

FALL 2017
SPRING 2018

**WE
DESERVE A
RAPE FREE
CAMPUS**

**WOMEN & GENDER
ADVOCACY CENTER:
ANNUAL REPORT**





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DSA STRATEGIC GOALS:

The image shows a close-up of a stone wall with the words "Colorado State University" carved into it in a serif font. The wall is light-colored and has a textured surface. The text is arranged in three lines: "Colorado" on the top line, "State" on the middle line, and "University" on the bottom line. The letters are dark and stand out against the lighter stone background.

Assure excellence in academic programs:

- Provided support and advocated for the needs of students seeking our services as it relates to their ability to be successful in the classroom. Communicated with several faculty on behalf of students seeking our services
- Continued to be invited into the first-year Honor's program to facilitate consent and healthy relationship workshops with every section of honors
- Continued to provide training on interpersonal violence, sexual assault, stalking and related topics to faculty as requested
- Worked with other offices and departments to make sure students find the resources and support they need to be retained at CSU

Create distinctive undergraduate experiences:

- Trained additional students as victim assault advocates through the 40 hour Victim Assistance Training
- Provided educational programs for undergraduate students via the classroom, residence halls and student organizations
- Provided the opportunity for students to become peer educators on sexual assault through Intro to Gender Based Violence
- Provided support and resources for Fraternities and Sororities Against Sexual Assault
- Opportunity for 8 undergraduate students to facilitate Sexual Assault/Consent presentations during Ram Summer Orientations for incoming students

Expose students to diverse cultures:

- Intentional integration of diversity and social justice topics during the Feminist Thought and Activism Conference
- Intentional integration of identity into the planning of all events and workshops
- Collaborated with other SDPS offices/students, and with residence life on several programs throughout the year
- Provide ongoing training for student staff on multiple aspects of identity and differences
- Staff and student involvement with Campus Step-Up, the Annual H.S. Diversity Conference the Diversity Symposium and other similar events on campus

DSA STRATEGIC GOALS CONT.

Integrate academic and co-curricular experiences:

- Students in the Intro to Gender Based Violence course are trained to facilitate workshops for incoming students in the residence halls and classrooms
- Students trained through VAT serve as a part of the on-call system which provides students with the opportunity to apply their VAT training
- VAT trained students are also able to apply their training with community organizations (i.e. SAVA and Crossroads)
- StoryCenter Alternative Spring Break, Clothes Line Project and Take Back the Night provide opportunities for survivors to tell their stories

DSA AREA OF EMPHASIS:

Partnerships, relationships, and development:

- Ongoing efforts to collaborate and co-sponsor programs with other SDPS offices
- Academic departments: workshops for CWS&GR, Human Sexuality, Social Work and Master's and doctoral level Education classes
- Continued relationship with CSU-PD to identify ongoing collaborations/trainings
- Ongoing strong relationship with OTP and Ram Orientation for new students
- Working closely with Health Network on programming and victim advocacy collaborations including programs for survivors and support groups
- Residence Life: continue to have a strong and ongoing collaborative relationship with the A/RD, and RA staff to offer comprehensive programming, to participate in RA training during the fall/winter and at least one staff member co-facilitates a section of the new RA course in the spring. Additionally, HDS-Residence Life funds the Asst. Dir. for Education position
- Committees: President's Commission for Women and Gender Equity, The Period Product Committee, DSA Onboarding Committee
- Ethnic Studies: Monica and Carl are both adjunct faculty for Ethnic studies
- Center for Women's Studies and Gender Research: Monica, Angelica, and Casey are all adjunct faculty for CWSGE
- Athletics: maintain ongoing relationships through the New Athlete Orientation program, the IU193 Freshman Seminar, and the GOLD Team. Additionally, we helped provide consent education for NCAA compliance



OUR CREW

CORE STAFF: AND THEN THERE WERE SEVEN...

We spent an ENTIRE YEAR fully staffed and girl was it a dream. New additions to the staff included Kristy Kumar, Jessica Morneault and Marie Harding who made the shift from student employee to full time professional staff. Being fully staffed was critical to our ability to meet the needs of students and also allowed us to better align our workloads to a healthier and more sustainable level. Unfortunately after only a year, Kristy Kumar relocated to Boston and thus left the University. At the completion of this report, the position is vacant and a search has not begun.

We were intentional about relationship building this past year which resulted in staff attending events, sharing meals and spending time "off the clock" together. It was awesome. :)

STUDENT STAFF

The roles for aides and peer educators are very different, but we made an intentional shift to using the umbrella term "student staff", rather than saying "aides and brigade". Its a subtle shift but one of the many ways we attempted to foster group cohesiveness and and a sense of team. Additionally, we made sure that there was overlap in the training days, held an end-of-the-semester check in meeting off campus and celebrated the end of the year accomplishments of both groups together.

Students reported feeling less of a gap between each group and an increased understanding that while each serves very different roles, our center could not exist without either.

VAT VOLUNTEERS

In 2017-18 VAT answered a record number of hotline calls. Our volunteers we able to answer 136 calls for over 60 hours of support. In the last year we trained an additional 31 volunteers to add to the team. In addition to providing confidential services on the hotline these volunteers volunteered to work events, providing in person support for survivors engaging in community on campus. Core staff provided multiple in-service trainings to help volunteer advocates stay current with changes and best practices in policy/protocol.



KRISTY KUMAR

ASSISTANT DIRECTOR
OF EDUCATIONAL
PROGRAMS



ANGELICA MURRAY

PROGRAM
COORDINATOR



CASEY MALSAM

ASSISTANT DIRECTOR
OF VICTIM SERVICES



MARIE HARDING

VICTIM
ADVOCATE



CARL OLSEN

MEN'S PROGRAMMING
& VIOLENCE PREVENTION
COORDINATOR



JESSICA MORNEAULT

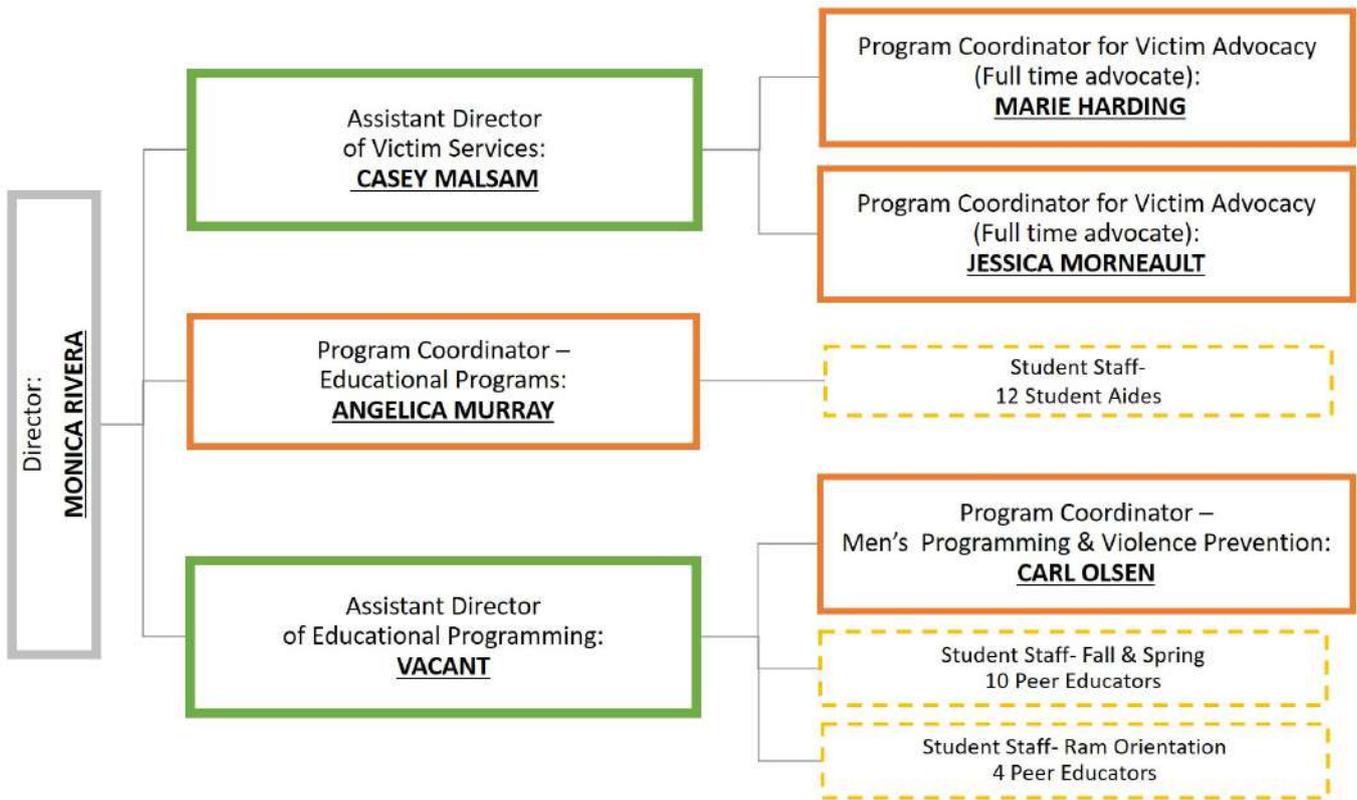
VICTIM
ADVOCATE

2017-2018 CORE STAFF



MONICA RIVERA

DIRECTOR





STUDENT AIDES

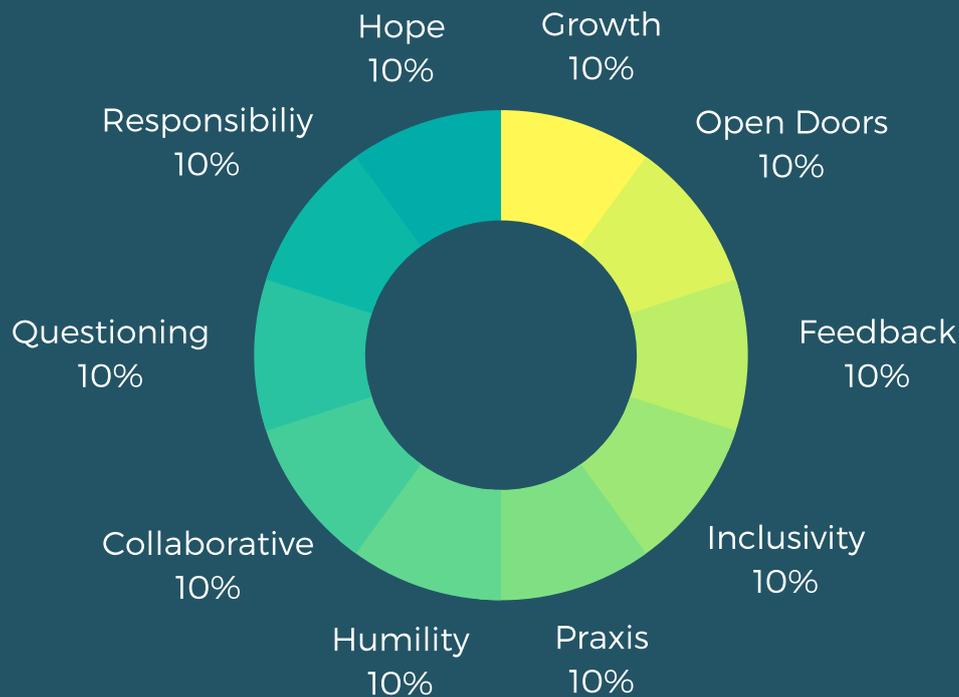


2017-2018 STUDENT STAFF



PEER EDUCATORS

WGAC GUIDING PHILOSOPHIES: (How we do things around here.)



We are committed to personal, professional and academic growth of everyone involved with our center.

We say... down with social justice elitism and arrogance, up with dialog, playful humor & humility.

We believe that feedback is love. And much like love, giving and receiving feedback is a learned skill that we must all practice.

We believe transparency fosters empowered, informed and collaborative decision-making at all levels.

We strive for proactive inclusivity and work to minimize harm by asking questions like "who or what is missing?" and "what might the impact be?" from the beginning.

We believe that asking questions makes us better and ultimately benefits our communities.

We believe in open doors (literally and metaphorically) and are invested in knowing and understanding one another.

We are all responsible for the success of this center. We all contribute (positively and/or negatively) to how it feels to be a part of WGAC.

Our work is informed by intersectional feminist praxis. Which is a fancy way of saying that we verb the heck out of concepts like social justice, intersectionality and liberation.

We remaining grounded in, and outwardly projecting, a sense of hope and optimism while also honoring & validating the full range of human emotions.



VICTIM ADVOCACY REVIEW

STRENGTHS

- Successfully managed another year of very high volume
- Established an "advocacy team" both in practice (weekly advocacy team meetings, morning check-ins, etc) and in culture (referring to themselves as a team, collaborative decision making, etc)
- Created and recorded a podcast related to advocacy

CHALLENGES

- Even with an additional advocate, the volume of survivors prevented the team from doing outreach and follow up

NEXT YEAR GOALS

- Continued growth around the intersections of identity and advocacy
- Additional offerings for survivor healing... groups, trauma-informed yoga, etc.



Advocates served
a total of

406

survivors
in 2017-2018

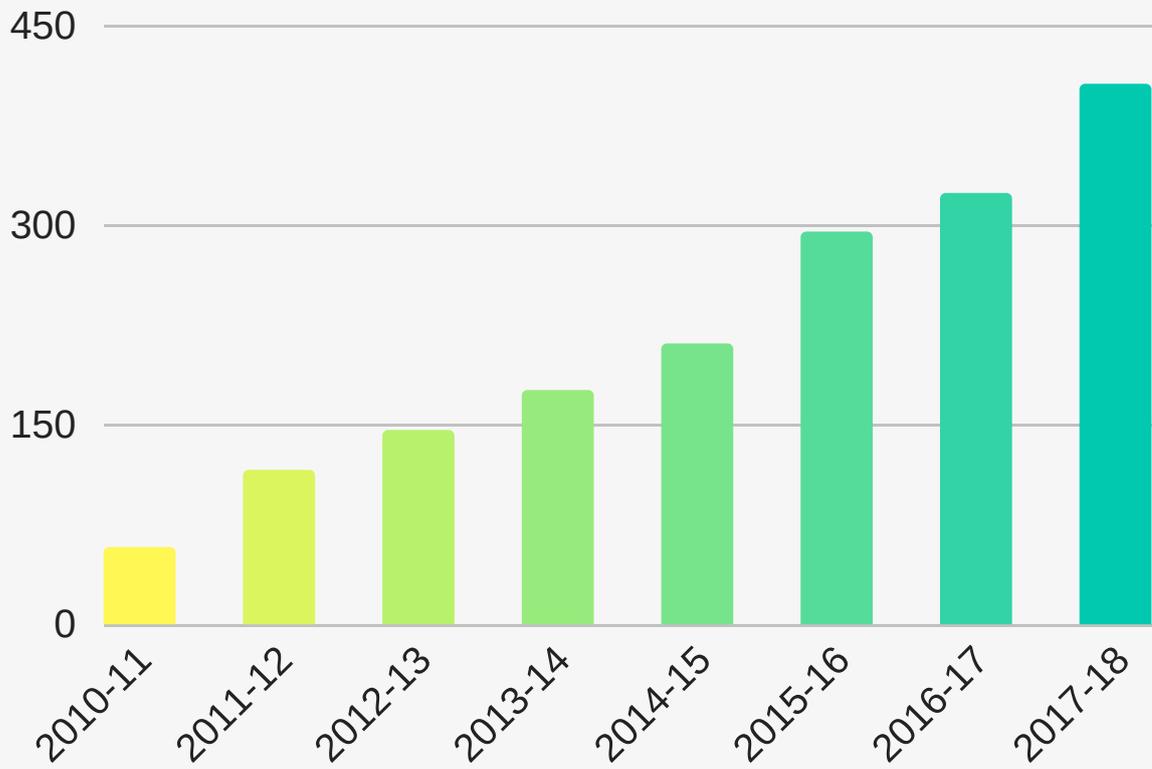
72%

of survivors sought out
advocacy for interpersonal
violence that occurred
within the past year

VICTIM ADVOCACY

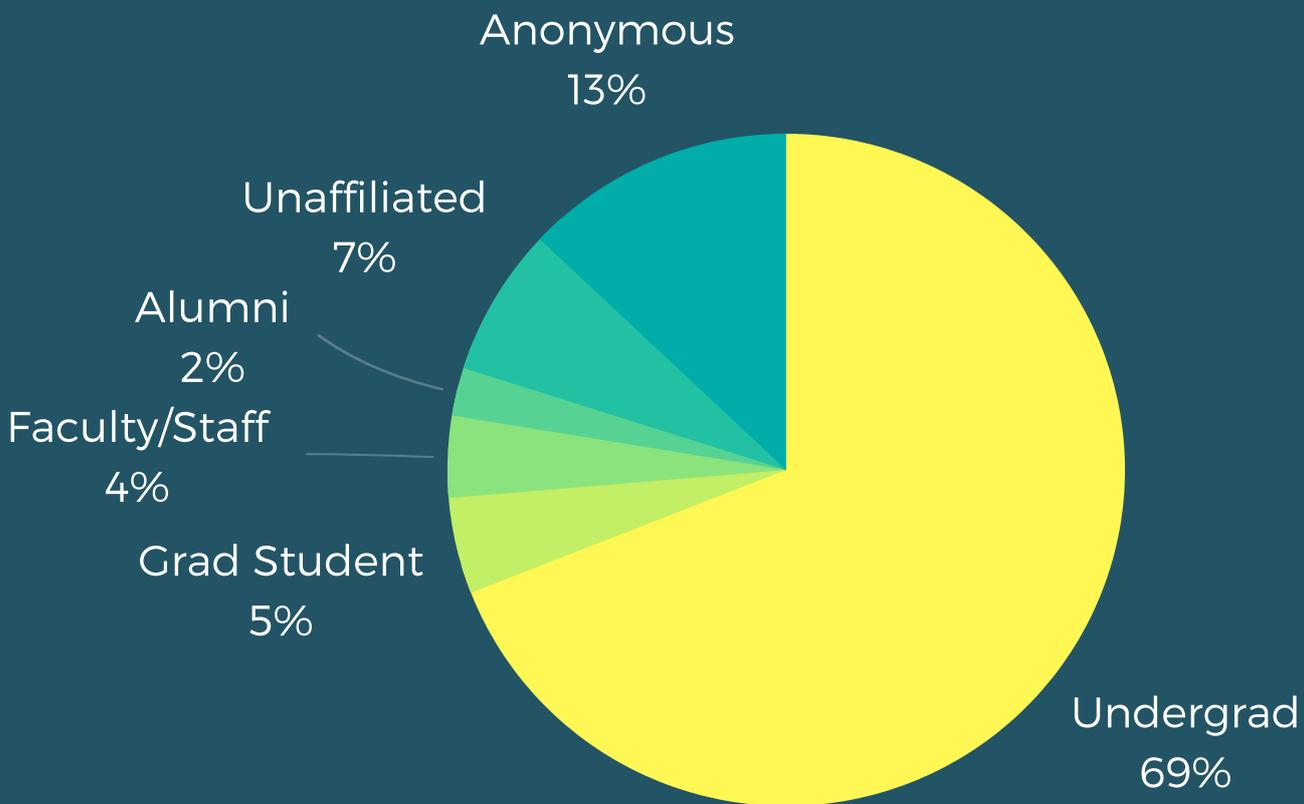
- Advocates provided 2983 interventions to 406 survivors (304 new survivors).
- The on-call Victim Assistance Team volunteers received 136 calls and provided 68 hours of these interventions. (2016-2017 VAT calls = 117)

TOTAL SURVIVORS:



CSU AFFILIATION:

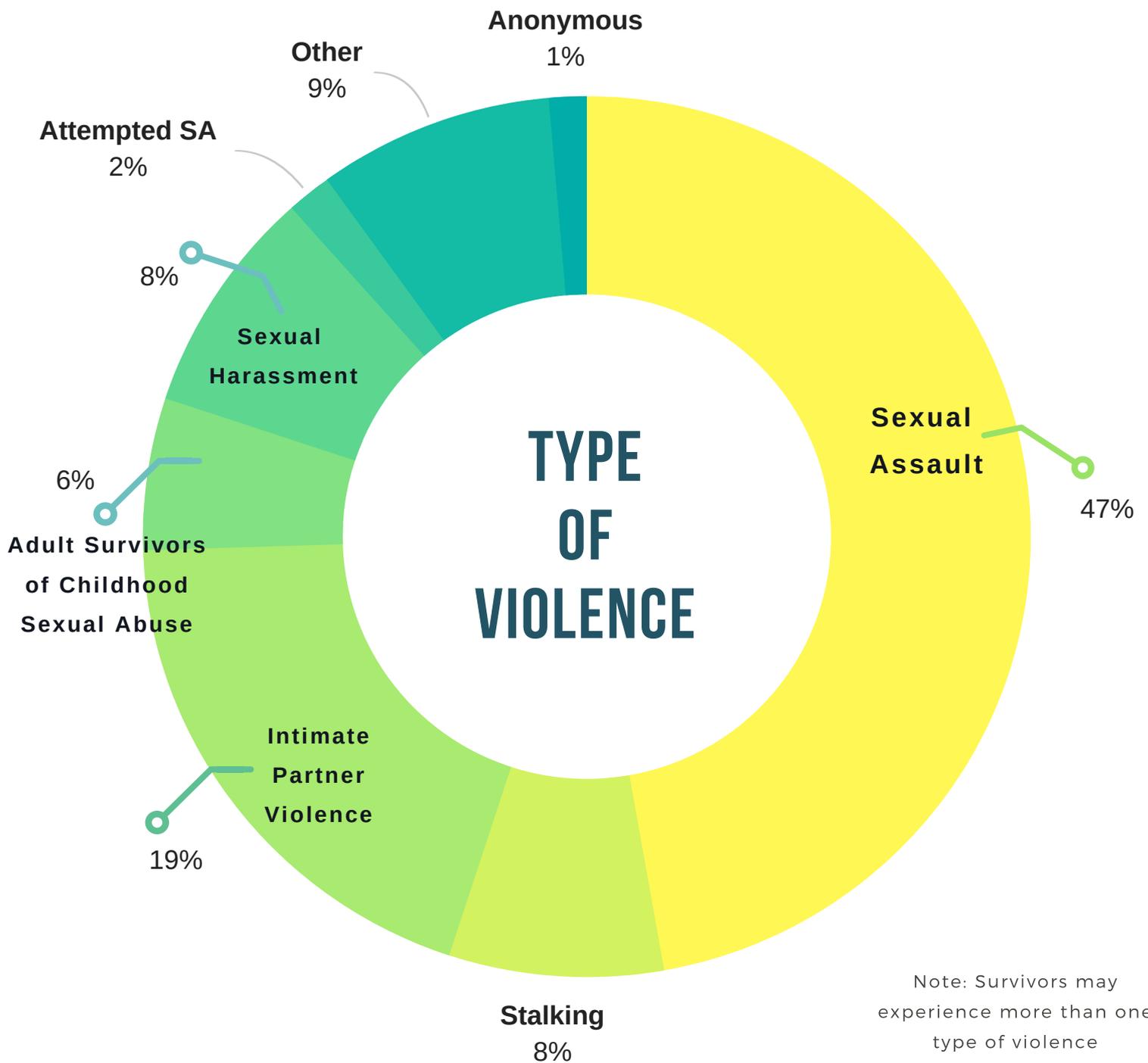
Note: Unaffiliated includes parents/visitors of CSU students



NOTABLE TRENDS

- Our numbers are continuing to increase at the same exponential rate that they have been over the past 6 years.
- The addition of a full time advocate helped to keep the advocacy hours more located in the core advocacy team this year. As a result, this year the programming staff provided 28.9 hours of advocacy compared to 68.5 the year prior.
- Even with the addition of a full time Victim Advocate to the advocacy team, the increase in survivors meant that, similar to the previous 2 years, we continued to spend less time with each survivor. This suggests that the advocates are at capacity for the number of hours they can provide. Less time with each survivor translates to less follow up and outreach which certainly has an impact on our ability to provide necessary support and retain survivors.





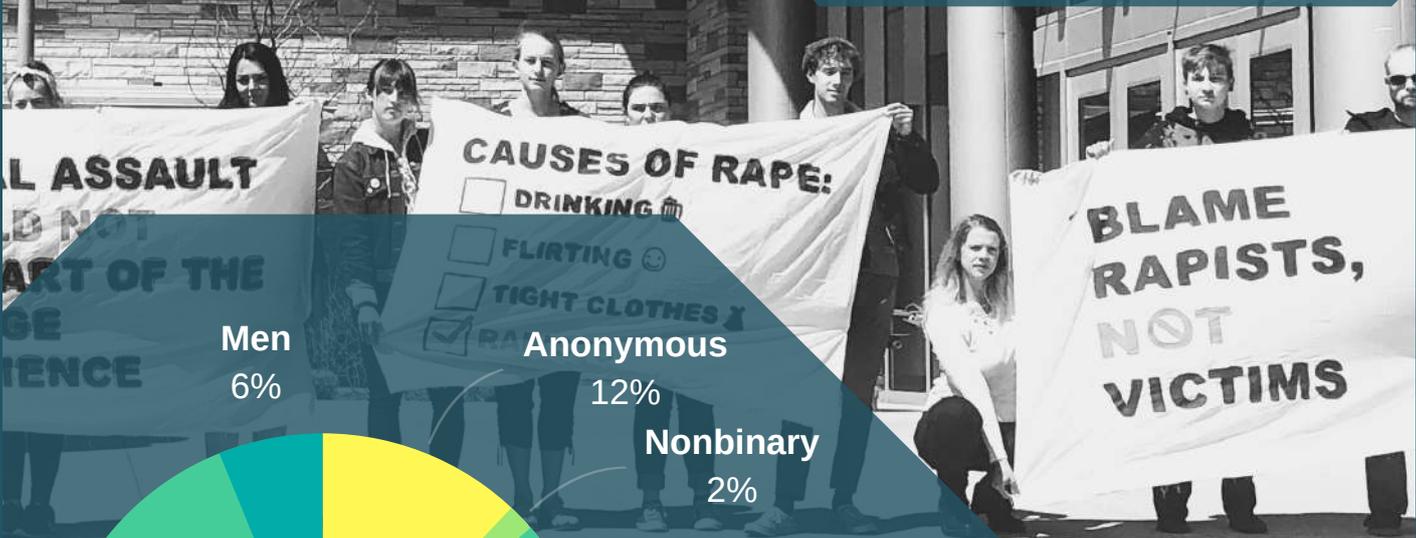
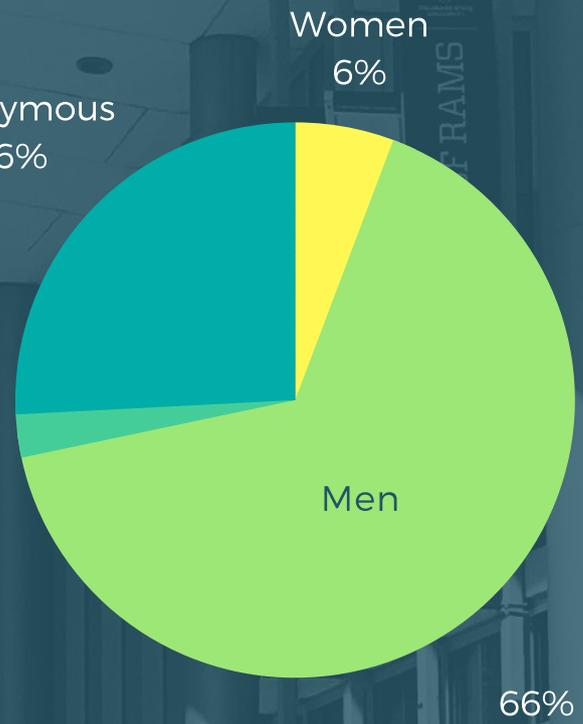
PERPETRATOR/SURVIVOR RELATIONSHIP

The vast majority of our survivors were harmed by someone they know and trust.

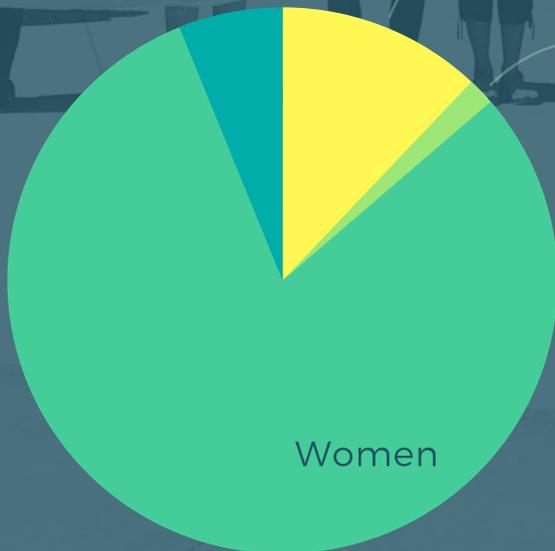
- 13.7% acquaintance
- 13.1% friend
- 12.1% previously dating
- 6.7% dating relationship
- 5.1% stranger
- 3.8% former intimate partner
- 2.5% teacher/professor
- 2.5% co-worker
- 1.9% date
- 1.9% current spouse/intimate partner
- 0.3% service provider
- 1.3% parent/guardian
- 0.6% other relative
- 2.5% other
- 29.6% unable to obtain

GENDER DYNAMICS

(Perpetrators)



Men 6%
Anonymous 12%
Nonbinary 2%



(Survivors)



TIME SINCE VIOLENCE

- 11.1% less than 24 hours
- 16.6% 24 hours -5 days
- 12.7% within past month
- 15% 1 month to 1 year
- 6.1% 1-5 years
- 4.5% 5+ year
- 10.8% ongoing
- 3.2% historical (time unknown),
- 6.1% recent (time unknown)
- 14% unable to obtain



LOCATION OF VIOLENCE

- 55.7% off campus
- 15.6% on campus
- 2.2% on and off campus
- 3.5% primarily Electronic
- 22.3% anonymous



REPORTING - POLICE

- 20.6% reported to the police
- 46.1% not reported
- 10% undecided
- 20.3% unknown
- 2.9% N/A

REPORTING - UNIVERSITY

- 9.7% of reported to the university (36% not eligible because perpetrator was non-affiliated)
- An additional 8.7% were mandatory reports
- 9.4% are undecided
- 17.1 are unknown

SURVIVORS WERE REFERRED TO OUR CENTER BY:

- 12.3% VAT marketing
- 8.7 University Housing
- 10% Another student
- 8.1% Support & Safety Assmnt.
- 7.1% Other fac/staff
- 4.8% CSU Health Network
- 3.2% internet
- 4.5% Presentation
- 2.6% Known to office
- 1.9% Case Management
- 1.9% CSUPD
- 1.6% Student Resolution Center
- 0.6% Fort Collins PD
- 6.5% Other
- 25.6% Unable to obtain



SURVIVOR DEMOGRAPHICS:



REVIEW OF PROGRAMMING

STRENGTHS

- Constant innovation with energy from new staff
- Highly collaborative year
- Increased cohesion among student staff
- Steps made towards increased assessment measures

CHALLENGES

- Task oriented year. Likely due to training a new AD
- Would like to have further developed a “mission/vision” for programming team to help lay the foundation for future WGAC programmers
- Did not have the opportunity to really codify some of the philosophies around programming that we implemented this year. Especially around an informed collaborative approach and/or a multi-faceted engagement of gender-based violence rooted in anti-oppression work. We’ll lose some of that with Kristy’s departure
- Continued frustration/confusion about the role of ICAs and residential curriculum

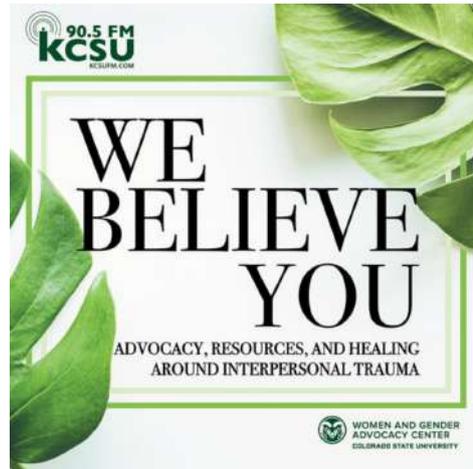
NEXT YEAR GOALS

- We need to find a balance between maintaining programming status quo and pushing more innovative programming as we search for a new AD
- Figure out ICA role
- Strengthen and develop (or nix) Consent education model
- Create infrastructure to allow new programmers to hit the ground running
- Continued collaborative programming w/ SDPS
- Strengthen Assessment
- Create foundation for Body Image Programming

ADVOCACY PODCAST

WE BELIEVE YOU: ADVOCACY, RESOURCES, & HEALING AROUND INTERPERSONAL TRAUMA

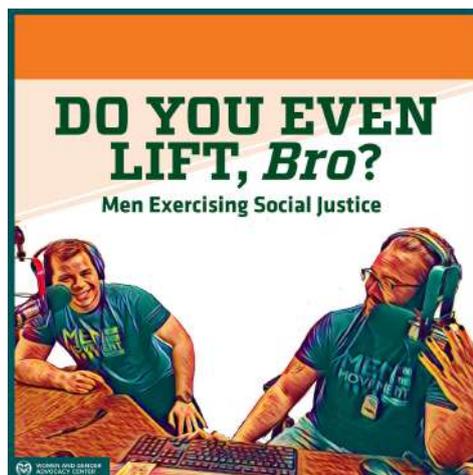
Description: In each episode, members of the WGAC advocacy team explores the concepts and practices associated with healing after trauma. We share tips, strategies and resources around sexual assault, relationship violence and stalking as well as explore the ways that identity has an impact on healing.



PREVENTION EDUCATION PODCAST

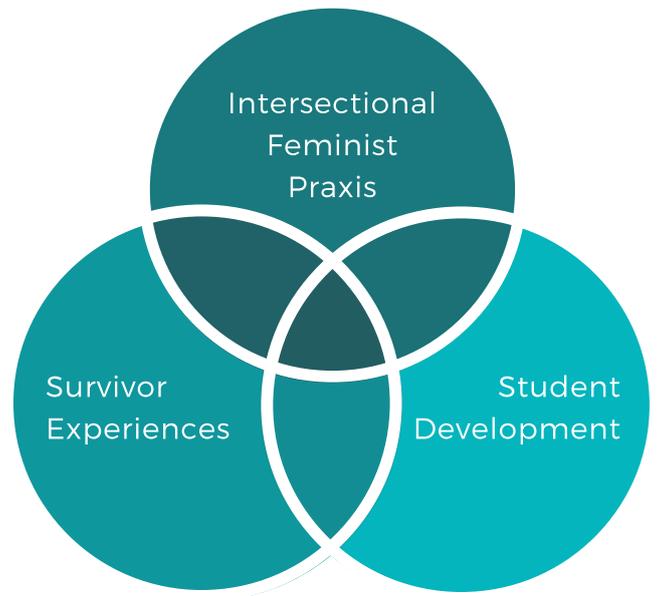
DO YOU EVEN LIFT, BRO? MEN EXERCISING SOCIAL JUSTICE

Description: Let's be real. Men need to bring up their social justice game, and we believe there are men out there who want to but don't know how. Jake and Carl don't have all the answers, but they believe that opening up and doing a lot of self-reflection is one of the best ways for men to join the movement. Listen in while they try to model that process.



PROGRAMMING VISION AND FRAMEWORK

- The vision of the Educational Programming Team in the WGAC is to provide opportunities for engagement for students and CSU campus community about addressing and ending interpersonal violence and additional forms of oppression.
- Our work this year was primarily informed by three lenses: survivor experiences, intersectional feminist praxis, and student development.



PROGRAMMING NUMBERS

239

total number of programs

5,540

*number of students served by
WGAC programming
(not including Ram O)*

67

*number of programs by
Red Whistle Brigade*

1,899

*number of students served by
peer education
(not including Ram O)*

NOTES ABOUT PROGRAMMING DATA

We struggled as a programming team to define what our data goals generally are, and specifically, our expectations and needs from Titanium. At the end of the academic year, we landed on "Titanium is where we code what we want the external world to know." So ultimately, this means not tracking all prep hours, but rather maybe the day of the event. This gets difficult if everyone would log different hours for events and some positions have event prep as the core of their job while others would count prep as "extra". The Programming Team wanted to focus on the number of people served and appointments, as opposed to hours worked by individual staff for the purposes of Titanium data.

For Next Year: Create additional categories including: preparation time, non-IPV related programming to cover most of Angelica's area (Body Acceptance Week, FTAC, RVAM) and SAAM events as well as separating MitM and other men's engagement events so they are not being tracked under Masculinities generally. Tracking programs in a streamline fashion is key to better data. This means no repetitive events, tracking prep time with variances, etc.

PEER EDUCATION

SEMESTER RED WHISTLE BRIGADE

Strengths: Good pulse on needs of student body, great energy around creating new programming and connecting with SDPS offices. The team had a humility in their approach to peer-education and used each other's strengths well. The group consistently received good evaluations from implemented programs and the Integration of structural elements were helpful for focusing (gmail account with google calendar to track programming, detailed agendas for every meeting, committee structure, and 1-1s with Brigade supervisor every semester).

Challenges: Lack of racial diversity in student-representation and resulting whiteness of the group had significant impact on the team. They had difficulty in "mobilizing" or creating energy for advertising/getting students to show up to events. The timing of the hiring process (for summer brigade) in the middle of incredibly busy month is brutal.

Next year goals: Greater diversity in student representation, updating Honors presentations, focusing on residence halls (including RVAM and Residence Hall focus), and focusing on facilitation and toolkit strategies earlier so students can begin creating programs quicker, and creating relationships with academic units to get Brigade into more curricular programming.



SUMMER RED WHISTLE BRIGADE

Strengths: Fantastic foundation, structure, and access to over 5,000 incoming students to address consent and interpersonal violence using theater, humor, and creative yet accessible analogies to teach consent. This year we included a Monday check-in with both teams to get a pulse on where everyone was at, and included feedback 1-1s once the first week of performances was completed.

Challenges: Timeline to post, interview, hire, and train Brigade members before opening night on June 4th.

Next Year Goals: For the actual presentation - cutting lines that aren't helpful for the overall mission of the presentation and adding more language around how to explicitly ask for consent, how to listen for it, and how to respect the response.



PROGRAMMING HIGHLIGHTS

AN ANTI-COLONIALIST RESPONSE TO SEXUAL VIOLENCE PREVENTION:

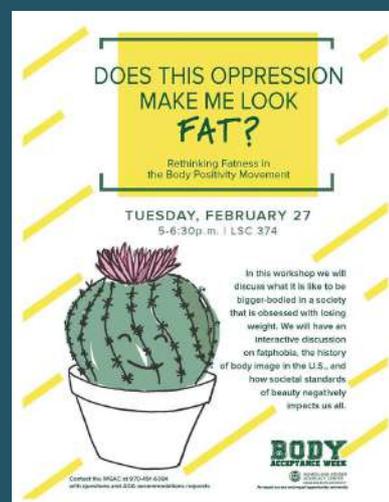
Audience: All CSU, mostly NACC students (a few ROTC, Women's Studies, and WGAC students)

Comments: A joint effort with Tiffani Kelly from NACC and Kristy Kumar from WGAC. This idea emerged after conversations of wanting to provide dual-programming considering April is both SAAM and APIDA heritage month. NACC was invited because we wanted to address that Native and APIDA communities both experience intimate partner violence at higher rates outside of their racial group as opposed to other groups. The presentation morphed into ways of thinking critically about how anti-violence campaigns and strategies often center white communities and ways to integrate an anti-colonialist lens to prevention work. It was a great collaboration between three different SDPS offices and nice to see partnership between WGAC and NACC during this month.

DOES THIS OPPRESSION MAKE ME LOOK FAT?

Audience: Mostly students receiving class credit

Comments: Co-created with Kodi Phelps, SAHE student. Great program continuing to challenge prevailing health and fitness narrative for body awareness events (via month/week) at CSU



WHAT YOU REALLY MEAN WHEN YOU CALL ME A BITCH

Audience: Residents at Newsome Hall

Comments: After receiving repeated requests from RAs and ICAs to discuss toxic masculinity in the residence halls, specifically around harmful language by men used in the hallways, we used a spectrum activity to begin the conversation that was great for getting people to participate in locating themselves in the conversation.

(PROGRAM HIGHLIGHTS CONT)

#METOO & MEN

Audience: CSU students, mostly men

Comments: Biggest feedback was that it was too short. Lots of Collegian coverage. About the nuances of how men as survivors of sexual assault can engage with #MeToo.



RELATIONSHIP VIOLENCE WITHIN COMMUNITIES OF COLOR

Audience: Mixed gender members of multicultural fraternities and sororities

Comments: Program was very strong and well-attended. Session included a panel of survivors.

WHAT I'M INTO

Audience: Delta Xi Nu

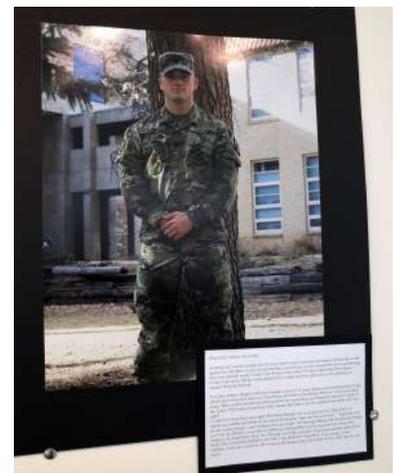
Comments: DXN member, Dani Diaz, requested a presentation on "something consent and intimacy related" for members. We ended up focusing more on exploring the importance of determining interests, boundaries, and what individuals were into, before even getting into conversations around pleasure and intimacy. Participants filled out a booklet created by taking segments from the book "What you Really Really Want" by J. Friedman and processed with the group.



SURVIVOR PHOTOVOICE PROJECT

Audience: CSU and Fort Collins community

Comments: Student initiated and (mostly) executed event. It was a good way to start of SAAM, with intention and survivor-centered but also relatively low-key. The event was loosely structured and quick (folks looked through the gallery, and then Kristy and Kimberley spoke, highlighted future events, and offered time for questions).



(PROGRAM HIGHLIGHTS CONT)

IFC "RETREAT"

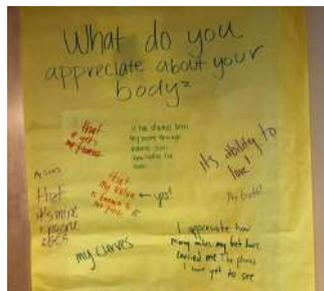
Audience: Interfraternity Council members

Comments: A continuation of a conversation that they need and probably have in pockets of their own organizations. There's a deep connection for fraternity men between men in their org committing sexual violence and management of alcohol consumption. It was a 3 hour program and would be great if it was a monthly or bi-weekly conversation with the same group of leaders in the community.

#METOO AND RADICAL SELF-LOVE

Audience: Primary & secondary survivors of sexual assault

Comments: Though we doubted attendance for this expo considering it was a pilot program, the 150+ attendees told us this was definitely needed on campus. The rage room and craft stations were a huge success, while the collaborative reflective programming pieces were both confusing and not enough time to engage. Next year recommendations: more time, in a ballroom space, more resources and direction, more framing on intent, and greater outreach with partners for attendance



RED WHISTLE BRIGADE SNAPCHAT TAKEOVER

Audience: CSU

Comments: While unable to track numbers of viewers and sense of app engagement, the largest attended event of RVAM was the night that we used Snapchat all day to educate campus on WGAC resources and healthy relationships.

(PROGRAM HIGHLIGHTS CONT)

FEMINIST FIGHT CLUB WORKSHOP: FIGHT MOVES FOR DUDES

Audience: Men identified staff, faculty, and students.

Comments: Well attended by intended audiences. Decent preliminary introduction to FFC for men on campus.

STORYCENTER ALTERNATIVE SPRING BREAK

Audience: 6 CSU students

Comments: A fantastic expression of survivor-centered and trauma-informed programming that blended both advocacy and educational work of WGAC. We also were able to work with new students to the office and build strong relationships with those that continued to come and support us through the month of SAAM after Alt. Break. The collaboration with StoryCenter had its own strengths and challenges. They provided a good framework for guidance on how to develop storytelling in a short time, where to focus energy, and the value in giving critical feedback to expand the potential for a story's reach. StoryCenter also pushed the participants in ways they were not comfortable, asking them share in ways that seemed voyeuristic and focused on the outcome for a viewers benefit, rather than the individual's own process. In the future, WGAC is definitely capable of internally holding the storytelling development process with the skills learned from this first-time process. There would be a technological curve, in learning how to use editing software and copywriting regulations, but it is definitely accessible.



ALT. BREAK DIGITAL SHORTS AND PANEL

Audience: CSU and Fort Collins community

Comments: The structure of the event worked well (dinner buffet style from Aloha, introduction, video screening, break with opportunity for attendees to write questions to the panelists, ending with the panel and questions). Around 70 people attended and the majority stayed throughout the event. The gallery space at Gregory Allicar Museum was a good location because it felt both fancy and intimate (also a plus that they are free and allow food).



FEMINIST THOUGHT AND ACTIVISM CONFERENCE

Audience: Mostly students & staff with a small number of faculty/community members
 Comments: The theme this year was Planting Seeds of Resistance which aligned well with the name change. Attendance was up and program proposals were diverse and robust. The keynote speaker was Poet- Amal Kassir. We partnered with Ram Events to provide free books for attendees and also provided free childcare for the first time in the history of the conference.

