

### **Culture of Respect Proposal to the Croton-Harmon School District**

#### **Background: General**

Culture of Respect helps colleges and universities strengthen their sexual violence prevention and response efforts. We offer higher education leaders a six-point strategic roadmap – the CORE Blueprint – that engages all stakeholders in implementing the leading practices to shift campus culture to one free from sexual violence.

Tragically, evidence confirms that waiting until college or university to address sexual violence is too late; a yearlong investigation by the [Associated Press](#) revealed “roughly 17,000 official reports of sex assaults by students over a four-year period” in the K-12 space. To interrupt – and break – this pattern of violence, we must intervene earlier: over the past year, Culture of Respect has translated and adapted our tools and resources to meet the needs of an independent, all-women’s secondary boarding school. From our perspective and that of the institution, our model is successfully helping the institution engage in a rigorous process of self-assessing policies, practices, and procedures. They are engaged in long-term strategic planning and implementation of critical improvements that will engender a Culture of Respect at their institution.

#### **Background: Our Approach and Tools**

Understanding that each institution (or system) maintains a diverse student population and unique infrastructure, systems, and traditions, a “one-size-fits-all” approach to sexual violence cannot be the answer. Additionally, we recognize that school stakeholders are experts on their own institutions. We aim to provide a public health framework that helps those stakeholders understand best practices and recommendations from experts in the field, but allows schools to tailor their policies, practices, and procedures to their specific needs. Together, the CORE Blueprint and CORE Evaluation provide an actionable framework for each institution to integrate the highest standards and promising approaches to sexual violence prevention and response.

The CORE Blueprint’s six pillars provide institutions a comprehensive, holistic framework for creating a Culture of Respect. To do so, an institution must provide:

1. Positive survivor **support** with options on reporting;
2. **Clear policies** on campus investigation, adjudication and sanctions;
3. Robust, multitiered **education** for the entire campus;
4. **Public disclosure** of statistics and information;
5. Schoolwide mobilization, including student leadership and **activism**; and
6. Ongoing **self-assessment**.

In 2015, Culture of Respect launched the CORE Blueprint Pilot Program, a rigorous implementation of the CORE Blueprint and CORE Evaluation on 14 select campuses nationwide. Coupled with a research project, the program:

- Gave each participating college and university one-on-one support to implement the CORE Blueprint
- Measured the Pilot Program schools’ progress towards comprehensively addressing campus sexual assault
- Served as an innovative model, replicable at colleges and universities nationwide

Participating institutions used the CORE Blueprint and CORE Evaluation, along with support and training through Culture of Respect, to build their capacity in all six pillars while engaging in an ongoing process of feedback and reflection.

The [Culture of Respect CORE Blueprint Program: Findings From a National Pilot Study](#) report details the success of that program. Key findings included:

- Institutions accomplished meaningful changes across all six pillars of the CORE Blueprint.
- Institutions were particularly successful in enhancing support services for survivors and improving training for campus employees.
- Because the model is prescriptive yet flexible, it was successfully implemented at institutions which varied in size, population served, and funding source.
- The results confirm the CORE Blueprint Program as an effective model to address campus sexual violence.

Following the Pilot Program, Culture of Respect scaled up programming to reach a greater number of institutions. The [Collective](#) is an interactive online platform that guides institutional stakeholders through a step-by-step program to improve their efforts to prevent and respond to campus sexual violence. The program is grounded in comprehensive self-assessment, and includes collaboration with peers across the nation, technical assistance from Culture of Respect staff, and ongoing professional development. The [2017 cohort](#) includes more than 50 institutions of higher education.

### **Culture of Respect Proposed Support to Croton-Harmon School District**

Culture of Respect is prepared to further tailor and adapt our tools and resources to support the Croton-Harmon School District (CHSD), a public school system located in Westchester County, NY, serving approximately 1,700 students. We propose implementing the model that has proven successful in our Pilot Program and with the 50+ schools in the Collective: to guide a multi-stakeholder group composed of administrators, faculty, staff, students, parents, alumni, and more through a step-by-step program to improve their institutional efforts to prevent and respond to sexual violence<sup>1</sup> and to help facilitate an environment of sexual health and respect. Specifics of the model and the support provided include:

#### *Time Frame*

- This model requires a two-year commitment.
  - Year 1 primarily includes program start-up (assembling a multi-stakeholder Campus Leadership Team ["CLT"], completing the baseline CORE Evaluation assessment, and creating an Individualized Implementation Plan ["IIP"]).
  - Year 2 is dedicated to implementing the changes and improvements identified in the IIP and completing the end-of-program CORE Evaluation to benchmark improvements and successes.

CHSD will:

#### *Designate Administrators*

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<sup>1</sup> **Sexual violence** is defined by Culture of Respect as a broad umbrella term to describe any nonconsensual sexual contact, including sexual harassment, sexual exploitation, sexual assault, rape, domestic violence, dating violence, and stalking. Sexual violence is an intentional act, often committed by use of coercion, intimidation, or force, or through the use of the survivor's mental or physical incapacity, such as using alcohol as a tool to facilitate such acts or carrying them out when the victim is asleep.

- Identify 1-2 persons to serve as the main points of contact and lead implementers of the program.
- This person(s) should anticipate committing to a minimum of five hours per week of program implementation activities.

### *Establish a Campus Leadership Team*

- Establish a cross-functional Campus Leadership Team ("CLT") comprised of, at a minimum, school administrators, school board members, the Title IX coordinator, HR staff, health/wellness/prevention education staff, faculty, support staff, students, parents, alumni, and others, as appropriate.
- Convene the CLT at least once per month.
- Administer the CORE Evaluation via the CLT twice -- once at the start of the program to collect baseline data and again at the conclusion of the program to benchmark progress.

### *Develop and Implement an Individualized Implementation Plan*

- Work with Culture of Respect staff to analyze CORE Evaluation results and develop an IIP, which will include short-, medium- and long-term goals to strengthen the institutions' efforts and capacity to prevent and respond to sexual violence. This will include critically examining current policies, practices, and procedures and a willingness to engage with new and potentially challenging changes to the status quo.
- Work to implement the IIP with fidelity to the best of their ability.

### *Participate in Professional Development and Evaluation Activities*

- Main point of contact(s) will:
  - Participate in bi-monthly phone calls with Culture of Respect staff to provide updates on CHSD progress, problem-solve, ensure fidelity to program, etc.
  - Participate in and provide feedback on knowledge and skills-based trainings provided by Culture of Respect.
  - Complete satisfaction surveys and participate in quality assurance and evaluation efforts, as requested.

Culture of Respect will:

### *Provide Access to Our Signature Tools*

- CORE Blueprint: a six-point strategic roadmap that engages all stakeholders in implementing the leading practices to shift campus culture to one free from sexual violence (note: the CORE Blueprint was written for a higher education audience, but the vast majority of the principles also apply for a K-12 space).
- CORE Evaluation: the self-assessment that accompanies the CORE Blueprint, adapted for a K-12 public school system.
- CORE Constructs: a suite of guides organized around the six pillars of the CORE Blueprint to supplement its implementation. These guides include downloadable resources, tools, and templates that can be adapted to meet specific institutional needs.
- We will also provide access to programmatic templates, including CLT recruitment letters, IIP template, etc., also adapted, as needed, for a K-12 public school system.

### *Provide Remote and On-Site Support*

- Deliver a program model that guides CHSD stakeholders through a step-by-step process to improve their institutional efforts to prevent and respond to sexual violence.
- Two Culture of Respect staff members will participate in three on-site, day-long visits to CHSD:
  1. Year 1: To participate in a CLT welcome/kick-off meeting
  2. Year 1: For a mid-point check-in and/or technical assistance visit
  3. Year 2: Project closeout/wrap-up/hand-off of final deliverables
    - Should additional site visits be required, an additional fee of \$750/day per staff person will be assessed to cover staff time and travel.
- Participate in bi-monthly phone calls with main point of contact and other CHSD stakeholders, as needed, to discuss updates on CHSD progress, problem-solve, ensure fidelity to program, etc.
- Work directly with the main point of contact, CLT, and other stakeholders, as needed, to provide ongoing support for all activities described above.
- Provide ongoing knowledge- and skills-based training to support successful execution of the IIP. Topics may include but are not limited to:
  - Public health approaches to violence prevention
  - Best practices in violence prevention, comprehensive sexuality education, etc.
  - Policy review
  - Program evaluation
  - Survey design
- Review draft communications to key stakeholders for feedback on messaging and language.
- Speak to the press, as needed.
- Coordinate referrals to outside consultants, vetted by Culture of Respect, who are able to provide on-site technical assistance and training that may be required by CHSD administrators, faculty, staff, or students that is outside the purview of Culture of Respect (note: a separate agreement with those outside consultants would be negotiated by CHSD).
- Provide opportunities for CHSD to evaluate the services and support provided by Culture of Respect through surveys and phone calls.

### *Pricing*

Year 1: \$20,000 (includes travel costs for two on-site visits by two Culture of Respect staff)

Year 2: \$10,000 (includes travel costs for one on-site visit by two Culture of Respect staff)