



chrysalis
network

creating space for
positive personal
+ cultural change

Solving the Campus Sexual Assault & Dating Violence Puzzle:

**BUILDING CULTURES OF
ACCOUNTABILITY TO
END VIOLENCE IN OUR
COMMUNITIES**

**DECEMBER 10 & 11, 2018
NC STATE UNIVERSITY**

About Chrysalis Network

Founded in 2012, Chrysalis Network (CN) provides holistic, customized, effective, and evidence-informed training programs and consulting services to colleges, schools, businesses, and organizations. We develop affordable, engaging, and relevant programs to bring positive change to your community. CN is committed to building a strong professional network, creating space for personal and professional growth, and helping you and your community reach full capacity to successfully respond to and prevent sexual, domestic, and relationship violence.



Founder, Juliette Grimm, MPH

Juliette Grimm, MPH, has over 23 years of professional experience creating and implementing gender-based violence prevention and response programs. She previously worked on several college campuses, including the University of South Carolina, UNC-Chapel Hill, and most recently NC State University, where she served as the Assistant Director of the Women's Center. Some of Juliette's most recent work includes serving as the Consulting Producer of the documentary film MY MASCULINITY HELPS, as the CORE Constructs Consulting Developer for NASPA's Culture of Respect, and as the co-PI for a research study on sexual violence prevention and response programs on women's campuses. Additionally, she and her partner Marc, were the lead sexual violence prevention trainers for NC State University athletes and their coaches and medical/academic staff from Fall 2017- Fall 2018. She currently serves on the North Carolina's Domestic Violence Prevention Enhancements and Leadership through Alliances team, the North Carolina Sexual Violence Prevention Advisory Council, and on the Board of Volunteers for St. Mary's School where she provides over 25 trainings per year to all 9-12th graders as well as faculty and staff. Juliette holds a Master in Public Health degree in Health Behavior and Health Education from the University of North Carolina at Chapel Hill, Gillings School of Global Public Health, grew up in Newton, MA and France, LOVES the Boston Red Sox (2018 World Series Champs!!), and most of all, spending time with her children Harper (9) and Sky (6) and her partner, Marc.

Chrysalis Network Programs & Services

Chrysalis Network is committed to creating programs that are tailored just for you. We would love to work together to develop affordable and engaging workshops and trainings that meet your community's needs. Below is a sample of our program titles. For more information, please visit our website.

- Consent: There are no Blurred Lines
- Graduate Students: Key Partners in Campus Sexual Violence Prevention & Response
- MY MASCULINITY HELPS: Screening and Discussion with the Film-Maker
- Sexual Violence Prevention & Response Training for Campus Employees
- Working for Culture Change: A Story of Survival, Healing, and Action

Day 1 Agenda: Monday, December 10

Time	Activity/Workshop	Location
7:30-8:30am	Registration & Light Breakfast	Ballroom
8:30-9:00am	Welcome & Networking Activity	Ballroom
9:00-10:00am	KEYNOTE: <i>Building Communities of Accountability to End Violence in Our Communities</i> , Annie Clark, End Rape on Campus	Ballroom
10:10-11:25am	BREAKOUT I	Varies
11:30am-12:45pm	BREAKOUT II	Varies
12:45-1:45pm	Lunch	Ballroom
1:45-2pm	KEYNOTE: <i>Conducting Campus Climate Surveys – Lessons Learned</i> , Dr. Chris Krebs & Dr. Christine Lindquist, RTI International	Ballroom
2:05-3:20pm	BREAKOUT III	Varies
3:30-4:50pm	MOVIE SCREENING: <i>Escalation Film & Discussion</i> Annie Forrest & Emily Lloyd, One Love Foundation	Ballroom
4:50-5pm	Wrap-up	Ballroom
5:45-6:45pm	YOGA class	Aloft Hotel

BREAKOUT I • 10:10-11:25am • Sessions	
Workshop	Location
Bridging the Gap from Research and Theory to Practice: Building evidence-informed strategies for preventing & responding to violence against LGBTQIA+ students NASPA: Sarice Greenstein	3285
#HungryForConsent: A sex-positive event facilitating consent conversations and prosocial bystander behaviors University of South Florida: Alexandra Pellot & Danielle Smith	3210
KeKe Are You Ready? Assessing your Organization's Willingness to do Intersectional Work CBK Enterprises: Chimi Boyd-Keyes	Ballroom
Looking to the Future of Collegiate Sexual Violence: Building Community and College Collaborations End Rape On Campus (EROC): Michelle Carroll	3222
Traveling Postcards: A Healing Arts Workshop for Survivors and their Allies Women's Wisdom Initiative: Caroline Lovell	3221



Day 1 Agenda: Monday, December 10 *(continued)*

BREAKOUT II • Monday, 11:30-12:45pm • Sessions	
Workshop	Location
Advocating for Transgender Survivors Gender & Sexual Diversity Initiative: Alice Drozdiak & Emmy Johnson	3285
Therapeutic Treatment Implications for the Intersection of Rurality and Surviving Sexual Assault and/or Domestic Violence Georgia Southern University: Lauren O. Patterson	4101
#FeministFridays: An intersectional approach to building community at Clemson Clemson University: Morgan Danyi & Megan Fallon	3210
"I believe you": Responsive Bystander Intervention on Campus: Empowering the community through intersectional and trauma-informed outreach and education American University: Maya Vizvary	3222
IRS: Investigations, Rationales, Sanctions NC State University: David Elrod	Ballroom

BREAKOUT III • Monday, 2:05-3:20pm • Sessions	
Workshop	Location
Conducting Campus Climate Surveys – Lessons Learned RTI International: Dr. Chris Krebs & Dr. Christine Lindquist	Ballroom
Development of a Prevention of Men's Violence against Women Champion Committee: A grassroots application of the Socio Ecological Model and Social Capital Theory to expand REACH on college campuses. Georgia Southern University: Lauren O. Patterson & Gemma Skuraton	4101
Harnessing the Power of Bystanders to End Sexual Violence in Local Bars and Restaurants Women Helping Women: Maria Cole	3210
Promoting Healthy Relationships: One Love's Innovative Approach to Tackling Relationship Abuse One Love Foundation: Annie Forrest & Emily Lloyd	3285
Representation Matters: Holding Ourselves and Our Institutions Accountable for Content that Perpetuates Violence Georgia Southern University: Raisa Gallegos & Jackson Lewis	3222

Day 2 Agenda: Tuesday, December 11

Time	Activity/Workshop	Location
8:15-8:45am	The Nuts & Bolts of the Latest OCR Title IX Regulations Sarah Ford, Parker Poe Adams & Bernstein LLP	3285
8:30-9am	Registration & Light Breakfast	Ballroom
9-10:30am	PANEL DISCUSSION: OCRs Proposed Regulations Jordyne Blaise; Sarah Ford; Howard Kallem, Duke University; Beth Posner, UNC Chapel Hill; & Catherine Spear, UVA	Ballroom
10:35-11:50am	BREAKOUT IV	Varies
11:50am-12:50pm	Lunch	Ballroom
1-2:15pm	BREAKOUT V	Varies
2:20-3:20pm	PERFORMANCE: WOKE: Telling Our Stories, Healing our Community , Chimi Boyd Keyes, CBK Enterprises; and Spoken Word Artists	Ballroom
3:20-4pm	Closing Activity	Ballroom

BREAKOUT IV • Tuesday, 10:35-11:50am • Sessions	
Workshop	Location
An HBCU Case Study - From Ground Zero to Mission Possible Alegria Technologies: Penny Smith	3210
Developing a Meaningful Partnership & Multilevel Educational Approach to Sexual Violence Prevention with University Athletics Chrysalis Network: Juliette Grimmett; and NC State University: Dr. Marc A. Grimmett, & Raymond Harrison	3222
Measuring our Efforts to Build Cultures of Accountability: How to evaluate our work to end violence in our communities MSB Consulting: Melissa Siegel Barrios	Ballroom
Understanding Perpetration: Critical Factor to Preventing First Time Harm DOJ Smart Office: Joan Tabachnick; and North Carolina Coalition Against Sexual Assault: JP Przewoznik	4101
Teaching Responsible Employees to be Trauma-Informed: Practical Skills and Takeaways Bucknell University: Rachel Stewart	3285
Traveling Postcards: A Healing Arts Workshop for Survivors and their Allies Women's Wisdom Initiative: Caroline Lovell	3221



Day 2 Agenda: Tuesday, December 11 *(continued)*

BREAKOUT V • Tuesday, 1-2:15pm • Sessions

Workshop	Location
A Victim Does Not a Strong Black Woman Make Rochester Institute of Technology: Darci Lane Williams	Ballroom
Advancing Organizational Strategies for Combating Intersectional Everyday Sexism Southern New Hampshire University: Brooke Gilmore	3210
Addressing Bias in Campus and Community's Response to LGBTQ+ Survivors of Violence UNCG: Kate Rawson	3222
Exploring Restorative Justice Use for Sexual Misconduct Duke University: Howard Kallem & Victoria Krebs	3285
Mentoring Matters: The Impact of MLP University of Virginia: Genevieve M. Brackins & Claire Kaplan	4101

Workshop Descriptions

A Victim Does Not a Strong Black Woman Make | Rochester Institute of Technology: Darci Lane Williams, Director of the Center for Women & Gender
Many Black people are victimized but never disclose or seek justice to hold their abuser accountable. Black sexual victimization was commonplace during the days of slavery. It was expected. What impact does the history of Black people in slavery have on our ability to address sexual assault today? What social norms in the Black community contribute to extremely low reporting rates? Workshop participants will explore these barriers to reporting, and be invited to share their experiences supporting reluctant survivors and examine how identity and intersectionality can make working through an assault even more challenging.

Addressing Bias in Campus and Community's Response to LGBTQ+ Survivors of Violence | University of North Carolina, Greensboro: Kate Rawson, LGBTQ+ Advocacy & Training Coordinator
Individuals who identify as LGBTQ+ experience sexual and dating violence at a disproportionately high rate. Heteronormative ideas of domestic violence and sexual assault still exist, which creates an additional barrier for LGBTQ+ victims seeking help. This workshop will address the experiences of LGBTQ+ survivors and the challenges they face when seeking out advocacy and support. Participants will begin to examine their own implicit bias towards LGBTQ+ survivors through reflection and small group activities, and discuss ways to hold campus and community partners accountable for their biases. The workshop will

conclude with techniques to creating more affirming and equitable practices.

Advancing Organizational Strategies for Combating Intersectional Everyday Sexism | Southern New Hampshire University: Brooke Gilmore, Director, Deborah L. Coffin Women's Center

Whether the #MeToo movement has you feeling emboldened, empowered, outraged, or simply unsure of how to navigate this watershed moment of activism and change, this workshop has you covered. Together, we will practice recognizing everyday sexism in a variety of contexts and explore the historical, political, and social context for sexism and violence against women. We will also examine the intersections of gender-based microaggressions and race, class, ability, and sexual identities. The workshop will be skills-focused, helping participants to develop relevant interventions to challenge sexism, and generate interpersonal and organizational strategies for creating gender inclusive communities.

Advocating for Transgender Survivors | Gender & Sexual Diversity Initiative: Alice Drozdiak, Clinical Social Worker, and Emmy Johnson, Program Assistant

This workshop allows participants to learn more about basic trans issues, including rates of SA/IPV survivorship, current vocabulary and terminology, and the intersection of trans identity with other marginalized identities. Split into two sections, this workshop spends the first 50 minutes with an interactive lecture format, followed by 25 minutes of active role-play, case studies, and debriefing. Participants will leave the workshop with suggestions and best practices for advocacy at micro, mezzo, and macro levels. A list of additional resources will also be provided for further study and support.

An HBCU Case Study - From Ground Zero to Mission Possible | Alegria Technologies: Penny Smith, CEO

The format of the session will utilize collaborative learning theory to conduct effective practice sharing using a case study analysis of participants within heterogeneous groups. During this session, the participants will learn about a media investigation into an HBCU's zero rape report submitted for Clery purposes. After the discussion around the challenges, solutions, and evaluation results, participants will engage in a small group case study analysis.

Bridging the Gap from Research and Theory to Practice: Building evidence-informed strategies for preventing and responding to violence against LGBTQIA+ students | NASPA: Sarice Greenstein, Assistant Director, Culture of Respect

This session will offer conference attendees an opportunity to use public health theory and research to inform their strategies for creating LGBTQIA+ inclusive services, policies, and programs. The presenter will provide an overview of relevant public health theories that inform our understanding of LGBTQ+ student health, review recent research findings related to how LGBTQIA+ students experience sexual violence, and provide space for attendees to translate that information into practical strategies for their work on campus. Attendees will leave this session with: a summary of recent research related to LGBTQIA+ students and sexual violence, a list of strategies for campus prevention and response work, and a list of key resources.

Conducting Campus Climate Surveys – Lessons Learned | RTI International: Dr. Christopher Krebs, Chief Scientist, and Dr. Christine Lindquist, Senior Research Sociologist

Drs. Krebs and Lindquist of RTI International will go more in-depth from their brief keynote presentation where they will provide information and lessons learned from their fifteen years of experience conducting surveys on sexual harassment and sexual assault among college populations.

Developing a Meaningful Partnership & Multi-level Educational Approach to Sexual Violence Prevention with University Athletics | Chrysalis Network: Juliette Grimmer, Founder, NC State University: Dr. Marc Grimmer, Associate Professor of Counselor Education, and Raymond Harrison, Senior Associate Athletics Director

This interactive workshop will examine the successful collaborative approach that a university Athletics program took to partner with a campus faculty member and an external consultant to provide tailored and community-informed sexual violence prevention and response workshops for various university athletic teams, coaches, academic support staff, and trainers. Impact data will be presented as well as tips to develop similar collaborations on other campuses.



Workshop Descriptions

Development of a Prevention of Men's Violence against Women Champion Committee: A grassroots application of the Socio Ecological Model and Social Capital Theory to expand REACH on college campuses | Georgia Southern University: Lauren O. Patterson, Licensed Psychologist, and Gemma Skuraton, Health Promotion Coordinator

The Georgia Southern University Sexual Assault Response Team applied social capital theory and the socio ecological framework to develop and manage a Prevention of Men's Violence against Women Champion's Coalition. The presenters will explain how they strategically selected male stakeholders and members of the campus community and explain how they obtained gateway entry and trust resulting in champion buy in. They will also address the ways in which they applied the socioecological model to monitor and expand REACH across multiple satellite campus locations. Student and campus response will be discussed, and participants will leave with recommendations for developing and maintaining similar coalitions at other institutions.

Exploring Restorative Justice Use for Sexual Misconduct Duke University: Howard Kallen, Director, Title IX Compliance, and Victoria Krebs, Associate Dean of Students, Office of Student Conduct

Restorative justice encompasses a range of processes, programs, practices, and policies that offer a new approach to addressing sexual and gender-based misconduct on college campuses. A restorative approach offers non-adversarial options for prevention education, resolution, and pathways to safe and accountable reintegration. RJ offers interventions that focus on understanding the harm caused, how to repair harm, how to prevent its recurrence, and how to ensure safe communities. The presenters will discuss these three tiers of intervention. While the focus will be on sexual misconduct, the presentation will explore the use of RJ principles for other types of misconduct and for climate concerns. It will also discuss opportunities and challenges to introducing RJ on campus.

#FeministFridays: An intersectional approach to building community at Clemson | Clemson University: Morgan Danyi, Interpersonal Violence Prevention Graduate Assistant, and Megan Fallon, Interpersonal Violence Prevention Coordinator

This workshop will describe Clemson University's new dialogue series, #FeministFridays. This series creates space for students to experience community while exploring topics related to women's issues and feminism, where all genders are welcome. The dialogue strives to create and sustain a community for critical reflection and discourse and articulate connections between personal experiences and wider social institutions and structures. Presenters will share how they created the program, their strategies to engage and sustain attendees, and walk through one of their #FeministFridays workshops.

Harnessing the Power of Bystanders to End Sexual Violence in Local Bars and Restaurants | Women Helping Women: Mario Cole, Prevention Specialist

Prevention staff from Cincinnati will share insights about the creation and expansion of their It's On Us local bar training program and prevention campaign done in collaboration with area colleges. Participants will have the opportunity to learn how to successfully implement a bar training program grounded in community-based participatory research, multi-level interventions for prevention, and bystander behavior. They will learn strategies about mobilizing the service industry toward prosocial behavior, as well as how to create a comprehensive curriculum based on the needs of individuals and establishments in the industry. Participants will leave feeling empowered to make informed program design decisions after exploring tactics to create safer environments for bar staff and patrons.

#HungryForConsent: A sex-positive event facilitating consent conversations and prosocial bystander behaviors | University of Southern Florida: Alexandra Pellot, Graduate Assistant in Social Work, and Danielle Smith, Violence Prevention Specialist

The presenters will share effective practice techniques for implementing a large-scale sex positive event targeting new, incoming students utilizing Vernacchio's "pizza metaphor" for sex. Hungry For Consent attracted over 220 students through cross-campus collaboration. This session

aims to disseminate techniques for solidifying student participation, recruit professional staff volunteers and increase faculty buy-in, incorporate prosocial bystander behaviors in a sex-positive environment, all to normalize demonstrating mutual consent through a punny "Hungry For Consent" event. In this innovative and interactive workshop, you will be building a pizza through sexual innuendos, all while learning tools to effectively gain student buy-in to implement a sex-positive event on your campus or community!

"I believe you" -- Responsive Bystander Intervention on Campus: Empowering the community through intersectional and trauma-informed outreach and education | American University: Maya Vizvary, Sexual Assault Prevention Coordinator

Research and campus climate data confirm what many in the field know to be true: when it comes to disclosure, trauma survivors turn to their friends over campus administrators, faculty, and even victim advocates. This presentation will review the evidence-base around sexual violence disclosure, including the effects of disclosure experience on help-seeking behavior and recovery outcomes. The presenter will contextualize the role of oppression in disclosure experience, help-seeking, and the recovery trajectories of survivors of marginalized identities. Finally, the presenter will provide an overview of how the American University community has been empowered to respond to disclosures in an effective and trauma-informed way.

IRS: Investigations, Rationales, Sanctions | NC State University: David Elrod, Assistant Equal Opportunity Officer

This program focuses on three major components in addressing Title IX cases on college campuses today: Investigations, Rationales, and Sanctions. Investigations and investigation reports can be both time consuming and intimidating. This program helps identify the major components of the investigation and investigation report. Additionally, the presenter will address how to build connections between the information received through the course of the investigation and a finale rationale. Lastly, the program will explain a wide array of sanctions and outcomes that institutions utilize as well as describe the implications of the sanctions on the survivors and respondents.

Workshop Descriptions

KeKe Are You Ready? Assessing your Organization's Willingness to do Intersectional Work | CBK Enterprises: Chimi Boyd Keyes, CEO & Founder

Is it your goal to do intersectional work? Do you want to center the voices of marginalized communities? Are you sure that YOU are ready and up to the task? Are you sure that YOUR ORGANIZATION is ready? Did you already try but encountered problems? We will use various exercises to determine where you and your organization are in the process of doing intersectional anti-violence work, identify possible obstacles to your goals, find solutions, and chart a plan for action. Expect to do hands-on work!

Looking to the Future of Collegiate Sexual Violence: Building Community/College Collaborations | End Rape On Campus (EROC): Michelle Carroll, Associate Director of External Programming

Why should universities partner with community organizations? Join End Rape On Campus for a workshop and discussion on building meaningful and long-last partnerships with community organizations such as rape crisis programs. Attendees will leave the workshop with an action plan for identifying potential local partners as well as clear next steps for building a partnership.

Measuring our Efforts to Build Cultures of Accountability: How to evaluate our work to end violence in our communities | MSB Consulting: Melissa Siegel Barrios, CEO & Founder, and Evaluation Contractor

Often in our work to end violence in our communities particularly when we focus on building cultures of accountability, we struggle with evaluation. However, we need evaluation to access funding, ensure effectiveness, and meet the populations we work with where they are at. Many view evaluation as a daunting task that requires research experience and vast amounts of time and effort. Through this presentation, participants will learn to incorporate evaluation into the work they are already doing. The presenter will share evaluation principles and lessons learned from evaluation work done with community colleges and HBCUs. Participants will leave with the ability to plan and implement evaluation of their own work to build cultures of accountability to end violence.



Workshop Descriptions

Mentoring Matters: The Impact of MLP | **University of Virginia, Maxine Platzer Women's Center: Genevieve M. Brackins, Coordinator, and Claire Kaplan, Program Director**

This interactive workshop will introduce participants to the Men's Leadership Project at UVA. MLP is an innovative community-based leadership development and mentoring program pairing undergraduate men with local middle school boys. MLP utilizes the combination of an academic course for the mentors, a structured curriculum for school-based group meetings and informal one-on-one mentoring. MLP is committed to understanding a wide range of masculinities, fostering a gender-aware perspective on leadership development and mentoring, and encouraging active participation in respectful, healthy, pro-social and anti-violent community roles for those who identify as men and boys. Participants will learn about the theory behind MLPs development, how it is administered, preliminary evaluation data, and our hopes for the future.

Promoting Healthy Relationships: One Love's Innovative Approach to Tackling Relationship Abuse | **One Love Foundation: Annie Forrest, Engagement Manager and Emily Lloyd, Engagement Manager**

One Love is a national nonprofit dedicated to creating innovative, film-based content and sparking peer-led conversations about the difference between healthy and unhealthy relationships. Founded in 2010 after the death of Yeardeley Love, One Love has grown exponentially since we launched the Escalation Workshop in 2014 with over 330,000 workshop participants, 16,000 trained volunteer facilitators and 85 million people engaging with our online educational content. In this session, participants will experience our "Behind the Post" video and discussion - a look into how social media can skew our perception of the relationships around us and learn about easy-to-implement, no-cost resources for your campus.

Representation Matters: Holding Ourselves and Our Institutions Accountable for Content that Perpetuates Violence | **Georgia Southern University: Raisa Gallegos, Student Assistant for Women's Gender, and Sexuality Studies Program, and Jackson Lewis, PR Officer for Sexual Assault Student Educators**

Through discussion and participant and facilitator sharing, this interactive workshop will use evidence based practices to help guide participants in conceptualizing a framework of accountability to dismantle cultures of sexual violence.

Teaching Responsible Employees to be Trauma-Informed: Practical Skills and Takeaways | **Bucknell University: Rachel Stewart, Interpersonal Violence Prevention Coordinator**

Even as advocacy resources at college campuses become better-utilized and more prominent, advocates and counselors are not the only campus employees who might receive a disclosure or report. In seeking to create a supportive and informed environment for victim-survivors who decide to come forward, equipping Responsible Employees to handle these conversations can be paramount. This workshop will discuss the development of, and model, a trauma-informed response training created for Responsible Employees among faculty, staff, and students.

Therapeutic Treatment Implications for the Intersection of Rurality and Surviving Sexual Assault and/or Domestic Violence | **Georgia Southern University: Lauren O. Patterson, Licensed Psychologist**

Meeting the needs of rural clients can pose a challenge for both community and campus mental health providers. Rural survivors of sexual assault are often faced with fewer resources and greater barriers to receiving medical and psychological services. In this workshop, the facilitator will address the unique treatment needs of survivors from rural areas. Information regarding cultural rurality and how it intersects with other multicultural identities will be shared. The facilitator will provide suggestions for adapting treatment to meet those needs. Furthermore, rural mental health providers often tackle a myriad of ethical dilemmas. The facilitator also plans to provide case examples and ethical dilemmas for discussion.

Traveling Postcards | **Women's Wisdom Initiative: Caroline Lovell, Founder/Director**

A Traveling Postcards Workshop is a therapeutic, healing arts workshop that gives voice and comfort to survivors of gender violence and their allies. The workshop is

an additional tool for self-empowerment, available to existing aid and violence prevention programs working with survivors around the world. By incorporating the healing arts into support programs, survivors are given a new channel to heal, feel their hearts again, celebrate their resilience and share their wisdom. Come experience a workshop with us and make a small piece of art that will contain your compassionate voice of solidarity. All postcards will be exhibited online and hand-delivered to survivors across the nation. No artistic experience needed!

Understanding Perpetration: Critical Factor to Preventing First Time Harm | **DOJ SMART PROGRAM: Joan Tabachnick, Fellowship and NC Coalition Against Sexual Assault: JP Przewoznik, Director of Prevention and Evaluation**

This workshop will share the research about what is known and not known about individuals who perpetrate various forms of sexual violence/misconduct. The presentation will briefly address some of the controversy in this research and provide concrete examples for how to apply this perpetration perspective when building prevention and intervention programs. Examples will cover how to expand prevention and intervention programs to target both the individuals who cause the harm and the environment around them that may encourage those behaviors. Participants will be given the opportunity to share their own work throughout the presentation and through small group exercises explore how their current programs could be expanded to include the perspective of preventing first time perpetration of sexual violence.

WOKE: Telling Our Stories, Healing our Community | **CBK Enterprises: Chimi Boyd Keyes, CEO & Founder; and various spoken word artists**

This program is designed to center the experiences of communities of color in an intersectional way. Using spoken word and facilitated discussion, WOKE gives voice to gendered violence survivors of color while allowing audience participants to discuss bystander intervention, breaking silences, empowering communities, and accessing resources. WOKE is a great tool for campuses and non-profit organizations to do large or small group education on sexual assault, intimate partner violence, dating violence and stalking.

Workshop Descriptions

You Can Do it! Building a Strong Foundation: Collaboration Between the Prevention and Title IX Offices | **Juniata College: Jody Althouse, Director at the Office for the Prevention of IPV, and Dan Cook-Huffman, Associate Dean of Students and Title IX Coordinator**

Attending to the needs of survivors, preventing interpersonal violence on campus, and ensuring that all Title IX guidelines are enforced ethically, consistently, and mindfully, is a team effort. A strong partnership between the Prevention Office and Title IX Office creates a seamless pathway to implementing best practices in prevention. Join us for this interactive session and get ready to strengthen your relationships!

Notes

Handwriting practice area with horizontal lines.

Keynote & Invited Speakers



Jordyne Blaise, Esq., is a renowned diversity, inclusion, and equity consultant and strategist. She works with organizations interested in making their vision for equity and inclusion a reality. She earned her Juris Doctor from Georgetown University. Jordyne's

expertise in Civil Rights enforcement and diversity change management comes from her work with various companies and organizations including Harvard Law School, NC State University and the District of Columbia Government. As a writer, public speaker, and activist, Blaise focuses her work on diversity, inclusion, equity, Black women and girls, gender based violence, and social justice.



Chimi Boyd-Keyes is passionate about creating programs and initiatives that develop leaders and promote an equitable, inclusive environment. As a seasoned Higher Education professional, she has worked extensively

on women's and gender issues and topics relating to other marginalized populations. She has directed two university Women's Centers, one at an HBCU and one at a predominantly white university. Chimi was a co-Principal Investigator of the only published study that exists on HBCUs and has been a consultant for the Department of Justice's Office on Violence Against Women, state coalitions including NCCASA and NCCADV, and many colleges and universities all over the US.



Annie Clark is a co-founder of End Rape On Campus, and a lead complainant in the Title IX and Clery complaints against the University of North Carolina at Chapel Hill. She is a contributing writer to the Huffington Post, MSNBC, and The Chronicle Vitae.

After directly working with NY Senator Kirsten Gillibrand, she helped write the Bi-Partisan Campus Safety and Accountability Act. In 2013, she was listed alongside President Obama as one of the most influential forces in higher education, and she is featured in the campus sexual assault documentary "The

Hunting Ground." Annie is a co-author of the book, We Believe You, a collection of 36 stories of campus sexual assault.



Sarah Ford is an attorney with Parker Poe, a Carolinas-based law firm that provides Title IX training, counsel, and litigation services to colleges and universities across the southeast. Sarah and the firm's other lawyers have vast experience

handling claims of sexual harassment and assault, as well as other sensitive issues such as racial bias, and disability discrimination. They bring this background to their work as Title IX trainers and advisors, helping client institutions to navigate the legal, practical, and ethical complexities of addressing sexual misconduct on campus. Sarah is a renowned Title IX trainer and has provided training programs at campuses large and small for administrators, faculty, staff, students, and trustees. She is a passionate and engaging speaker whose legal knowledge is animated by humor and compassion. It is a special treat to have Sarah at this year's conference as she recently stepped away from her legal work to spend more time with her young family.



Howie Kallem is the Director of Title IX Compliance for Duke University; he had previously held a similar position as Title IX Compliance Coordinator at the University of North Carolina at Chapel Hill. Before that, he was Chief Regional Attorney for

the Office for Civil Rights, U.S. Department of Education, D.C. Enforcement Office for 16 years and in OCR's policy office for 4 years. Previously, he was with the U.S. Equal Employment Opportunity Commission for 14 years, and was in private legal practice before that. Much of his career has involved working to protect the rights of students with disabilities at all educational levels.



Dr. Christopher Krebs is a Chief Scientist at RTI International and an expert in sexual violence among college populations, as well as other forms of victimization. Dr. Krebs has served as the principal investigator on the

National Victimization Statistics Support Program (NVSSP) and the BJS-Analytic Resource Center (ARC) since 2011 and 2012, respectively, and as the co-principal investigator on the National Inmate Survey since 2004. He has led and worked on numerous other projects for the Bureau of Justice Statistics (BJS) and the National Institute of Justice (NIJ), as well as for the National Institute on Drug Abuse (NIDA), Centers for Disease Control and Prevention (CDC), and Substance Abuse and Mental Health Services Administration (SAMHSA). Dr. Krebs led the Campus Climate Survey Validation Study (CCSVS), as well as the NIJ-funded Campus Sexual Assault (CSA) Study and the Historically Black College and University Campus Sexual Assault (HBCU CSA) Study. Each of these studies were multi-campus efforts to assess the prevalence and nature of sexual violence and sexual harassment among college students, using scientifically rigorous methodology.



Dr. Christine Lindquist is a Program Director at RTI International with extensive research experience in the areas of medical sociology and criminology. She served as Associate Project Director on the CCSVS and was co-Principal

Investigator on the CSA and HBCU CSA Studies and is currently a Senior Climate Survey Expert on the Office on Violence Against Women (OVW)-funded Campus Grantee Training and Technical Assistance project which provides targeted training and technical assistance to institutions of higher education that wish to develop and implement effective climate surveys related to campus sexual assault.



Beth S. Posner is a Clinical Associate Professor of Law at UNC Chapel Hill, whose area of practice and teaching has focused primarily on domestic violence and sexual assault and related family law and immigration issues. Professor

Posner founded and teaches in the Domestic and Sexual Violence Clinic in which students represent plaintiffs in state court in domestic violence protection order as well as Title IX sexual misconduct matters. In 2014, she was awarded UNC School of Law's Faculty of the Year Pro Bono Publico Award. Lastly, Professor Posner teaches nationally as a faculty member for the ABA Commission on Domestic and Sexual Violence. Beth received her JD with honors from the University of North Carolina at Chapel Hill.



Catherine Criswell Spear currently serves as the Associate Vice President (AVP) for the Office for Equal Opportunity & Civil Rights (EOCR) at the University of Virginia. Prior to joining the University of Virginia, Ms. Spear was the first full-time

dedicated Title IX Coordinator at Stanford University. Before Stanford, Ms. Spear worked in the Cleveland office of the U.S. Department of Education, Office for Civil Rights (OCR) for 19 years, serving for several years as the office's Chief Attorney and then as Director her last five years at OCR. Ms. Spear is an affiliated consultant for The NCHERM (National Center on Higher Education Risk Management) Group, LLC, as well as serves on advisory boards and/or committees for ATIXA, NACUA (National Association for College and University Attorneys), Futures Without Violence, and EVERFI (for Diversity, Equity, and Inclusion). She has a Juris Doctorate from Case Western Reserve University School of Law.

Jody Althouse has been designing and implementing workshops, classes and trainings on the Juniata campus as the Director of the Office for the Prevention of Interpersonal Violence for the past three years. In addition to being the director and coordinator of the Department of Justice, Office of Violence Against Women grant, Jody serves as a certified Green Dot instructor, facilitates prevention programming for students, faculty and staff, and is a confidential support advocate on campus.

Genevieve Brackins serves as UVA's Outreach Coordinator for the Men's Leadership Project and the Gender Violence & Social Change Program at the Maxine Platzter Lynn Women's Center. Genevieve is co-teaching "Fostering Leadership in Teenage Boys" in the Curry School of Education at UVA. She has been passionate about gender justice since kindergarten. Her gender justice work has been presented at Universities in Denmark, Sweden, Finland, Iceland, and Tunisia as well as across the U.S.. Genevieve holds a Ph.D. in the Interdisciplinary Humanities with a focus in Gender and Social Justice from Florida State University.

Michelle Carroll graduated with Honors from Franklin and Marshall College with Bachelor of Arts in Government. In 2016, Michelle joined the New York State Coalition Against Sexual Assault (NYSCASA) as their Director of Campus Projects. While with NYSCASA, Michelle had the pleasure of collaborating with students, rape crisis center advocates, and college administrators on best practices to address collegiate violence. She also managed NYSCASA's statewide consortium and delivered a social justice oriented education and training program for its membership. In October, Michelle joined End Rape On Campus as their Associate Director of External Programs.

Maria Cole holds an MS in Health Promotion and Education from the University of Cincinnati and is a Certified Health Education Specialist (CHES®). As a student, Maria interned with three university health education offices, exploring primary prevention through alcohol consumption and bystander intervention behaviors in college students. In her current role as a Prevention Specialist at Women Helping Women, Maria leads the It's On Us Bar Training, which empowers bar staff to intervene and prevent sexual violence in their bar or brewery. She also facilitates college workshops about bystander intervention, intimate partner violence, healthy relationships, and empathy building.

Dan Cook-Huffman is the Associate Dean of Students and Title IX Coordinator at Juniata College. He administers the Conduct system at Juniata and coordinates the work of eleven Title IX investigators on campus. Dan is immersed in Juniata's interpersonal violence prevention initiative serving as a certified Green Dot instructor and the administrative advisor to the Juniata Men's Group. During his graduate studies at Syracuse University where he earned his MA in Political Science, Dan co-founded Manto-Man, an innovative and groundbreaking pro-feminist group of men working to end sexual violence on campus.

Morgan Danyi is a second-year master's student in the Student Affairs program at Clemson. In her role as the Graduate Assistant for Interpersonal Violence Prevention, she assists in training the campus community on topics relating to IPV, bystander intervention, and Title IX. She also plans various events, campaigns, and #FeministFridays. Morgan graduated from NC State University in 2017 with a bachelor's degrees in Food Science and Nutrition Science.

Alice Drozdziak has worked in SA/IPV prevention and survivor advocacy in the Triangle for the past 7 years; previously, they worked as an ESOL instructor in Orange County. As a clinical social worker, their focus is on serving LGBTQIA clients who are survivors of trauma, especially those living at the intersection of multiple marginalizations. They work in service to individual recovery and collective liberation. Alice currently works as a therapist at Catalyst Somatics & Psychotherapy, a practice affiliated with the Gender & Sexual Diversity Initiative at Carolina Partners.

Dr. David Elrod is an assistant equal opportunity officer at NC State. His previous experience includes financial aid, university housing, teaching in higher education administration and college student development graduate programs and serving as director of student conduct. He has served in several state and national positions within the Association for Student Conduct Administrators (ASCA) and NASPA. Dr. Elrod serves as a campus based facilitator for ASCA's Sexual Misconduct Institute and received the 2016 ASCA Dissertation of the Year Award for his research on Title IX policies and implementation.

Megan Fallon serves as the Interpersonal Violence Prevention Coordinator at Clemson University. She assists with Title IX compliance through educating and training the campus

community on violence prevention. She coordinates awareness programs and services across campus to help survivors get the resources and care they need. Megan received her M.A. in Cultural Studies from Dartmouth College. She also received a certificate from Oxford University where she studied Human Rights. Megan has worked in violence prevention for 13 years working with families, children, women in prison, victims of trafficking, and college students.

Annie Forrest is an Engagement Manager at One Love. She works with schools and community-based organizations to bring One Love's educational resources to Florida. Prior to One Love, Annie served as a Leadership Consultant for Sigma Kappa Sorority and remains an active volunteer within the organization. A native of Virginia, Annie graduated from the University of Virginia with a B.A. in Psychology and a B.A. in Women, Gender, & Sexuality. She was deeply involved in the sexual and relationship violence prevention community while at UVA, which sparked her desire to work in the field of violence prevention full-time.

Raisa Gallegos is a Senior Sociology Major at Georgia Southern, the Student Assistant for the Women & Gender and Sexuality Studies Program, and a former Advocate at Safe Haven DV Shelter. When not participating in events as Vice President of the Sexual Assault Student Educators group on campus, she is a volunteer Advocate for Statesboro Regional Sexual Assault and Child Advocacy Center. As a survivor of sexual assault, Raisa speaks at annual events to help end victim blaming and create a more supportive campus culture for survivors. With an emphasis on intersectionality, she hopes to continue research and programming on sexual assault to one day end sexual violence altogether.

Brooke Gilmore is the Director and Founder of the Deborah L. Coffin Women's Center at Southern New Hampshire University. Brooke teaches Women's Studies and Communications courses at SNHU's Manchester campus and volunteers as an Advocate for the YWCA NH Crisis Services Center. She is passionate about feminist activism, prevention education, and social change. Her interests include hiking, reading, beagles, traveling, and crossword (it's a thing!).

Sarice Greenstein, MPH, is the Assistant Director of Culture of Respect, an initiative of NASPA. Over the past three years, Sarice has worked with 80+ institutions across the country

as they work to improve prevention and response efforts on their campuses. She holds a Masters in Public Health from Columbia University with a concentration in sexuality, sexual and reproductive health, and has experience working on a wide array of public health issues including: HIV testing and prevention, HIV/HCV clinical education, reproductive health and school-based health promotion.

Marc A. Grimmert, Ph.D., was born and had his proud identity cultivated in historic Tuskegee, Alabama. He earned his doctorate in Counseling Psychology from the University of Georgia and is a Licensed Psychologist. Dr. Grimmert is an Associate Professor, and director of the Community Counseling, Education, and Research Clinic of the counselor education program at NC State University. The conceptual framework for Dr. Grimmert's research includes four areas of concentration and corresponding goals including preventing gender-based violence through education, activism, male engagement, and community partnerships; transforming contextual and systemic factors to promote the healthy development of African American people; and developing multicultural and social justice counselor education teaching and research methods. He is the executive producer, co-director, and co-writer of MY MASCULINITY HELPS, an educational documentary that explores the role of African American men and boys in the prevention of sexual violence.

Raymond Harrison has been the Senior Associate Athletic Director at NC State since May of 2016. Prior to this position he served as the Senior Associate Athletic Director for Student-Athlete Services at Texas A&M where he led the department's implementation of a comprehensive life skills program committed to the holistic development and well-being of student athletes. He also served as the Senior Associate Athletics Director at the University of South Carolina, and before that spent six years at the University of Louisville as the Associate Director of Academics and the Assistant Strength Coach for men's basketball.

Emmy Johnson is a second year MSW student at the University of North Carolina at Chapel Hill. Their area of study includes trauma, LGBTQ+ folks, and eating disorders. They work at the Gender and Sexual Diversity Initiative, facilitating trainings and maintaining the resource list. Their previous work includes years of work for the Orange County Rape Crisis Center and Trans Lifeline.

Claire Kaplan, Ph.D., is Program Director of Gender Violence and Social Change (GVSC) and the Men's Leadership Project (MLP) at the University of Virginia's Maxine Platzer Lynn Women's Center. In 1991, she was hired by UVA to be its first-ever employee to work solely on sexual assault issues. In her position, she serves as a confidential advocate for survivors. In 2007 she founded and currently directs the Men's Leadership Project, a mentoring program that pairs undergraduate men with middle school boys in a structured setting to promote healthy, non-violent, gender-aware masculinities in both the mentees and mentors.

Victoria Krebs is beginning her fourth year as the Associate Dean of Students for Title IX Outreach & Response in the Office of Student Conduct at Duke University. Prior to coming to Duke, Victoria worked in Student Affairs at the University of Tennessee, Vanderbilt University, the University of Rochester and Syracuse University.

Darci Lane-Williams is the Director of the Center for Women and Gender at the Rochester Institute of Technology. Since 2009, Darci has been providing counseling, support, education and advocacy to RIT students, faculty and staff. Darci is passionate about resilience development where she focuses on helping individuals embrace their strengths and push past obstacles. She has been working with various populations in the field of psychology for the last twenty years, including teens and adolescents with mental illness, alcohol and drug dependent adults, incarcerated adults, and victims and survivors of domestic and dating violence. Darci is a wife and mother of three and loves documentaries, hip hop, the Walking Dead, Marvel, baking, strength training, and meditation.

Jackson Lewis is a sophomore Political Science Major at Georgia Southern University. Jackson is the PR Secretary for the Sexual Assault Student Educators (SASE) organization on campus. Jackson's focus in political science is Civil and Workers Rights, and he advocates for those rights through his work in SASE.

Emily Lloyd is the Engagement Manager for national sports partnerships as well as schools and community groups in the midwest. She works to roll out One Love's educational programs nationally. Emily previously worked at HopeWorks of Howard County and at Bridges: Sexual and Domestic Violence Support as a DV advocate. During her time at UVA, Emily was a varsity athlete, a captain of the women's swim team, and a member of the sexual assault prevention group, One Less.

Caroline Lovell, Artist & Founder of the Women's Wisdom Initiative, uses the transformative nature of art to heal trauma for survivors of gender-based violence. In 2013 she created the Women's Wisdom Initiative, an art and healing nonprofit that empowers survivors and their allies to share their unique wisdom across borders through a signature healing arts workshop called Traveling Postcards, and brings healing and connection to survivors of sexual assault through the Traveling Heart 'hospital bag' initiative. She holds an MA in Transformative Art and a Masters Certificate in Leadership for Sustainable Change.

Lauren O. Patterson, PsyD. received her bachelor's, master's, and doctorate degrees from Georgia Southern University (GS). Dr. Patterson is currently a licensed psychologist at the GS Counseling Center. She is a member of the GS Sexual Assault Response Team (SART) and advisor to the Sexual Assault Student Educators (SASE). Dr. Patterson's clinical interests include depression, anxiety, sexual violence and trauma, relationship concerns, multiculturalism, women and gender issues, and gender and sexual minority concerns.

Alexandra Pellet is a Graduate Student in the Master's of Social Work program at the University of South Florida. She has worked at the Center for Victim Advocacy at USF doing violence prevention, consent education, and outreach events such as "Hungry for Consent." She has provided 24/7 advocacy for survivors of sexual violence through the Crisis Center. Alexandra previously served as the President of a student organization, NITE, where she focused on sexual and relationship violence in the community. She intends on continuing her work within victim services by becoming a Licensed Clinical Social Worker.

JP Przewoznik, MSW, is a trainer, technical assistance provider, practitioner and program evaluator with over 20 years of experience working with and within LGBTQ+ and women's communities. She is currently the Director of Prevention and Evaluation at the NC Coalition Against Sexual Assault where she provides training and technical assistance to rape crisis centers and college campuses, is NC's technical assistance provider for CDC's Rape Prevention Education Program, and on the National Leadership Team for Force: Upsetting Rape Culture. She lives happily in Durham, NC, with wonderful friends, an incredible partner, and many fur babies. In her spare time you can find JP very unironically listening to The Boss's Born in the USA on vinyl.

Kate Rawson serves as the LGBTQ+ Advocacy and Training Coordinator in UNCG's Campus Violence Response Center, providing advocacy to LGBTQ+ survivors as well as facilitating educational training to campus partners on topics of IPV, sexual assault, gender-based harassment, and other forms of violence. Kate received her Master's degree in Student Affairs Administration from UNCG, and worked with LGBTQ+ student programming and education before entering into IPV work. She is passionate about creating inclusive, affirming, and equitable environments for LGBTQ+ students, as well as empowering survivors in the healing process.

Melissa Siegel Barrios co-created and formerly coordinated the LoveSpeaksOut Speaker's Bureau on Teen Dating Violence. She is also the former Chair of the national youth advisory board for loveisrespect, which influenced prevention of dating abuse nationwide. She is currently a contractor on various projects including evaluating a project focused on supporting NC HBCUs with improving sexual assault response and prevention efforts, and evaluating response and prevention work with community colleges across the state and local middle schools in Wilmington, NC.

Gemma Skuraton, is a Public Health doctoral candidate at Georgia Southern University. She is currently the Health Promotion Coordinator for GS Health Services. She is a Certified Health Education Specialist, Certified and Licensed Athletic Trainer, Level I Sports Performance Coach through USA Weightlifting and maintains many additional functional movement and fitness/wellness certifications. Ms. Skuraton is also a Certified Victims Advocate at a local rape crisis center. Ms. Skuraton seeks to facilitate community empowerment, capacity building and advocacy in an effort to foster lifelong health and wellness practices among university students.

Dani Smith is the Violence Prevention Specialist in the Center for Victim Advocacy at the University of South Florida in Tampa, FL. Prior to working for USF she obtained her Master of Public Health from Emory University and worked in the Respect Program at Emory University. Dani's interests include mobilizing and training students in leading the movement of ending violence on college campuses, researching relevant ways students of all identities ask for and feel comfortable talking about consent, and strategically developing comprehensive approaches for large-scale violence prevention interventions at all levels of the social-ecological model.

Dr. Penny Smith is a first generation college student, an author, higher education executive director, and campus date rape survivor. Dr. Smith completed her masters and doctorate of education from Vanderbilt University's Peabody College of Education. She has served as a Commissioner for a state department of employment services and as an Assistant Provost of Academic Affairs at an HBCU. Dr. Smith is the founder and CEO of Alegria Technologies and Consulting, LLC, creator of Keys to Coping - a campus sexual assault reporting tool and Keys to Courage - a sexual violence prevention program.

Rachel Stewart has been the IPV Prevention Program Coordinator at Bucknell University since November 2015. She holds a masters' degree in Higher Education from Harvard University. Rachel has been involved with sexual and relationship violence prevention, education, and response since her early years as an undergraduate peer educator and activist. Beyond her current professional position at Bucknell, she is also a Communications Committee Co-Chair for the Campus Advocacy and Prevention Professionals Association (CAPPA) and the Social Media Coordinator for the NASPA Sexual and Relationship Violence Prevention, Education, and Response Knowledge Community.

Joan Tabachnick has developed educational materials and innovative prevention programs for national, state and local organizations over the past 25 years. Her primary focus is on preventing the perpetration of sexually harmful behaviors, particularly in adolescents and young adults. Joan created the educational programming for Stop It Now! before starting her own consulting practice. Since then she has been director of NEARI Press, founding co-chair of ATSA's prevention committee, executive director of MASOC, and currently is a fellow with the Department of Justice, SMART Office.

Maya Vizvary earned both her Master's in Social Work and her Master's in Public Health from Washington University in St. Louis and started her role as the Sexual Assault Prevention Coordinator at American University in the spring of 2016. Maya provides one-on-one advocacy to student survivors of sexual assault and IPV, as well as campus prevention programming. Maya is passionate about comprehensive, trauma-informed advocacy, care provision, educational programming, and policies for vulnerable and underserved populations.

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MSW student at North Carolina State University

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Thank you to every single one of you for attending this conference. Whether you are here for one session or the full two days, I am grateful. In addition to learning new skills, I hope that you take time to meet someone you don't know. I hope that at some point you are reminded that you are amazing, necessary, and appreciated, and that you consider telling someone here the same thing. As a colleague and partner with you in this work, I am honored that you chose to come to my conference. As a survivor, thank you for being part of my healing. This gathering is far more than a conference to me. After being treated so poorly by my College in 1995 when I reported being raped by another student, I vowed to commit my life to doing everything possible for campus survivors everywhere to receive the most trauma-informed and holistic response possible. The Puzzles conference is one way that I have tried to achieve this goal. Lastly, thank you to the conference advisory committee, Coordinator Leah Tugwell, and marketing extraordinaire, Amy Eller Marketing. You have made this giant undertaking endlessly easier and a whole lot more fun. – Juliette

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