

S&A Annual Financial Report Questionnaire

1. The allocated amount pays exclusively for the salary and benefits of one FTE, Kristen Perry, who is the dedicated sexual assault advocate and prevention educator at CWU. The salary is within a competitive range for similar positions at other institutions. Any increases in expenses is due to required cost of living or exempt staff salary increases (typically <3% increase annually).
2. There is no fund balance.
3. Yes, alternative, non-S&A funding has been sought. A proposal was submitted (**see Appendix A**) to then-Provost Katherine Frank prior to quadrennial funding request to S&A in 2017 to create a new position and have that position funded by state funds. Provost Frank directed us to seek S&A (quadrennial) base funds. While the position salary and benefits are funded by S&A, about \$10,000 from Wellness Center dedicated fee monies (F:140) is used for goods and services related to this position.
4. This funding is tied to an FTE responsible for complying with Clery and Title IX federal recommendations/obligations. There are no contracts associated with this funding.
5. While the Wellness Center employs 6 part-time student staff, no student employees are compensated from the S&A funds. Along with the professional FTE funded by these S&A base funds there are four additional professional staff in the Wellness Center.
6. The work accomplished with this funding can be divided into two categories; violence prevention/education and violence response/advocacy.
 - a. Violence Prevention/Education: In the 2018-2019 academic year, a total of **571 students** attended different violence prevention programs and events (**see Appendix B**). A list of other campus presentations and initiatives for are also included at the bottom of the document without attendance numbers.
 - b. Violence Response/Advocacy: There were two support groups in the 2018-2019 academic year, and 18 students took advantage of it. In the same academic year, the VPRC performed outreach to **182 individuals**, and spent >200 hours providing direct advocacy services to students. See **Appendix C**.
 - c. Statistics are obtained for programs and the support group through monitoring attendance, and advocacy services are tracked through a confidential database.
7. We assess the effectiveness of the services and activities you provide through pre/post programmatic surveying, measurement against determined goals and objectives, population surveying, national benchmarking and customer feedback. We hope to improve on collection of student input this upcoming year by providing survivors of sexual violence the opportunity to evaluate the service and support they received.
8. We do not have an advisory committee.

9. Funding Increase/Decrease

- a. Increase by 15-20% (this would be up to \$10,000 increase): A salary increase for the VPRC FTE would improve quality of life and serve as a retention incentive in a position where there is a high rate of turnover and burnout. With \$7,500-10,000 additional we could also hire another student to assist with programming, or we could partially pay for a graduate assistant to assist with advocacy and sexual assault response. We could dedicate funding toward the Goods and Services that support this role, including awareness events, or make our current events larger. We could provide more incentives for students to complete Step Up! bystander intervention training, invaluable surveys, and attend more programs. We could provide more training materials to students as well as staff and faculty.
- b. Decrease by 15-20% (this would be up to \$10,000 decrease): A decrease would require adjusting from a FTE to a part-time role, or significant reduction of the scope of this role. For the amount of emotional labor this role takes, a decrease in salary would likely result in our current employee leaving the job to find something more sustainable. The Wellness Center would be forced to use 140 funds to maintain the salary, which would mean that any budget for programming and materials would be completely eliminated. We would only be able to do advocacy/response work and not have any budget for education or prevention. We wouldn't have any money to provide incentives or awareness events, and wouldn't be able to afford training materials or informational brochures to the campus community.

10. Goals/objectives

- a. Educate the Central Washington University community about sexual assault, dating/domestic violence, stalking and harassment to raise awareness and promote a safe, nonviolent campus community.
- b. Through collaboration and partnership, provide supportive services for survivors of sexual violence.
- c. Support the rights of survivors of sexual violence through coordination and promotion of effective services/responses, including CWU policies and procedures that address these issues.
- d. Collaborate with campus organizations and community agencies (police, ASPEN, etc.) to develop, communicate, and implement strategies to prevent and eradicate sexual assault, dating/domestic violence, stalking and harassment.

Adapted from University of Michigan Sexual Assault Prevention and Awareness Center

Memorandum

Date: May 4, 2017

To: Richard DeShields, Interim Dean of Student Success
Katherine Frank, Provost/Vice President for Academic and Student Success

From: Joseph Bryant, Executive Director of Student Rights, Responsibilities, & Health Promotion
Marissa Howat, Director of Wellness & Health Promotion

Subject: Approval to create and search for Violence Prevention & Response Coordinator

Description and Justification of Request:

We are seeking approval to create a Violence Prevention & Response Coordinator position in the Wellness Center and initiate a national search. This is a request for formal authorization in response to funding approval from the S&A Fee Committee and Business & Finance Committee.

The Wellness Center is determined to provide comprehensive prevention, education, response and advocacy services for students who have experienced power-based personal violence. The office supports individual students, provides training to individuals and groups, and works with other departments and offices across campus. The current staffing cannot support the necessary growth in comprehensive and proactive services. Increased enrollment, a larger number of students reporting power-based personal violence, and increased federal regulations associated with VAWA and Title IX require a full-time dedicated position. CWU has seen an increase in reports received regarding sexual misconduct, stalking, and power-based interpersonal violence in the past few years. This increase in students coming forward is in direct response to the intentional programming and marketing put forth by the Wellness Center and by changes in institutional procedure in the Office of Student Rights & Responsibilities. The increase in these types of cases and the complex and sensitive nature of these situations requires that we add a position specifically dedicated to this area.

This dedicated VPRC position would be able to manage and coordinate the Violence Prevention & Response Services at CWU that have grown in scope and purpose in recent years; this would benefit the campus community. The VPRC will be the primary crisis intervention support and referral source for students who have experienced sexual misconduct, stalking, or other power-based interpersonal violence. This position will be responsible for designing interventions and response at every level of the institution. The VPRC will process and coordinate all such referrals to the Wellness Center to ensure that students receive the appropriate level of care and support. Services include, but are not limited to, accompanying students to hearings or interviews with police or conduct hearing officers, working with faculty or employers to provide accommodations, identifying alternative housing options, and putting in place protective measures. The position will also work closely with the Office of Student Rights & Responsibilities and Title IX Team to develop, implement, and evaluate campus-wide programs and policies, including the annual campus climate survey which is in response to new federal requirements.

Office of Student Rights & Responsibilities

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APPENDIX A

The VPRC will serve multiple functions within the campus community focusing on the prevention, education, and reporting of issues related to sexual misconduct, stalking, or other power-based interpersonal violence, such as comprehensive campus-wide training efforts, Title IX consultation, and Office on Violence Against Women (OVW) grant writing and coordination.

In an effort to effectively respond to the growing demand for these services and ensure that we are providing the best support and assistance to students in compliance with federal regulations, we are seeking formal approval to create the Violence Prevention & Response Coordinator position and open a national search as soon as possible to fill the position.

Budget Breakdown/Request Amount:

As a note, this funding is coming from S&A dollars and has been approved for base funding by the S&A Fee Committee and Budget & Finance Committee for FY18-21. All other expenses for goods and services will be funded out of the Wellness Center base budget.

	Proposed Budget
Salary	\$47,500
Benefits	\$18,731
Total Annual Expense	\$66,231

Approved _____
Richard DeShields, Interim Dean for Student Success

Approved _____
Katherine Frank, Provost/Vice President for Academic and Student Success

Event	Date of event	Brief Description of event	Objectives	Objectives met? (Yes, No)	Total participants (#)
Violence Prevention					
Undie Run	October 3 rd	This was an event that talked about how clothes don't give consent. Students ran a mile in whatever clothes they felt comfortable in. After running the mile, students participated in different activities that taught about consent and facts about sexual assault. There were 6 stations and then students were able to tie dye a t-shirt to take home. 26 students participated in this event.	<ol style="list-style-type: none"> 1. 50 % of students will be able to feel comfortable dressing in what they want around campus 2. 25% of students will take away methods of how to handle a situation as a bystander when needing to intervene 3. 50% of students will be able to take away that consent is both verbal and through actions 4. 50% of students will leave knowing that the Wellness center is a confidential resource 	Yes	26
The Hunting Ground	November 13 th	This event was a viewing of a documentary about sexual assault on college campuses and talked about the under reporting and mishandling that occurs. After the documentary there was panel discussion about these issues with the people in attendance. 28 people attended this program	<ol style="list-style-type: none"> 1. 100% of the audience in attendance will be aware of the situation with sexual assault on college campuses and the discussion surrounding it 2. 100% of the audience in attendance will learn about Title 9 and see how it fits into education 	Yes	28

			3. 100% of the audience in attendance will understand the different facets of sexual assault reporting during the discussion with the panel		
Consent Program in Wendell B for Aviation Students	Nov. 28	This program taught students the basics about consent and how it works. It also pointed out the situations where consent can and cannot be given. A short video was shown reiterating these points then the students walked through 3 scenarios where consent was involved. 15 students attended this program.	<ol style="list-style-type: none"> 1. 60% of participants will learn what consent is 2. 40% of participants will learn that consent is also non-verbal 	Yes	15
Stalking Awareness Month	Jan. 16 – Jan. 31	During this awareness campaign there was a window display that showed statistics, indicators, and resources for stalking. Along with the window display that stayed up for about three weeks there was also a social media campaign through the Wellness account on Instagram giving facts about stalking and solutions to problems people have with stalking. Along with this I tabled and also had a survey that students took about stalking telling them	<ol style="list-style-type: none"> 1. 50 % of students will be informed about stalking 2. 25% of students will take away methods of how to handle a situation of stalking 3. 25% will learn what indicators of stalking are 	Yes	18

		how many people are victims of stalking in America and learned two indicators of stalking at the table.			
RHLC Sock Hop	January 18	This program was planned by RHLC and they asked the Wellness Center to provide education around consent and sexual violence, especially the historical context as it would relate to a sock hop in the 1950's	<ol style="list-style-type: none"> 1. Teach participants about consent and healthy and unhealthy relationships 2. Teach participants about how consent and sexual violence has changed since the 1950's 	Yes	35
Escalation Workshop	February 5	This workshop shows a video of an unhealthy and abusive relationship, and ends with a discussion about the signs of an unhealthy relationship and how to help a friend	N/A	N/A	3
Sex and Pizza	Feb. 13 th	This program taught students about consent through pizza and challenged the way we talk about sex in a baseball metaphor and treat sex like a game. After going through the presentation and watching the video we made pizza with partners while using consent by asking if people what they were comfortable with on the pizza. (3 students)	<ol style="list-style-type: none"> 1. Participants will be able to describe why the baseball metaphor for sex is problematic and can't result in healthy sexuality. 2. Participants will understand how to ask for consent and know what it does and doesn't look like. 3. Students will know resources where they can learn about healthy relationships, communication, consent, and get help if they need 	Yes	3

Quick Step Up with Fraternity	Feb. 20 th	The program was setup in the SURC Pit where we engaged with students while talking about the Step Up training. We passed flyers telling them about the next Step Up program while also giving them pizza. (24 students)	N/A	N/A	24
Sex Olympics in Al-Monty	March 8 th	During this RA program I went through a presentation on sexual health that touched on healthy relationships, consent and the transmissions of STI's and difference between curable and viral STI's. At the end of the presentation we ate chocolate covered bananas and other foods while students played sex Olympic games	<ol style="list-style-type: none"> 1. 40% of participants will leave knowing what consent is and how it looks 2. All participants will be able to leave with one form of contraception they can use if needed 	Yes	8
I Ask Campaign	April 8-12	The I Ask campaign talked about people getting consent in all aspects of life and not only sexual situations. There post that ran through social media as well as tabling for a week. During the tabling students were able to make a sign and talk about where they would get consent in their lives.	<ol style="list-style-type: none"> 1. By the end of this program 30% participants will be able to identify at least one situation where they ask for consent outside of sexual actions 2. 50% participants will leave being able to understand how they can use consent in their daily lives 	Yes	30

Clothesline Project	April 15-April 26	The Clothesline Project talks about different forms of sexual violence and the shirts that are hung up represent the different forms of sexual violence by the color of the shirt. There was also a window display to go along with the physical clothesline.	<ol style="list-style-type: none"> 1. Students that attend this program will be able to identify 5 indicators of stalking. 2. Students who attend this program will be able to identify campus, community, and state resources for support if they or someone they know is being stalked 3. Students who attend this program will be able to know how to respond if someone they know if being stalked. 	N/A	N/A
Yoga for Resiliency	April 22	Yoga for Resiliency is targeted towards survivors of trauma to join in community together	N/A	N/A	0
Rock Against Rape	April 23	Rock Against Rape is an event where awareness is brought to sexual violence and multiple organizations, clubs, and departments put on activities at their tables to teach about sexual violence. During this event there was also live music and survivors stories that were shared with the students there.	<ol style="list-style-type: none"> 1. By the end of this program, 50% participants will be able to name two resources of support (on or off campus), for survivors of sexual assault 2. By the end of this program, 60% of participants will have an increased level of empathy for survivors of sexual violence 	Yes	213

			3. By the end of this program, 30% of participants will be comfortable having a discussion about sexual violence		
Slut Walk	May 24 th	The Sociology club was hosting a slut walk and invited the Wellness Center to come and share the resources we have available on campus and in the community	N/A	N/A	8
OTHER					
Relationships Presentation for Sisters		Jasmin and I presented about healthy and unhealthy relationships to the Sisters and covered the basics of what a healthy and unhealthy relationships. There was also an interactive activity where people got up told us what they would do in certain scenarios with the options we gave them and we also gave them contact information to resources on and off campus.			20
Mindfulness and Stress Relief in Wendell	Feb. 24 th	For this RA program I first did a short presentation on what mindfulness is and how it fits into our personal life. We did a 5 minute exercise on mindfulness which included breathing techniques and	<ol style="list-style-type: none"> 1. All participants will leave feeling more relaxed and less stressed 2. All participants will leave with techniques to help to help them practice mindfulness 	Yes	6

		being in the present moment. After that, Gus the RA, had the group paint with water colors and we listened to mindful music as we painted			
Step Up Trainings	Football team, Wellness Center, ASCWU, 2 fall workshops, theatre department, family studies class, orientation leaders	This is a bystander intervention workshop that seeks to empower students and have them overcoming barriers to helping others			134

Total audience reached: 571

Trainings/Presentations

- Presentation to RHCs on Sexual Assault Response August 20
- Athlete Orientation August 21
- SAVA Training for Wellness Center Staff September
- RA Training September 6, Behind Closed Doors September 7
- Presentation on Consent to Student Athletes September 25
- Conversation with personal Trainers in Recreation October 5
- Munson Hall Discussion on Bystander Intervention and Toxic Speech November 1
- Serve on panel for Contemporary Families Class on Intimate Partner Violence November 7
- RHC Case Studies December 18
- Presentations to RA staffs on sexual assault response Winter 2019
- Theatre Department Faculty Presentation March 1

- Presentation to Athletic Staff on Healthy Relationships March 4
- Time Management Presentation for Recreation March 25
- Presentation to Library Faculty March 26
- Step Up Presentation and Sexual Violence Q&A for Theatre Majors March 26
- Presentation to Athletic Staff on Sexual Assault April 1
- Self Care Presentation for FORCE April 24
- Presentation on Resources to ROTC April 26
- Conversation with Theatre productions on Resources Sept 11, Sept 25, Jan 8

Other Initiatives

- Formalized VPRC protocol Summer 2018
- Create support group Fall 2018 and Winter 2019
- Create violence prevention club Spring 2019
- Meetings with counseling center to coordinate care for students Spring 2019
- Became Staff/Faculty Affiliate for the CWU football team Spring 2019
- Coordinated Community Response Team
- Collaborate with ASPEN

APPENDIX C



CWU Wellness Center
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To: Marissa Howat, Shawnté Elbert, Gregg Heinselmann
 From: Kristen Perry
 Date: June 14, 2019
 Re: Violence Prevention and Response Coordination Statistics
 July 1, 2018 – June 30, 2019

The role of the Violence Prevention and Response Coordinator (VPRC) is to support victims in various aspects of their life in the aftermath of an assault. This may include, but is not limited to: contacting class instructors to request academic accommodations, explaining the campus conduct process, identifying resources that may be beneficial to the victim, accompanying a victim to meetings, and advocating for a victim in situations in which the victim cannot, or may not be present.

The Wellness Center performed outreach to 182 individuals between July 1, 2018 and June 30, 2019. Referral for outreach may come from conduct officers, other university offices, or a student self-referring. At this time, 14 cases remain open due to any of the following reasons: the case is scheduled for an appeal with the conduct council in fall quarter, the investigation has not been completed, or the student will be following up with support services.

Throughout the full year, at least 200 hours were spent providing direct services to students in one on one meetings, conduct meetings, emails, phone calls, or through communication with other departments for consultation, coordinated care, or advocating for accommodations.

Below is a breakdown of the students associated issues/concerns* as well as a comparison to 2017-2018 numbers.

Related Issue/Concern	FY 2019	Number of students that utilized resources past initial outreach email	FY 2018	FY 2017
Sexual Assault/Misconduct	42	21	27	28
Domestic/Partner Violence	47	17	27	12
Stalking	5	1	6	9
Harassment	43	8	45	26
Emotional/Verbal Abuse	0	0	6	5
Physical Assault	1	1	8	6
Other**	44	5	42	7
Total	182	53	161	93

*This information does not indicate the incidents occurred on campus, nor does it indicate the incidents occurred while the individuals were students at CWU. VPRC services are available to students regardless of when or where an assault took place.

**Areas of concern reported and listed as “other” include: students who were experiencing unwanted behaviors that did not meet classification of stalking, harassment, discrimination, etc..

If you have any questions regarding the aforementioned information, please feel free to contact The Wellness Center at 509-963-3214, or kristen.perry@cwu.edu.