bloom's Taxonomy by developing learning outcomes for prevention programming.

IOU chapter members will brainstorm educational strategies based on desired learning outcomes.

IOU chapter members will generate organizing strategies based on identified demands for campus administrators.

IOU chapter members will practice organizing strategies (e.g., canvassing, petitioning).

INTRODUCTIONS
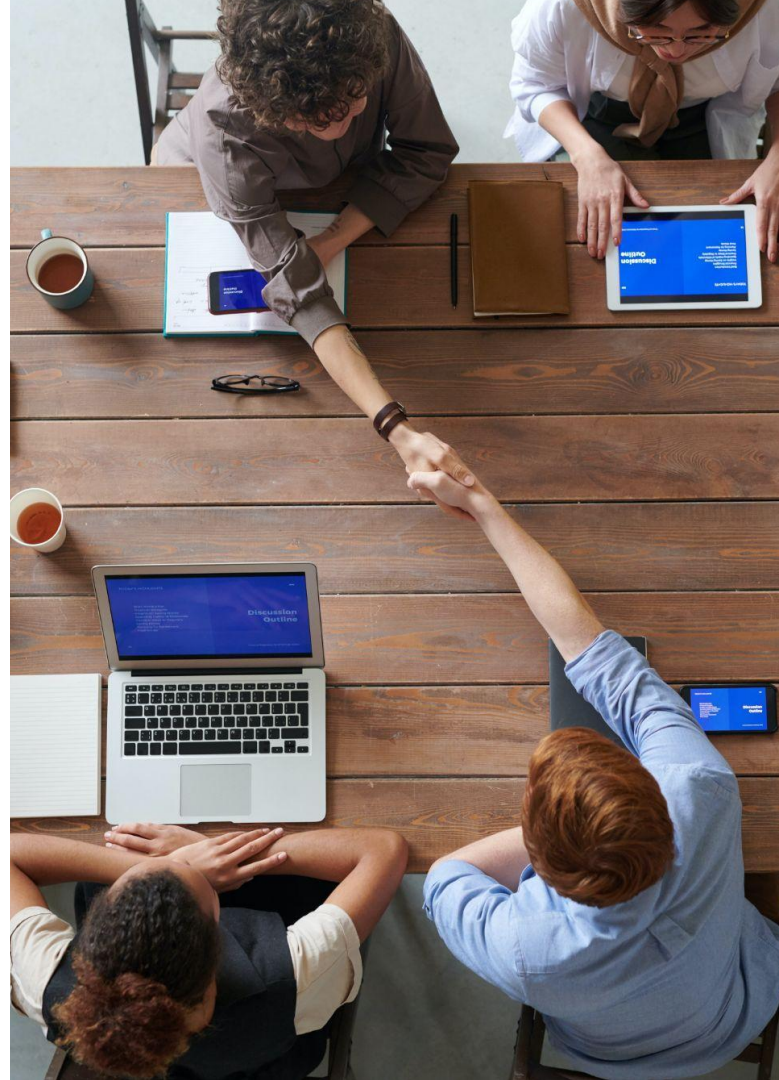
SELF-CARE CHECK

PREVENTION THEORY REFRESH

Three Types of Violence Prevention

PRIMARY

- Stopping violence before it happens.
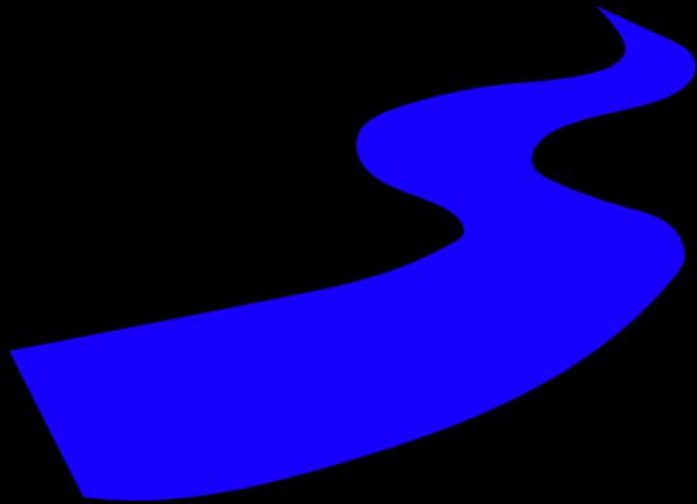- Building healthy and egalitarian communities.

SECONDARY

- Stopping violence that is already happening.
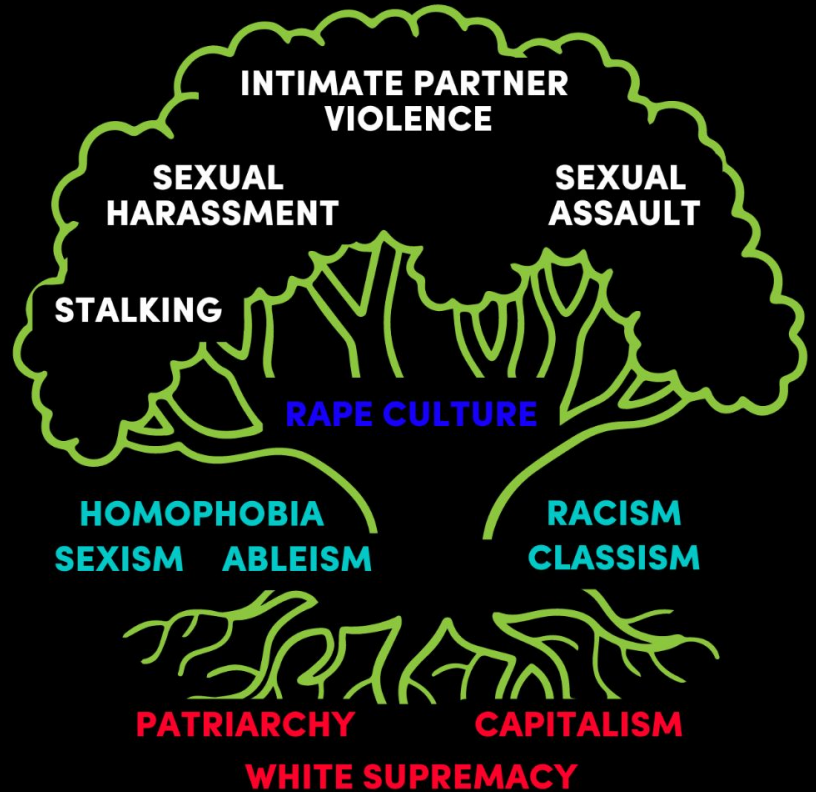- Responding to violence immediately after it happens.

TERTIARY

- Stopping violence from happening again.
- Promoting healing and transformation in communities.

Primary Prevention: Moving "Upstream"

Primary Prevention: Root Causes of Violence

INTIMATE PARTNER VIOLENCE

SEXUAL HARASSMENT

SEXUAL ASSAULT

STALKING

RAPE CULTURE

HOMOPHOBIA
SEXISM   ABLEISM

RACISM
CLASSISM

PATRIARCHY   CAPITALISM

WHITE SUPREMACY

Social Justice Framework Overview

| Traditional Approaches	Social Justice Framework
Focuses primarily on individual responsibility	Focuses on individual actions plus systemic/cultural factors, institutional policies, political context
Perpetrator's personal agency is invisible	Perpetrator's individual agency and the systems that support their actions are named
Does not acknowledge identity, power, and oppression	Recognizes identity, power, and oppression as essential to deconstructing interpersonal dynamics
Prevention work occurs in isolation	Prevention work is collaborative and recognized as a community effort
Overlays existing practices, programs, procedures, and policies	Infiltrates and disrupts the systems, structures, culture and core values of the institution
Depends on one "champion" of prevention	Is sustainable and has many "champions"

Risk Factors

Factors that put people more at risk for experiencing and/or perpetrating violence.

Protective Factors

Factors that protect people from experiencing and/or perpetrating violence.

Primary Prevention: Strategy & Theory

Individual — Interpersonal — Community — Societal
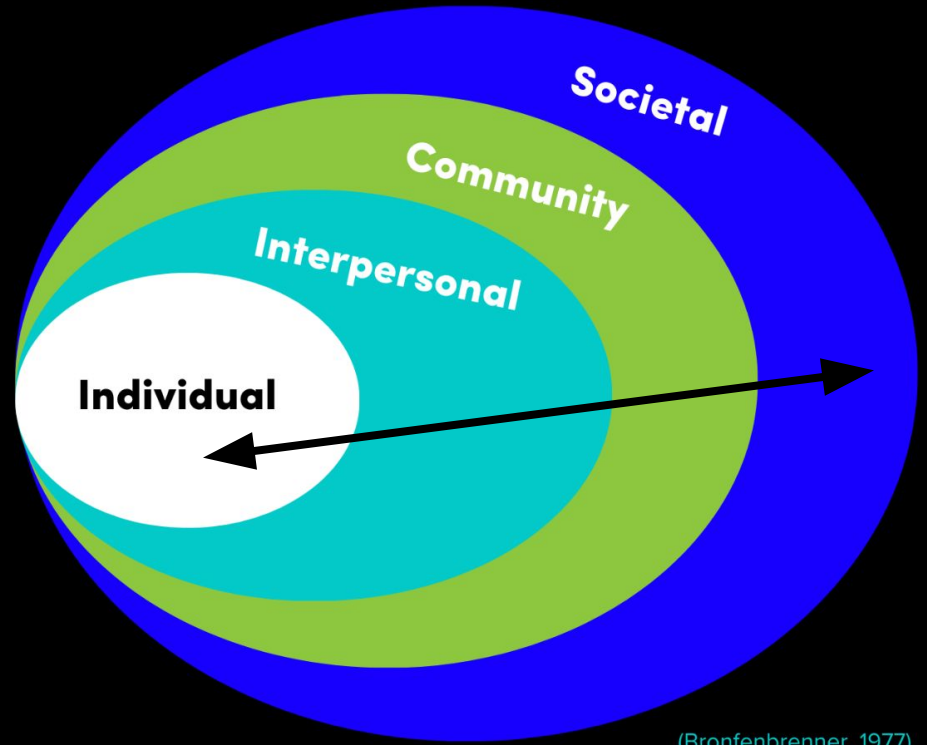
(Bronfenbrenner, 1977)
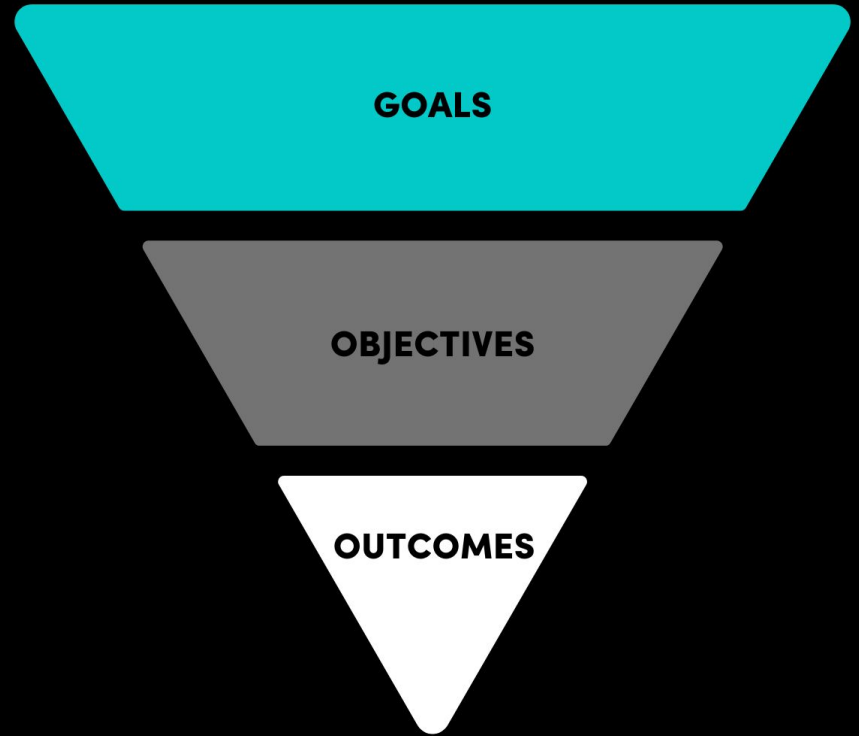
DEVELOPING LEARNING OUTCOMES

LEARNING OUTCOMES:

Specific statements describing what participants will be able to do when they successfully complete a learning experience.

Learning Outcomes

- **GOALS** =
  general content and direction

- **OBJECTIVES** =
  instructor-centered and not
  measurable

- **OUTCOMES** =
  learner-centered, measurable, and
  achievable

Learning Outcomes

- Learner-centered

- Measurable

- Concise

- Meaningful

- Achievable

Bloom's Taxonomy

REMEMBER

- Recognizing
- Recalling

UNDERSTAND

- Interpreting
- Exemplifying
- Classifying
- Summarizing
- Inferring
- Comparing
- Explaining

APPLY

- Executing
- Implementing

ANALYZE

- Differentiating
- Organizing
- Attributing

EVALUATE

- Checking
- Critiquing

CREATE

- Generating
- Planning
- Producing

Bloom's Taxonomy

REMEMBER
- Choose
- Define
- Find
- How
- Label
- Match
- Name
- Omit
- Recall
- Relate
- Select
- Show
- Spell
- Tell

UNDERSTAND
- Classify
- Compare
- Contrast
- Demonstrate
- Explain
- Extend
- Illustrate
- Infer
- Interpret
- Outline
- Relate
- Rephrase
- Show
- Summarize
- Translate

APPLY
- Build
- Choose
- Construct
- Develop
- Experiment
- Identify
- Interview
- Make use of
- Model
- Organize
- Plan
- Select
- Solve
- Utilize

ANALYZE
- Categorize
- Classify
- Compare
- Conclude
- Contrast
- Discover
- Dissect
- Distinguish
- Divide
- Examine
- Function
- Inference
- Inspect
- List

EVALUATE
- Assess
- Choose
- Criticize
- Decide
- Deduce
- Defend
- Determine
- Disprove
- Explain
- Influence
- Interpret
- Judge
- Justify
- Measure

CREATE
- Adapt
- Build
- Change
- Combine
- Compile
- Compose
- Construct
- Create
- Design
- Develop
- Formulate
- Imagine
- Improve
- Invent
- Modify

1. **Remember:** Participants will recall Dr. John Gottman's Four Horsemen of Conflict.

2. **Understand**: Participants will explain how Dr. John Gottman's Four Horsemen of Conflict are unhealthy forms of communication in relationships.

3. **Apply**: Participants will identify Dr. John Gottman's Four Horsemen of Conflict.

4. **Analyze:** Participants will contrast the Four Horsemen with alternative, healthy behaviors.

Bloom's Taxonomy

REMEMBER	UNDERSTAND	APPLY	ANALYZE	EVALUATE	CREATE
• Choose	• Classify	• Build	• Categorize	• Assess	• Adapt
• Define	• Compare	• Choose	• Classify	• Choose	• Build
• Find	• Contrast	• Construct	• Compare	• Criticize	• Change
• How	• Demonstrate	• Develop	• Conclude	• Decide	• Combine
• Label	• Explain	• Experiment	• Contrast	• Deduce	• Compile
• Match	• Extend	• Identify	• Discover	• Defend	• Compose
• Name	• Illustrate	• Interview	• Dissect	• Determine	• Construct
• Omit	• Infer	• Make use of	• Distinguish	• Disprove	• Create
• Recall	• Interpret	• Model	• Divide	• Explain	• Design
• Relate	• Outline	• Organize	• Examine	• Influence	• Develop
• Select	• Relate	• Plan	• Function	• Interpret	• Formulate
• Show	• Rephrase	• Select	• Inference	• Judge	• Imagine
• Spell	• Show	• Solve	• Inspect	• Justify	• Improve
• Tell	• Summarize	• Utilize	• List	• Measure	• Invent
	• Translate				• Modify

PRACTICE!

GOAL:
Educate your audience about consent and sexual communication.

REMEMBER

Choose
Define
Find
Label
Name
Recall

UNDERSTAND

Demonstrate
Explain
Illustrate
Infer
Outline
Rephrase
Summarize

APPLY

Build
Choose
Construct
Develop
Identify
Model

PRACTICE!

GOAL:
Educate your audience about consent and sexual communication.

REMEMBER

Participants will define consent.

UNDERSTAND

Participants will explain why sexual communication is important.

APPLY

Participants will model sexual communication.
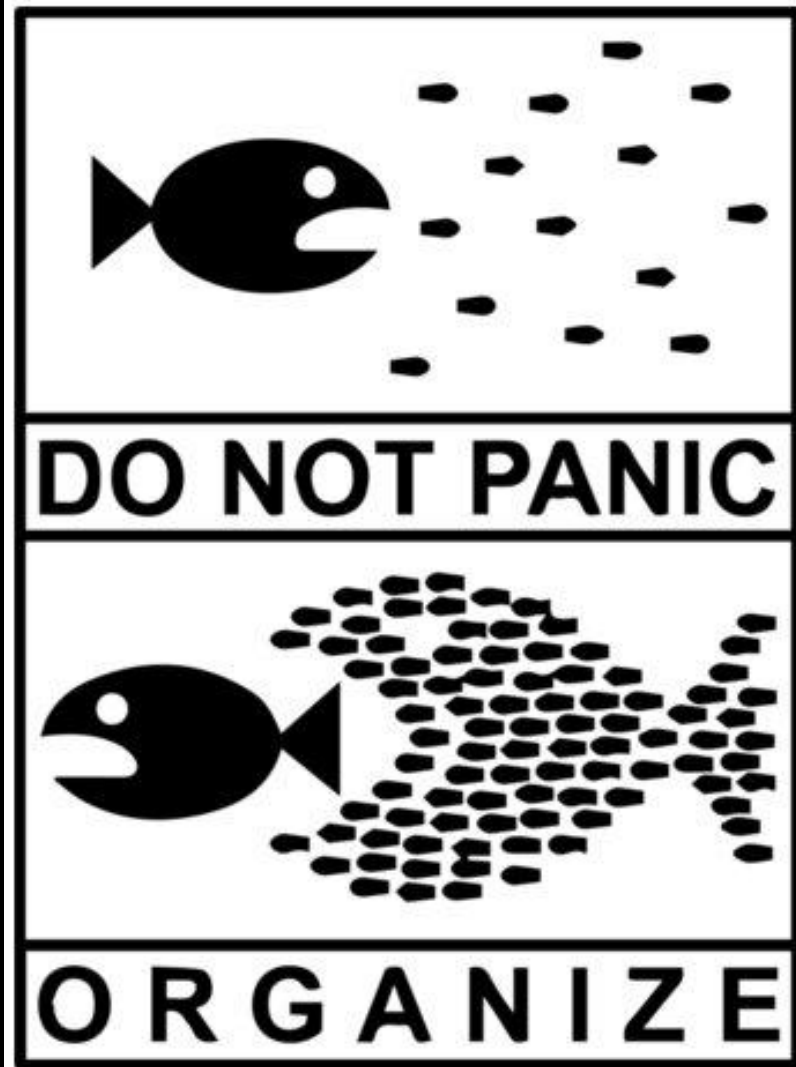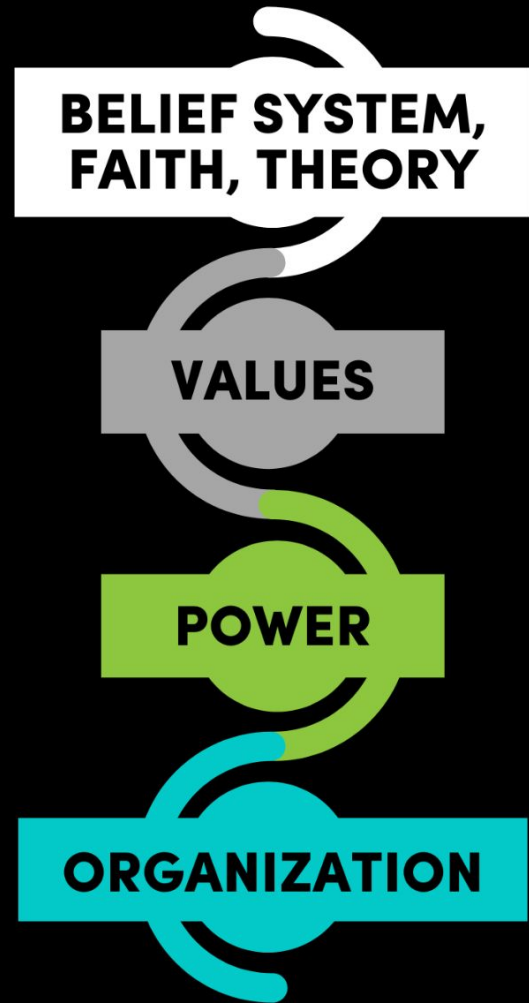
ORGANIZING STRATEGIES

What is Power?

1. Organized people + organized resources

2. Infrastructure-building
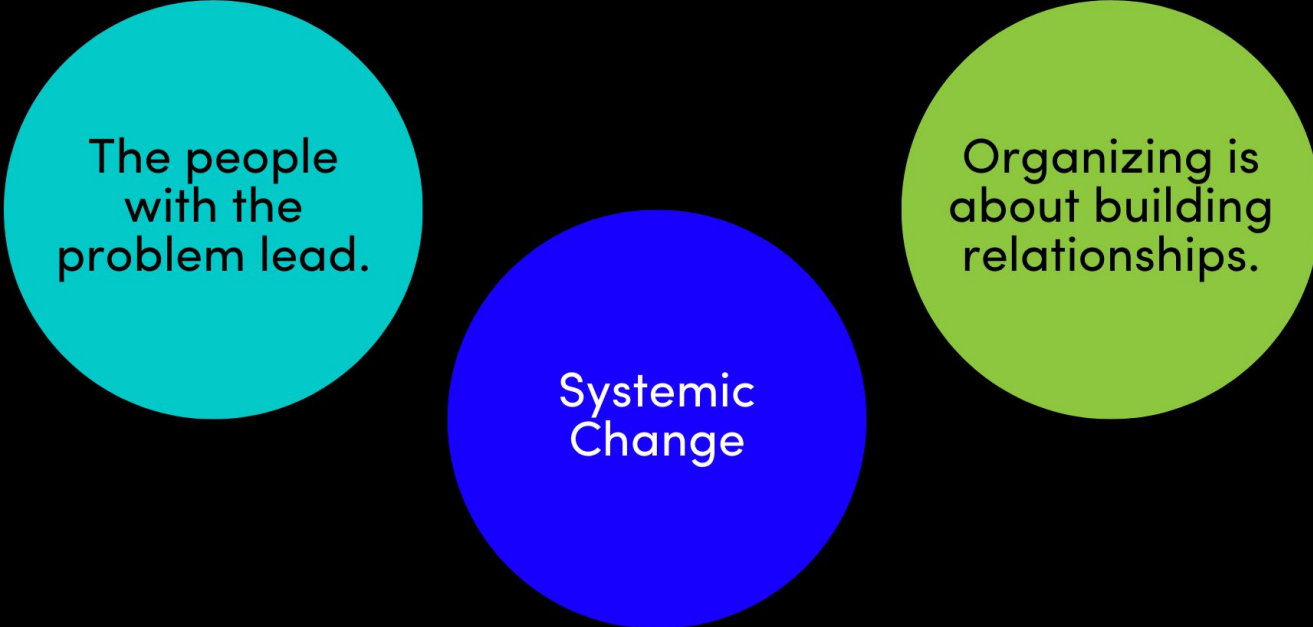
3. Meaning: Worldview and ideology

What Do We Use Power For?

Power is used to protect your values, which is derived from your belief system, faith, or theory. Power must be housed in a vessel, like an organization.

BELIEF SYSTEM, FAITH, THEORY

VALUES

POWER

ORGANIZATION

Three Principles of Organizing

The people with the problem lead.

Systemic Change

Organizing is about building relationships.

LEADERSHIP BASICS

Think about a time when you were a good leader.

Think about a time when you confronted a challenge that required you to grow your leadership skills to achieve your desired outcome.

Leadership Skills

RELATIONSHIPS

CREATIVITY

DECISION-MAKING

CRITICAL THINKING

ADAPTABILITY

TEAM MORALE

CONFLICT MANAGEMENT

SHARED RESPONSIBILITY