

Centre College's Framework for Comprehensive Prevention Title IX Team 2018-2019 Goals (Status as of February 4th, 2019)

INSTITUTIONALIZATION

The degree of system-wide buy-in, visible commitment, and meaningful investment in effective prevention initiative.

- Conduct intentional College action planning with students, staff, and faculty under the guidance of the College administration. Develop and publish that plan by end of Fall Term. Complete. The document was released to the Centre community on January 9th, 2019
- The Title IX team and the Sexual Harassment and Misconduct Committee will work to identify and clarify the different roles for each. Underway. The Title IX Team and the Sexual Harassment and Misconduct Committee are working to identify and clarify their different roles. Under a recent change approved by the College Council to revise its charge and committee title, the Sexual Misconduct Prevention and Response Committee will begin to engage and educate the College staff and faculty to serve as effective advocates of ongoing work to identify and prevent sexual misconduct.
- Add a member of the Diversity and Inclusion staff to the Title IX Team. Complete. Beginning this year, the College has recruited additional Diversity and Inclusion staff and Ashley Oliver, Director of Diversity and Inclusion Programming, now serves on the Title IX Team.
- Increase staff and faculty awareness and advocacy in preventing sexual misconduct providing opportunities for students, faculty, and staff to serve as facilitators of sexual misconduct prevention workshops. Underway, as the Sexual Misconduct Prevention and Response Committee have begun to plan outreach.
- Report to College Council regularly on the Title IX work through the Sexual Misconduct Prevention and Response Committee. On-going. A report was shared at this fall's College Council meeting and will again be done on February 7th.

CRITICAL PROCESSES

The strategic, collaborative, and research informed translation of resources (staff/budget) into effective policies and program.

- Recruit and assimilate a new Deputy Title IX Coordinator. Complete. Sarah Cramer, Sexual Assault Prevention & Education Specialist in the Office of Title IX reported to work on October 8th, 2018.
- Contract with and bring to campus third party experts to help analyze and communicate survey by end of September. Proposed convocation tentatively to be September 25th. Complete. Campus-wide convocations are increasingly being offered that address sexual misconduct prevention, including Kentucky Attorney General Andy Beshear and third-party experts Holly Rider-Milkovich of EVERFI and Cara Tuttle Bell of Vanderbilt University. The College retained the services of Everfi prevention experts and Cara to provide external guidance as to the college's on-going sexual misconduct prevention work.

- Provide additional continuing education to the College first-responders, investigators, and adjudicators including intersectionality and implicit bias. On-Going. The entire DPS staff (including our newest officers) started the academic year with a daylong implicit bias training session. College adjudicators and investigators attended “Title IX & the Clery Act: Conduct LIVE Hearings that Are Trauma-Informed and Ensure Due Process.” The Title IX Team also participates in many seminars including this fall’s ACS Legal Services Video Conference “The Impact of Title IX Due Process Issues on Independent Colleges” as well as “The Future of Sexual & Relationship Violence Prevention in Higher Ed”, “Spotlight on Greek And Athletic Students: How to Bridge Compliance and Effective Prevention”, and “The Future of Alcohol and Other Drug Prevention” hosted by EVERFI and Peter Lake.” Members of The Center for Global Citizenship staff and Title IX Team attended “Clery, VAWA, Title IX & University Travel: Master the Complex Reporting Requirements for Distance and Overseas Study to Safeguard Your Institution” in November.
- Expand the visibility of external experts consulting with the College on sexual misconduct prevention and awareness. As a member of the Campus Prevention Network, Centre is one of over 200 institutions committed to assessing their efforts and striving towards best practice in their prevention programming, policies, critical processes, and institutionalization. Ongoing. In January 2019, the College supported a convocation “Fireside Chat with End Rape on Campus: Looking Towards a More Survivor-Centered Future” where third-party experts from End Rape on Campus (EROC) facilitated a conversation on the future of Title IX and how to further build a trauma-informed and survivor-centered movement.
- Initiate an alcohol working group to discuss the findings in the College’s Alcohol Diagnostic Inventory results. Underway. The Office of Title IX, in collaboration with the Student Life Office and Student Health, is in the process of piloting a student-led healthy substance use task force. The mission of the task force is to combine national data in health promotion with our students’ feedback and energy. Potential project goals are to develop more alternatives to Greek social programming, provide useful and relevant tips (i.e. how to keep track of the number of servings of alcohol in homemade mixed drinks), enhance relationships with DPS, review existing social policies, and workshop useful resources for students who are at-risk and in recovery.
- Continue to incorporate a trauma –informed approach to the College’s prevention work. Underway. The Ampersand Sexual Violence Resource Center is partnering with Centre College to offer a specialized drop in space for all students, faculty, and staff to utilize for free, for a wide a range of services. Beginning in 2019, Ampersand will be offering information about services, drop in crisis intervention and advocacy sessions, information about volunteer opportunities, and education for classes. The drop-in space is for all survivors of any type of sexual violence as well as individuals who would just like to learn more about Ampersand.

POLICY

The values and expectations of the institution and its community, and the system of accountability to uphold and enforce them.

- Conduct outreach with student organization leaders to better familiarize them with Title IX Team and the preliminary Sexual Misconduct survey findings and action planning process. On-going. All student organizations were invited to meet with third party expert Cara Tuttle Bell in October. The Title IX Team has also held several meetings open to all students and have met with the student groups Pride Alliance and SPEAC. Open sessions for interested staff, faculty, and students are being held in mid-February to discuss the CentreSpeaks report.
- Increase visibility of Title IX Team, key policy elements, and support services across campus developing clear, branded, student-reviewed materials that explain the reporting process, the role of responsible employees, and how to provide help to someone who experiences sexual misconduct. On-going. A series of posters with helpful information were posted widely around campus at the onset of this school year and every dorm room was provided a posted flyer as “to how to get help” if needed including on and off campus resources.
- Host forums with students to discuss Title IX processes and policies, with focused topics such as intersectionality. Continuing. On Building Bridges & Community Day, November 1st, members of the Title IX Team facilitated several workshops including Create a “Culture of Caring”, “Make the Number Zero: Sexual Assault Prevention for Everyone”, “Just Talking: Healthy Relationships in the age of Tinder”, and “Do You Like That?": A Realistic and Intersectional Approach to Consent.” Beginning in 2019, the Title IX Team will host a number of additional forums for students on prevention and support topics.

PROGRAMMING

The intentional development, multi-modal design, and targeted delivery of prevention programs and messages that will maximize impact.

- Provide on-line sexual misconduct/assault prevention education for all students. Complete. In addition to the first-year module that has been historically completed at the onset of school, this year, the College asked all upper-class students to complete the on-line module Sexual Assault Prevention- Ongoing Education in September.
- Continue to roll out the College’s by-stander education program Green Dot including an introductory session for all first-year students. On-going. Launched in 2017, the Green Dot bystander program provides training for staff, faculty, and students on how to identify and intervene in situations that could lead to sexual misconduct. To date, nearly 150 members of our campus community have been trained. This year, all first year and transfer students received an overview of Green Dot during orientation. There were two student workshops offered to all students in November. A set of additional facilitators has been identified and plans are underway to send them to Green dot certification later this spring.
- Support the SPEAC organization in its prevention education, programming, and awareness goals. On-going. Launched in 2015, a working group open to all students

called Students for Prevention Education and Advocacy in the Community (SPEAC), has grown to nearly 50 students working to help the College's prevention education and awareness programming. This year, the group has created and selected officers, been developing a social norms outreach campaign, and a suggested ally program to help students access safe resources during parties.

- Increase outreach and services for underrepresented/ high-risk populations creating culturally adapted, research-informed educational opportunities to diverse student groups to address needs and strategies specific to those communities. On-going. Sarah Cramer since joining the Office of Title IX in October continues to meet with students to establish credible communication and assess needs.
- Provide specialized sexual misconduct training for Athletics staff and student athletes in accord to NCAA guidance. Complete. Since 2014, the Athletics department has provided specialized sexual misconduct training for its staff and student-athletes in accord with NCAA guidance. This year, all student athletes and Athletics staff attended workshops delivered by Dr. Kimberly Dickman with the Airforce Academy.
- E-mail a periodic newsletter to the campus community and maintain/update the sexual misconduct CentreNet site found under Campus Life. In progress. The Title IX Team has partnered with the Office of Diversity and Inclusion to release a joint newsletter at the beginning of each month of the school year. It will be included as the *Title IX Corner*. Needed updates to the sexual misconduct CentreNet are on-going.
- Developing skills-based, engaging workshops with assessments of measurable learning outcomes for student groups, including an alcohol, bystander intervention, and consent workshop for Greek 101 new member education training and other Greek affiliated students, a healthy relationships workshop for the RAs to facilitate as a hall program, affirmative consent workshop for classroom environments, and a prevention-planning workshop for students interested in learning the mechanics of campus sexual assault prevention efforts. On-going. A number of workshops and classroom presentations above have occurred or are scheduled during this term under the leadership of Sarah Cramer.

The members of the Title IX Team for 2018-2019 are:

Kay L. Drake, Title IX Coordinator, Investigator

Vice President for Human Resources and Administrative Services
Horky House, first floor
859-238-5464
kay.drake@centre.edu

Sarah Cramer, Title IX Team Member

Sexual Assault Prevention & Education Specialist
Horky House
859-238-5519
sarah.cramer@centre.edu

Brian W. Daniel, Title IX Team Member

Director of Residence Life
Nevin Hall Residence Office, Room 112B
859-238-5946
brian.daniel@centre.edu

Gina Nicoletti-Bellinger , Title IX Team Member

Associate Athletic Director
Sutcliffe Hall, Athletics administration office
859-238-5493
gina.nicoletti@centre.edu

Ashley Oliver, Title IX Team Member

Director of Diversity and Inclusion Programming
Campus Center, Student Life
859-238-6520
ashley.oliver@centre.edu

Gary Bugg, Title IX Team Member, Investigator

Director of Public Safety
Public Safety Office, West Walnut Street
859-238-5535
gary.bugg@centre.edu

Kevin Milby, Title IX Team Member, Investigator

Director of Public Safety
Public Safety Office, West Walnut Street
859-238-5534
kevin.milby@centre.edu

Dr. Mary Gulley, Title IX Team Member

Asst. Dean for Advising, Asst. Professor of Psychology
Old Centre, Dean's Office
859-238-5223
mary.gulley@centre.edu