



**#iSPEAK**  
**Campus Climate Survey**

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# Rutgers University-Camden Campus Climate Action Plan

Submitted, February 5, 2017

Allison Wisniewski, Title IX Coordinator submitted on behalf of the Campus Climate Advisory Board

Original report

**#iSpeak Student Experiences, Attitudes, and Beliefs About Sexual Violence: Results of the Rutgers University-Camden Campus Climate Assessment**

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Rutgers University-Camden established a Title IX Response Team under the direction of Allison Wisniewski in Spring 2015. In order to gain information on student perception regarding sexual misconduct, the team worked in Fall 2015 with Dr. Sarah McMahon, Julia O'Connor, Julia Cusano from the Center on Violence Against Women and Children at the Rutgers School of Social Work to complete a campus climate survey. Utilizing the expertise of Dr. McMahon and her team, Rutgers University-Camden Advisory Board was tasked to review the campus climate survey instrument utilized in New Brunswick and make changes specific to our campus and our research interest. Our Advisory Board of 16 members was a true cross section of the campus where all schools as well as student affairs and other support services were represented. The Campus climate survey #iSPEAK was administered online to all students from February 8-26, 2016 with a viable 25% response rate for an analytic sample. Additionally, 9 focus groups were conducted with general undergraduate students, law students, student veterans, student leaders, on-campus residents and survivors in April and May 2016. The survey results may be found here. The survey is a starting point for evaluating current initiatives and developing responses in order to achieve a campus community that supports the diversity of our students and their well-being.

The following outlines the key findings along with a brief explanation and list of goals set forth by the Advisory Board. We are grateful to the Chancellor for providing funding to achieve the goals outlined over the next three years.

### **Key finding #1**

***Students at Rutgers University-Camden experienced unwanted sexual contact at rates similar to students at other universities. Additionally, the experience of sexual violence is common among students before they even begin college.***

### **ACTION PLAN**

Our results are similar to national data<sup>1</sup> with 25% of women reporting sexual assault while in college, with an increased risk of 15% those students living on-campus. Additionally, 49% of students, including Veterans, LGBTQ and other minority students are experiencing trauma prior to arriving at Rutgers University-Camden. Due to complication in how students define "living on-campus" the campus will identify "on-campus" as all university residential housing, as well as, off-campus apartments and houses

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<sup>1</sup> A survey of 27 American Association Universities (AAU) found that 11.7 percent of student respondents reported experiencing nonconsensual sexual contact since they enrolled in college, and incidence among undergraduate women were 23.2%. See David Cantor et al., Report on the AAU Climate Survey on Sexual Assault and Sexual Misconduct. The Association of American Universities, 2015.

A survey of nine universities found that the average prevalence rate for sexual assault since entering college for undergraduate women was 21%, with rates varying across the schools from 12% to 38% for undergraduate women.

See Christopher Krebs, Ph.D., Christine Lindquist, Marcus Berzofsky, Bonnie E. Shook-Sa, M.A.S., Kimberly Peterson, RTI International, Michael G. Planty, Ph.D., Lynn Langton, Ph.D., Jessica Stroop, Bureau of Justice Statistics, January 20, 2016: NCJ 249545.

within the Cooper Grant Neighborhood. While we will also utilize the data which indicates that most students feel safe on-campus, specifically, 94% students feel safe walking on-campus, 90% walking from parking lots, commuting to campus, and 82% waiting on platforms for public transportation, we will work to provide additional safety measures for students.

To address this key finding the Advisory Board determined the following:

- Create a comprehensive marketing plan to highlight the diverse resources available to all students.
- Create a Prevention Working Group to look at how to provide the best prevention education for all students on an on-going basis and one beyond the first-year. Specific review of Everfi<sup>2</sup> and ways to embed prevention into various programming, in addition to evaluating current programming and staffing concerns.
- Assess the training and materials provided to Resident Assistants and other on-campus student workers on sexual misconduct prevention, resources, reporting and ethics to find areas of improvement.
- Continue to host various prevention programs, workshops and passive programming
  - Domestic Violence Awareness & Prevention Programming October 2015, 2016
  - Sexual Assault Awareness & Prevention Programming April 2016
  - LGBTQ Violence Symposium, October 2016
  - 1,100 of the new students who entered Fall 2016 completed an online module entitled Haven (see partner guide).
  - Consent Marketing Campaign
  - *Effective Strategies for Support our Students through Difficulties*. Faculty and Staff Training over 400 completed a 2 hour in person training.
- Work with Admission to change the application question to focus on character and values to help students reflect on their fit with the mission of the institution prior to acceptance.
- ONSP has agreed to work on a “solutions marketing campaign” along with a more robust program to introduce Orientation Leaders to the new students to help foster deeper connections to peer support.
- Academic Offerings:
  - a. Fall 2017: Women & Gender Studies: Title IX Allison Wisniewski
  - b. Spring 2017, Fall 2017, Spring 2018: Women & Gender Studies: Special Topics

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<sup>2</sup> Everfi is an online platform that was first utilized in Fall 2016 in response to preliminary data and governmental regulations. Our success rate is that 1100 of our new on-campus students, roughly 98%, completed educational training. <https://everfi.com/> *Haven* is the premier online program addressing the critical issues of sexual assault, relationship violence, stalking, and sexual harassment – among students, faculty and staff. Created in collaboration with leading campus practitioners and researchers and national thought leaders including renowned expert Dr. Alan Berkowitz, *Haven* reaches 700,000 individuals at over 650 institutions across the country.

- c. Fall 2017: Psychology: Violence Against Women to pilot training, Dr. Courtenay Cavanaugh

i. Take Care

<http://www.smu.edu/Dedman/Academics/Departments/Psychology/Research/FamilyResearchCenter/Research/TakeCARE>

- Complete the Campus Pride Index assessment and create an action plan from results.
- Support action to ensure Student Health Services receives funding for additional staff who specializes in sexual assault.
- Work with Cooper Grant Neighborhood Association, RUPD and Dean of Students Office to evaluate ways to engage in preventative educational program as well as a safety audit.
- Work with RUPD to engage Camden City Metro, DRPA and NJ Transit Administration to conduct a safety audit to address safety concerns for commuting students.
- Promote campus “app” with a means to report.

**Key finding #2**

***Most sexual violence was perpetrated by someone known to the survivor, occurred in a residence, and often in the context of consuming alcohol. Many incidents of sexual violence occurred within a context familiar with survivors.***

**ACTION PLAN GOALS**

Notably, sexual misconduct is occurring in places that are familiar to the students and both through the survey and focus groups it is clear that “alcohol and parties” are the main factors in facilitation sexual violence amongst students.

- Establish marketing around consent including definitions of intoxication and incapacitation as well as medical amnesty and use the Haven and Alcohol Edu as a foundation.
- Research possibility of creating “Block Captains” in Cooper Grant Neighborhood. Block Captain will help with peer to peer education around how to be a good neighbor to awareness and prevention of violence with a sense of self-regulation and accountability.
- Using research, implement program around healthy intimate relationships
- Utilize Student Success Coaches to have conversations around these issues during the first two weeks of the semester.
- Work with Office of Fraternity and Sorority Affairs and Athletics to facilitate trainings, conversations around prevention, risk management and value to the university.

**Key finding #3**

***Students were confident that Rutgers-Camden as an institution would respond appropriately to sexual violence.***

**ACTION PLAN GOALS**

Students reported higher than average scores on a scale measuring their confidence in the institution's ability to handle incidents of sexual violence, however, confidence in peers received an average rating. Particularly concerning are instances of victim blaming and/or minimizing the victim's experiences especially within the LGBT community. Additionally, students' sense of community at Rutgers University-Camden was generally moderate and students agreed that a great deal of diversity within student involvement attributes to the sense of community. In the focus groups, it was evident that students feel connected to the campus through their involvement with student organizations and students who were not involved, particularly commuter students and adult learners felt disconnected.

- Through the establish course, Violence Against Women, a working group will investigate possible by-standard programs and select and design and implement training program
  - <http://www.smu.edu/Dedman/Academics/Departments/Psychology/Research/FamilyResearchCenter/Research/TakeCARE>
- Through the Prevention Working Group, programs around health relationships, how to refer to resources from a peer perspective will be researched, developed and implemented.
- ONSP will expand upon programs specific to adult learners.
- OSI will look to work with students to form student organizations for adult learners as a support.

#### **Key finding #4**

***Many students reported knowing someone who has been victimized and most survivors of sexual violence told someone, often a peer, about the incident.***

#### **ACTION PLAN GOALS**

Given that 1 in 10 students have received a disclosure and one in four have known someone that has been victimized our priority to address this key finding will be on marketing and education.

- In addition to the various marketing campaigns and by-standard training, we will embed information on healthy relationships, how to talk through conflict and where to find resources in programming.
- Continue training "Effective Strategies for Dealing with Difficulty Students" especially focusing on all front line staff, administrative assistants, secretaries, custodians, RUPD and Security.

#### **Key Finding #5**

***Students generally had low awareness and utilization of resources to address sexual violence at Rutgers-Camden.***

#### **ACTION PLAN GOALS**

Through the data, we understand that students define our services differently- Student Health Services for example was ranked but not as high as Counseling Center, though the same office. An internal review of the office titles will occur but more importantly will be to design a program that will have the

resources available when a student is in crisis. Additionally, graduate students had the lowest average score on knowledge of resources.

- Work with RUPD to provide additional resources and training to officers to assist in understanding the needs of victims.
- Work with Graduate School Deans and Program Directors to be able to present and discuss resources at various orientations, within communications and have “solution boards” in classrooms.
- Student Health Services will work to provide opportunities for groups and/or additional opportunities for groups throughout the Philadelphia area.
- Work with SHS to market methods to combat sleep and anxiety issues.<sup>3</sup>
- Discuss any trends Learning Center is experiencing as possible connection points.<sup>4</sup>
- Allocate a space for meetings, support services and interviews for Title IX and RUPD that is safe, comfortable and has technology embedded.

#### **Key Finding #6**

***Students expressed the belief that sexual violence is an issue on campus and wanted to learn more about this issue.***

#### **ACTION PLAN GOALS**

Work with students to create the White Ribbon Men’s Group <http://www.whiteribbon.ca/>

The Advisory Board will continue to review data and monitor progress toward achieving goals outlined within this document. We will plan on completing another Campus Climate Survey in 2019, allowing for three years to achieve goals and improve our community.

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<sup>4</sup> 25% of the 49% of students who experienced a traumatic event disclosed that they are bother by poor sleep, poor concentration, or feeling watchful, along with another 24% who feel said or depressed more often than not.



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