

A Community-Based Approach to Sexual Misconduct

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Today's Outline

- Spring 2010 at Wheaton College
- Sexual (Mis)Conduct Assembly
- The work that followed
- National conversation 2010 and 2011
(including Dear Colleague Letter)

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	Wheaton	OCR
Spring 2010	Sexual assault case	
Fall 2010	Assembly work begins	"Hints" of new communication
Spring 2011	Assembly recommendations	Dear Colleague Letter
Summer 2011	Policy revised, website updated	
Fall 2011	Training underway	
Fall 2012	OVW grant awarded	

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Sexual (Mis)Conduct Assembly (formed Fall 2010)

- "A careful and thorough review of all services, policies, processes, publications and other efforts related to sexual misconduct at Wheaton. The overarching goals of the Assembly are to:
 - Assure a high quality of prevention, intervention and post-vention on campus, and
 - Help build in students an appreciation of healthy relationships and self-care through education, outreach and communication."

Sexual (Mis)Conduct Assembly: 4 Workgroups

- Policies and Process
- Education and Outreach
- Response (including but not limited to intervention and after-care)
- Campus Culture

Recommendations: Education and Outreach

- Improve and increase education for incoming students
- Create and implement more in-depth training for paraprofessionals and student leaders
- Enhance usefulness of website and print

Recommendations: Policy and Procedure

- Use trained professional staff and faculty as advisors for complainants and respondents
- Create pool of trained faculty and staff for all three roles (investigator, advisor, hearing officer)

Recommendations: Response

- Improve partnership with local community providers (law enforcement, rape crisis center)
- Expand membership of Sexual Misconduct and Assault Resource Team (SMART) to include faculty and students
- Secure funding to provide resources, staffing, education and training

Recommendations: Campus Culture

- Expand campus discussions around topics of positive and healthy relationships and sexuality
- Support development of peer educator group (Sexual Health Advisory Group= SHAG), include representatives on SMART
- Constant attention and promotion of issue and services. E.g., "transparency."

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- New Sexual Misconduct Policy
- Application for OVW grant
- Increased hours for staff person coordinating services
- Commitment to solicit involvement by faculty and staff as full participants
- New programs for orientation and paraprofessional training
- New, highly-informative website
- Enhanced partnerships with local agencies (law enforcement, social services)

Challenges of a small college were clear

- Limited staffing
- Limited resources for training
- Student and faculty "back-channel" communication
- Multiple connections to one another

Community-based Planning

- Multiple models, from multiple disciplines, employed as tools for action and activism in communities.
- "Characterized by relationships between people and organizations at different levels"
- "Community" defined to include representatives from three categories:

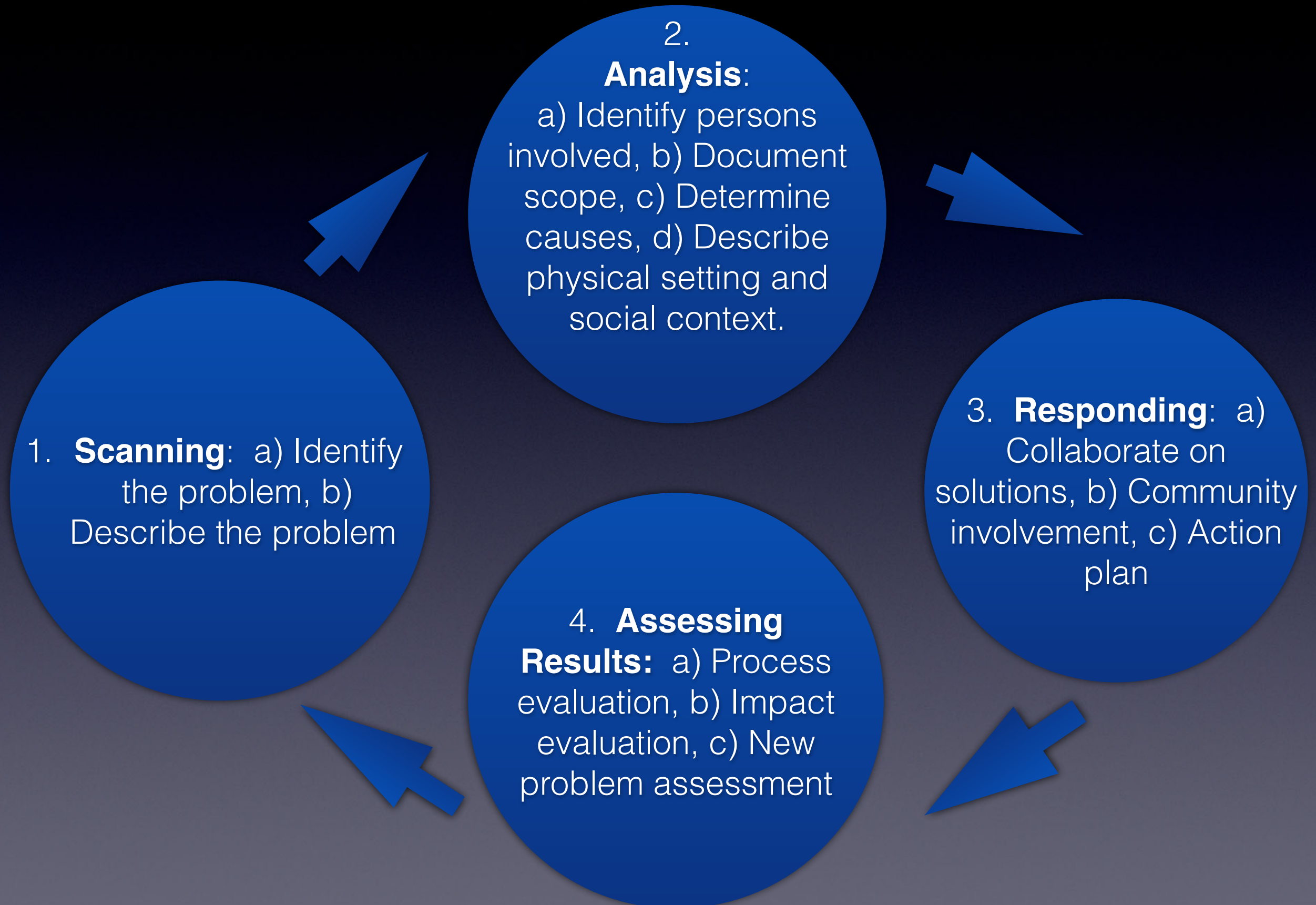
Community members

1. People who reside in particular geographically-defined locale and have shared beliefs, values, systems, etc.
2. People and/or organizations who work in the locale
3. Policy makers and practitioners who influence the locale

The Model We Used: SARA (Scanning, Analysis, Response, Assessment)

- From "Community-based Planning" (2002). Pickett Institute Curriculum. Institute for Law and Justice

Correlating the SARA Model and the Assembly



Faculty and Staff Involvement

- Hearing Board Members
- Investigators
- Procedural Advisors

How Did We Do This?

- Looked beyond "usual suspects"
- Developed training plan that started from scratch (assumed no experience)
- SMART Coordinator oversaw development of curriculum
- As of 2013, approximately 20 staff and faculty trained.
- Since new policy, two cases, ten faculty and staff involved in one or more of three roles.
- One "procedural coordinator"

Training and Implementation

- Spring 2011: S(m)CA recommendations accepted
- Summer 2011:
 - Day-long NCHERM training for 40 faculty and staff volunteers
 - New student/parent orientation changes
 - New training of RAs and other peer leaders
- Fall 2011:
 - First case with new process
 - Brief presentation to faculty on responsibilities, resources

Training and Implementation

- January 2012:
 - Week-long advocate training by local agency
 - Title IX, DCL, and Basics trainings
- February 2012: Overview of process and role of procedural advisors
- March 2012: Investigation process
- April and May: Case study/table top exercises

Training and Implementation

- August 2012: Review of discussion of ongoing training needs
- Sept 2012: Webinar on investigating SM
- Oct 2012: Role of procedural advisor, revisited
- Dec 2012: Role of SMHB and Appeals
- Jan/Feb 2013: Second case with new process

Ongoing Training

- Necessary for sustainability
- Experienced staff/faculty debrief and train others
- Twice-a-semester (minimum); basics + new topics, table-top exercises

Benefits and Challenges

- Benefit: Sexual misconduct is seen as a community issue; more people with more knowledge
- Benefit: Shared responsibility= shared workload
- Challenge: Maintaining interest levels with so few cases
- Challenge: Vulnerability to claims that our participants are not skilled enough to do this

The National Conversation Continues

- The symbiotic relationship between DOJ/DOE, campus staff, the "cottage industry" responding
- Not much case law yet
- AAUP Letter re: sexual assault (February 13, 2013): "Campus Security Authority" or not?
- Student activism, especially through social media (Amherst, Occidental, UNC, Yale)

References

- Dear Colleague Letter: Sexual Violence Background, Summary and Fast Facts (April 4, 2011). U.S. Department of Education Office for Civil Rights.
- Statement on Sexual Assault (February 13, 2013). American Association of University Professors.
- "Community-based Planning" (2002). Pickett Institute Curriculum. Institute for Law and Justice
- <http://wheatoncollege.edu/sexual-assault/>

Presentation available at
leeburdettewilliams.net

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