# No More Initiative Strategic Plan 2018-2023

In February 2018, the UW No More Initiative opened the 2018 climate survey for all UW students to complete. The survey purpose was to provide a snapshot of the current state of sexual misconduct at UW, including rates of victimization, the pervasiveness of attitudes and beliefs that can lead to sexual misconduct, and student awareness of and trust in existing reporting processes and resources.

In June 2018, the research team, consisting of Dr. Matt Gray, faculty in Psychology, and several graduate students under Dr. Gray's supervision, provided an initial report of the findings. In summary, the survey revealed that UW is no better or worse than other institutions of higher education, or national averages, when it comes to rates of victimization. The survey also revealed that there are specific beliefs and attitudes that violence prevention educators at UW need to target. And finally, the survey indicated that students are limited in their knowledge of reporting options and mechanisms, and of the resources available to students who have experienced some type of sexual misconduct. The survey data also provides the groundwork for the No More Initiative to develop a 5 year strategic plan in alignment with the University of Wyoming's Strategic Plan, *Breaking Through*.

In July 2018, a subcommittee of the No More Initiative consisting of key stakeholders met to discuss the survey findings and develop a response plan moving forward. As outlined below, the subcommittee identified five key priority areas with recommendations for addressing each area. These priority areas are referenced throughout this strategic plan.

A. **Addressing barriers to reporting**

The survey revealed a disappointingly low reporting rate. We recognize that while reporting should be the victim's decision, UW and law enforcement cannot take any action on incidents that are not reported.

B. **Building comprehensive education and training**

Several indicators in the survey identified the need for additional education and training for UW students. We believe there is an opportunity here to both provide additional educational opportunities to students that should reduce the overall incidence of violence, as well as increase opportunities for students to engage in healthy activities and organizations, which has a positive impact on overall student retention.

C. **Improving knowledge of, and access to, campus and community resources**

The survey indicated a lack of knowledge about available resources, both on and off campus, as well as limited access to and use of certain resources.

D. **Engaging men in prevention and supporting male-identified survivors**

The survey revealed that male-identified students both don't feel the same ownership and community responsibility towards sexual violence prevention as the general student population, and also feel more vulnerable and less supported when they experience sexual misconduct.

E. **Addressing the link between alcohol and sexual violence**

Alcohol serves as both the most common "date rape" drug, as well as a relatively easy to access method for self-medication after a traumatic event.

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# GOAL 1

## Driving Excellence

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*Join together as an intellectual community already renowned for its regional, national and global relevance and impact by fostering and rewarding excellence in teaching, scholarship, innovation and creative endeavor.*

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1. **Regular self-assessment and transparency of outcomes**

| Performance Indicators | Baseline | 2023 Target | Coordinating Unit | Completion Year |
|---|---|---|---|---|
| Implementing the same climate survey in the Spring 2021 semester and every two years thereafter. Utilizing the same survey on a regular basis will provide an opportunity to benchmark sexual misconduct prevention efforts over time. | 1 complete survey (2018) | 3 complete surveys | Student Affairs/EORR | 5 |
| Complete a 360 review process for more detailed assessment and recommendations moving forward. The WICHE Mental Health Program[1] offers a 360 review process that would assess UW's current status of sexual misconduct response and prevention, and provide recommendations in a variety of areas. | Inception | Completion | EORR/Student Affairs | 2 |

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[1] https://www.wiche.edu/mentalhealth

| GOAL 2 Inspiring Students | *Inspire students to pursue a productive, engaged and fulfilling life and prepare them to succeed in a sustainable global economy.* |
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1. <u>**Build a sense of responsibility for male students to engage in prevention activities**</u>

| <u>Performance Indicators</u> | <u>Baseline</u> | <u>2023 Target</u> | <u>Coordinating Unit</u> | <u>Priority Area</u> | <u>Completion Year</u> |
|---|---|---|---|---|---|
| Promoting Step Up! Bystander Intervention training with male student groups | | | AWARE | D | 1 |
| Explore integrating the existing Women's Resource Center into a Gender Resource Center, with the capacity to house primary prevention and healthy masculinity programming (or combine the Women's Resource Center and the Rainbow Resource Center into a Gender & Sexuality Resource Center) | Women's Resource Center | Gender Resource Center (name TBD) | DOS / Chief Diversity Officer | B, D | 2 |
| Explore implementing the Coaching Boys Into Men[2] curriculum (or similar) with male athletics teams | Inception | Adoption by all male teams | Athletics | D | 3 |

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[2] http://www.coachescorner.org/

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| Developing a men's mentorship program and/or leadership program focusing on healthy masculinity[3,4] | Inception | Establishment | DOS | B, D | 5 |

[3] University of Virginia Men's Leadership Project  http://womenscenter.virginia.edu/mens-leadership-project
[4] Arizona State University Man Up and Respect Movement http://www.respectmovement.org/

2. **Increase student knowledge and application of personal strategies for positive community impact**

| Performance Indicators | Baseline | 2023 Target | Coordinating Unit | Priority Area | Completion Year |
|---|---|---|---|---|---|
| Broadening existing Step Up! Bystander Intervention training by implementing the Escalation workshop trainings under the Step Up! umbrella | Inception | 2 workshops per semester | AWARE/Stop Violence | B | 1 |
| Develop additional tracking mechanism for self-reported interventions connected to Step Up! Bystander Intervention training | Inception | Maintenance | AWARE & Stop Violence | B | 3 |
| Broadening existing Step Up! Bystander Intervention training by building in a follow up/booster training session and/or campaign | Inception | Maintenance | AWARE | B | 3 |
| Apply for a coalition grant to send UW staff to train on Green Dot curriculum, and house Green Dot underneath the Step Up! umbrella | 0 UW staff trainers | 5 UW staff trainers | Stop Violence | B | 3 |
| Develop additional topic-based programming for students such as how to support a friend who has experienced sexual misconduct and what a student needs to know about domestic violence. | Inception | Establishment | SAFE Project | B | 1 |
| Implementing additional programming for campus-based students including "Love Week," a week of healthy sexuality and healthy relationship programming in February | Inception | Establishment | STOP/Wellness Center | B | 2 |

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| Implementing additional programming for students including displaying the Clothesline Project[5] on the REPORT IT Website | Inception | Maintenance | Stop Violence/EORR | B | 1 |
| Organizing a Student Town Hall in Fall 2018 to elicit student input on climate survey results | Inception | Completion | EORR/Student Affairs | B | 1 |
| Continuing the "Safe Poke Patrol" program at UW football games | | Presence at all home football games | Wellness Center | E | 1-5 |
| Developing interactive activities encouraging students to locate a variety of campus resources as a part of Cowboy Connect and/or for credit in a First Year Seminar | Inception | Regularly scheduled activity for new students | DOS | C | 2 |

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[5] http://clotheslineproject.info/

| GOAL 3 | Improve and enhance the health and well-being of our communities and environments though outreach programs and in collaboration with our constituents and partners. |
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| Impacting Communities | |

1. **Increase capacity for mental health treatment and diagnostic services for student victims of sexual violence**

| Performance Indicators | Baseline | 2023 Target | Coordinating Unit | Priority Area | Completion Year |
|---|---|---|---|---|---|
| Including trauma specialization as a preferred qualification in future University Counseling Center position advertisements | Inception | Completion | University Counseling Center | C | 1 |
| Exploring and supporting opportunities for UCC staff to become certified or maintain certification in trauma-specific mental health treatments | Inception | Biannual training | University Counseling Center | C | 2 |
| Increasing client capacity of the Trauma Treatment Clinic in the UW Psychology Department and within the University Counseling Center | 5 GA clinicians | Increased capacity | Psychology Department | C | 3 |
| Developing low cost, quick turnaround diagnostic services for students who are applying to Disability Support Services for PTSD and other trauma-related conditions. | | | DOS - Disability Support Services | C | 2 |

2. **Building capacity of existing resources to address and support student safety**

| Performance Indicators | Baseline | 2023 Target | Coordinating Unit | Priority Area | Completion Year |
|---|---|---|---|---|---|
| Continue the relationship with SAFE Project on campus with expanded training and programs | 1 campus advocate | Additional training/programs | DOS | C | 1-5 |
| Evaluating and supporting medical resources for sexual misconduct survivors through Student Health Services | Inception | | Student Health Services | C | 2 |
| Increase trainings for Student Health Services staff on domestic violence screening tools | Inception | Biannual Training | Student Health Services | C | 2 |
| Continuing to support and advertise the UW Law School Family and Child Advocacy Clinic | | | College of Law | C | 1-5 |

3. **Increase use of reporting and support services by male and gender non-conforming/nonbinary victims**

| Performance Indicators | Baseline | 2023 Target | Coordinating Unit | Priority Area | Completion Year |
|---|---|---|---|---|---|
| Specifically including male survivor statistics in outreach and education efforts | Current curriculum | Updated curriculum | Stop Violence | D | 1 |
| Creating male-specific support page on Stop Violence website | Current website | Updated website | Stop Violence | D | 1 |
| Maintain gender-neutral and inclusive branding for all support and reporting resources | On-going | | EORR | D | 2 |

| Performance Indicators | Baseline | 2023 Target | Coordinating Unit | Priority Area | Completion Year |
|---|---|---|---|---|---|
| Collaborate on the development of resources that reduce stigma for men accessing general mental and physical health resources[6,7] | Inception | | Wellness Center | D | 3 |
| Engaging in male-centric survivor awareness campaigns[8] | Inception | | Stop Violence | D | 2 |

**4. Increasing student and staff knowledge of linkages between alcohol and sexual violence**

| Performance Indicators | Baseline | 2023 Target | Coordinating Unit | Priority Area | Completion Year |
|---|---|---|---|---|---|
| Explore submitting an application for the NCAA Choices Grant[9] to support the partnership of Athletics with other campus departments in the development and implementation of effective alcohol education projects. | Inception | Grant submission | Athletics | E | 3 |
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| Emphasizing the relationship between alcohol and consent in relevant student workshops and programs, including Step Up! and AWARE | Current curriculum | Updated curriculum | Stop Violence/AWARE/EORR | E | 1 |
| Review the AWARE program referral process for students who disclose sexual misconduct | Existing referral protocol | Updated referral protocol | AWARE | E | 1 |

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[6] Man Therapy, http://www.mantherapy.org/
[7] Movember, https://us.movember.com/
[8] 1BlueString, https://1bluestring.org/
[9] http://www.ncaa.org/sport-science-institute/ncaa-choices-grant

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| victimization in the course of completing the AWARE curriculum | | | | | |
| Building the relationship between UW and the City of Laramie, especially as it relates to off-campus alcohol enforcement and policy | MOU with LPD | MOUs with LPD, ACAO, ACSO, and City of Laramie | DOS/EORR | E | 1-5 |
| Deliver awareness and prevention presentations to committees and departments. | Current training | Annual training on updated curriculum | DOS/EORR | E | 2 |

5. **Increase student exposure to existing UW and community resources for victims**

| Performance Indicators | Baseline | 2023 Target | Coordinating Unit | Priority Area | Completion Year |
|---|---|---|---|---|---|
| Reviewing existing information on relevant websites for clarity, transparency, and ease of discovery | Existing web content & design | Updated web content & design | EORR | C | 2 |
| Working with Information Technology to promote relevant campus resources when a user searches the UW website using terms related to sexual misconduct. | Existing search results | Updated search results | EORR | C | 2 |
| Developing print and social media marketing campaigns explaining the services offered by a variety of campus resources | Inception | Regular distribution | EORR/DOS | C | 1 |
| Increase training for likely first points of contact (faculty and staff) on available campus and community resources, including targeted | Inception | Annual Training | EORR/DOS | C | 2 |

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| training for staff overseeing at-risk groups (e.g., ROTC, FSL, Athletics, RLDS) | | | | | |
| Create/update awareness videos with current UW representatives | Current videos | Regular updates | EORR/Marketing | C | 1, 3, 5 |
| Collaborate with Institutional Marketing to ensure campaign designs are effective and consistent with UW branding standards | | | EORR | C | 5 |
| Review the list of confidential resources at UW. | | | EORR and Student Affairs | C | 3 |

| GOAL 4 | Assure the long-term strength and stability of the university by preserving, caring for and developing human, intellectual, financial, structural and marketing resources. |
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| A High-Performing University | |

1. **Include sexual violence prevention and response as an enrollment management consideration**

| Performance Indicators | Baseline | 2023 Target | Coordinating Unit | Priority Area | Completion Year |
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| Provide sexual misconduct prevention and response information to Enrollment Management. There is a growing body of research linking sexual misconduct victimization to poor academic outcomes and negative impacts on student retention and persistence.[10,11,12] | | Sexual misconduct prevention included in strategic enrollment management | Academic Affairs – Enrollment Management | | 3 |

[10] Jordan, C. E., Combs, J. L., & Smith, G. T. (2014). An Exploration of Sexual Victimization and Academic Performance Among College Women. *Trauma, Violence, & Abuse, 15*(3), 191-200. https://doi.org/10.1177/1524838014520637

[11] Banyard, V. L., Demers, J. M., Cohn, E. S., Edwards, K. M., Moynihan, M. M., Walsh, W. A., & Ward, S. K. (2017). Academic Correlates of Unwanted Sexual Contact, Intercourse, Stalking, and Intimate Partner Violence: An Understudied but Important Consequence for College Students. *Journal of Interpersonal Violence*, online. https://doi.org/10.1177/0886260517715022

[12] https://www.research.net/r/SAtransferCalculator

2. **Increasing student knowledge of and willingness to file reports of sexual misconduct**

| Performance Indicators | Baseline | 2023 Target | Coordinating Unit | Priority Area | Completion Year |
|---|---|---|---|---|---|
| Continuing to promote the ReportIt website as UW's primary sexual misconduct reporting portal | | Maintenance | EORR | A | 1-5 |
| Building relationships with Laramie Police Department, Albany County Sheriff's Office, and Albany County Attorney's Office to ensure UW awareness of off-campus incidents | MOU with LPD | MOUs with LPD, ACAO, and ACSO | DOS | A | 2 |
| Providing outreach and education to students on what occurs after a report is made and increasing the transparency of the investigation and adjudication process | | | DOS/EORR | A | 1 |
| Implementing a brief assessment for students to fill out at the completion of the investigative process (and adjudication, if it occurs) to identify challenges within the process | No assessment | Online assessment available and promoted | DOS/EORR | A | 1 |
| Broadening marketing of the Report It website through passive campaigns and materials, and targeted outreach to new students | | | EORR | A | 1 |

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| Developing and implementing a visual identification system (e.g., door stickers, email and website badges) that clearly indicate a UW employee as a confidential resource. | Inception | Widespread adoption | EORR | A | 2 |
| Develop supplemental training for employees who have already completed the Duty to Report/EverFi training to improve knowledge and skills | Inception | Ongoing training available for all employees | EORR | A | 3 |
| Specific topic training for mandatory reporters on the intersection and unique needs of sexual misconduct and marginalized identities, including Trans*, Gender Non-Conforming, LGB+ students, and domestic students of color | Inception | Establishment | DOS | B | 3 |
| Increase investigative capacity | Current FTE | Increased Capacity | EORR/DOS | A | 2-3 |
| Increase capacity of Student Conduct to maintain conduct adjudication and hearing response time | 1 FTE | Increased Capacity | DOS | A | 5 |

3. **Include a commitment to sexual violence prevention as an integral part of UW branding**

| Performance Indicators | Baseline | 2023 Target | Coordinating Unit | Priority Area | Completion Year |
|---|---|---|---|---|---|
| Identifying opportunities to tie violence prevention to "The World Needs More Cowboys" marketing campaign and the redefinition of a "cowboy" | Inception | Establishment | Student Affairs/EORR | B | 2 |

4. **Integrate sexual violence prevention education into student engagement and academic opportunities**

| Performance Indicators | Baseline | 2023 Target | Coordinating Unit | Priority Area | Completion Year |
|---|---|---|---|---|---|
| Requiring EverFi SAP-U online training booster for all second year students | No requirement | Mandated for all second year students | Student Affairs | B | 3 |
| Including a Violence Prevention certification as an option for co-curricular transcripts | Inception | Establishment | Academic Affairs & Student Affairs | B | 3 |
| Broadening the Sources of Strength program in the Wellness Center | Current reach | Increased reach | Wellness Center | B | 3 |
| Increase prevention resources and capacity | 0 FTE | Increased capacity | Student Affairs | B | 5 |
| Explore establishing a Public Health or Community Health academic certificate within the College of Health Sciences | Inception | Establishment | Academic Affairs | B | 5 |