

TITLE IX REPORT TO THE COMMUNITY 2020 - 2021



***SEXUAL MISCONDUCT
PREVENTION & RESPONSE***
CARLETON COLLEGE

PURPOSE OF THIS REPORT

This report informs the Carleton community about reports of sexual misconduct, formal complaints moved through campus adjudication, and issues addressed through a non-adjudicated/informal process. The report also addresses sexual misconduct prevention and response activities, including programs and trainings.

The College also submits annual data and statistics on sexual assault to the State of Minnesota. Each fall the College submits data covering all reported instances from the previous calendar year. The State of Minnesota releases their comprehensive report the following spring and Carleton links to the report on the Sexual Misconduct Prevention & Response (SMPR) website.

Additionally, the College also submits annual data as required per the Department of Education and publishes statistics in the Annual Security Report. For more information please visit the SMPR website:

<https://www.carleton.edu/sexual-misconduct/>

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SEXUAL MISCONDUCT PREVENTION & RESPONSE



MISSION

Sexual Misconduct Prevention & Response (SMPR) creates a safe and healthy campus community by addressing the upstream causes of sexual misconduct and supporting all members of our campus community who are impacted by sexual misconduct.

GLOSSARY OF TERMS

Complainant: the person directly impacted by sexual misconduct

Respondent: the person reported as doing harm

Reporter: any third party who shares information with the Title IX Coordinator, either directly or through a Community Concern Form (CCF)

TITLE IX LEAD TEAM

The Title IX Lead Team meets weekly to provide ongoing insight on sexual misconduct issues on campus and stays current on national trends, federal mandates, and legislation. Here are the 2020-21 members of the Title IX Lead Team.



Laura Riehle-Merrill
Title IX Coordinator



Gerald Young
Chair of Physical Education, Athletics and Recreation;
Professor of Physical Education, Athletics, and Recreation;
Athletic Director; Title IX Deputy: Athletics



Heidi Jaynes
Associate Athletic Director; Professor of Physical Education, Athletics and Recreation; Senior Woman Administrator; Title IX Deputy/Faculty and Staff



Blake Held
Assistant Director, Security Services and Emergency Management



Nora Peterson
Sexual Violence Prevention Coordinator
2019-2021



Marit Lysne
Director of Student Health and Counseling (SHAC)

CONTINUING EDUCATION

The Title IX Lead Team participated in ongoing professional development and trainings related to sexual misconduct prevention and response. Here are Title IX Lead Team professional development highlights from the 2020-2021 academic year.

Trainings

- TrainED Annual Training for Advanced Title IX Coordinators and Deputy Coordinators
- Stafford & Associates Title IX Decision Maker Course
- Women Leaders in College Sports
- Unpacking the Final Title IX Regulations
- ACM Title IX Coordinator Discussion

Webinars

- Bystander Intervention: From Research to Practice
- Ibram X. Kendi: "How to Be an Antiracist"
- Porn Literacy & Healthy Relationships
- OneLove's Five Relationship Health Learning Objectives
- College Green Dot TA Webinar
- Creating Emergent Spaces for Sexual Violence Prevention During COVID-19
- Sexual Citizens Book Talk with Dr. Jennifer Hirsch

Professional Groups

- Rice County SMART
- Minnesota Community-Level Prevention Action Collaboration
- Sexual Violence Prevention Network
- Women Leaders in College Sports
- Minnesota Private College Council Title IX Coordinators
- Associated Colleges of the Midwest Title IX Consortium

Conferences

- Solving the Campus Sexual Assault and Dating Violence Puzzle (December 2020)
- Campus Sexual Misconduct: Preventing and Responding to Perpetration (May 2021)

DEPARTMENT HIGHLIGHTS

- To meet the requirements of the new Title IX regulations, **updated Carleton's Policy Against Sexual Misconduct and Formal Complaint process**. Created campus-wide communication and trained student leaders, faculty, and staff on our new policy and process.
- Launched a pilot **having SMPR's student workers participate as peer leaders** within the Division of Student Life. As professional development, engaged in a Students Engaging in Essential Dialogue (SEED) workshop with SMPR professional and student staff.
- Through intense marketing, a social media campaign, and publicizing the incentive of a donation to HOPE Center, Carleton **yielded a 38% percent participation rate in the HEDS Sexual Assault Campus Climate Survey**, the highest response rate of any campus who took the survey this year. Response rate was a 20% increase from 2018, the last time Carleton participated. Carleton then **donated \$3000 to HOPE Center**.
- **Coordinated the Sexual Violence Prevention Athlete Advisory Committee (SVPAAC)** to provide student-athletes' perspective and input pertaining to sexual violence prevention education, resources and training with the outcome of creating team-specific training sessions to **fulfill the NCAA Policy on Campus Sexual Violence**.
- **Sexual Citizens programming engaged students, faculty, and staff** on an entirely new framework for understanding sexual assault on campus that emphasizes the social roots of sexual misconduct.

DASHBOARD INDICATORS FOR TITLE IX

- 98% (450 out of 459) of incoming students completed Sexual Assault Prevention for Undergraduates (SAPU)
- 335 students completed virtual Green Dot this year
- Increased office's social media following from 166 to 180 followers on Facebook and from 305 to 427 followers on Instagram
- Coordinated 5 student workers
- Title IX received 3 Formal Complaints; all were withdrawn or resolved prior to moving through a resolution process.
- 6 No Contact Orders created
- Received 51 Community Concern Forms marked sexual misconduct in nature regarding 38 incidents
- Breakdown of reporters by type:
 - 10% faculty
 - 47% staff
 - 37% students
 - 6% other

TITLE IX EXPERIENCES SURVEY

The Title IX Experiences Survey was sent to all students, staff, and faculty who interacted with the Title IX Coordinator regarding the informal process and/or supportive measures. It was sent out after each academic term. The survey collected both quantitative and qualitative data; results were overall very positive.

"LAURA WAS REMARKABLY KIND, WARM, EMPATHETIC, UNDERSTANDING, KNOWLEDGEABLE, AND ACCESSIBLE. HER RESPONSES TO MY PARTICULAR EXPERIENCE OF TRAUMA WERE NOTHING SHORT OF A REVELATION. I FEEL LIKE I'VE FINALLY FOUND PEACE AND IT CERTAINLY WOULD NOT HAVE HAPPENED WITHOUT LAURA."

"LAURA TOLD ME ALL OF THE OPTIONS THAT WERE AVAILABLE TO ME AND THEN HELPED ME THROUGH THE OPTION THAT I CHOSE."

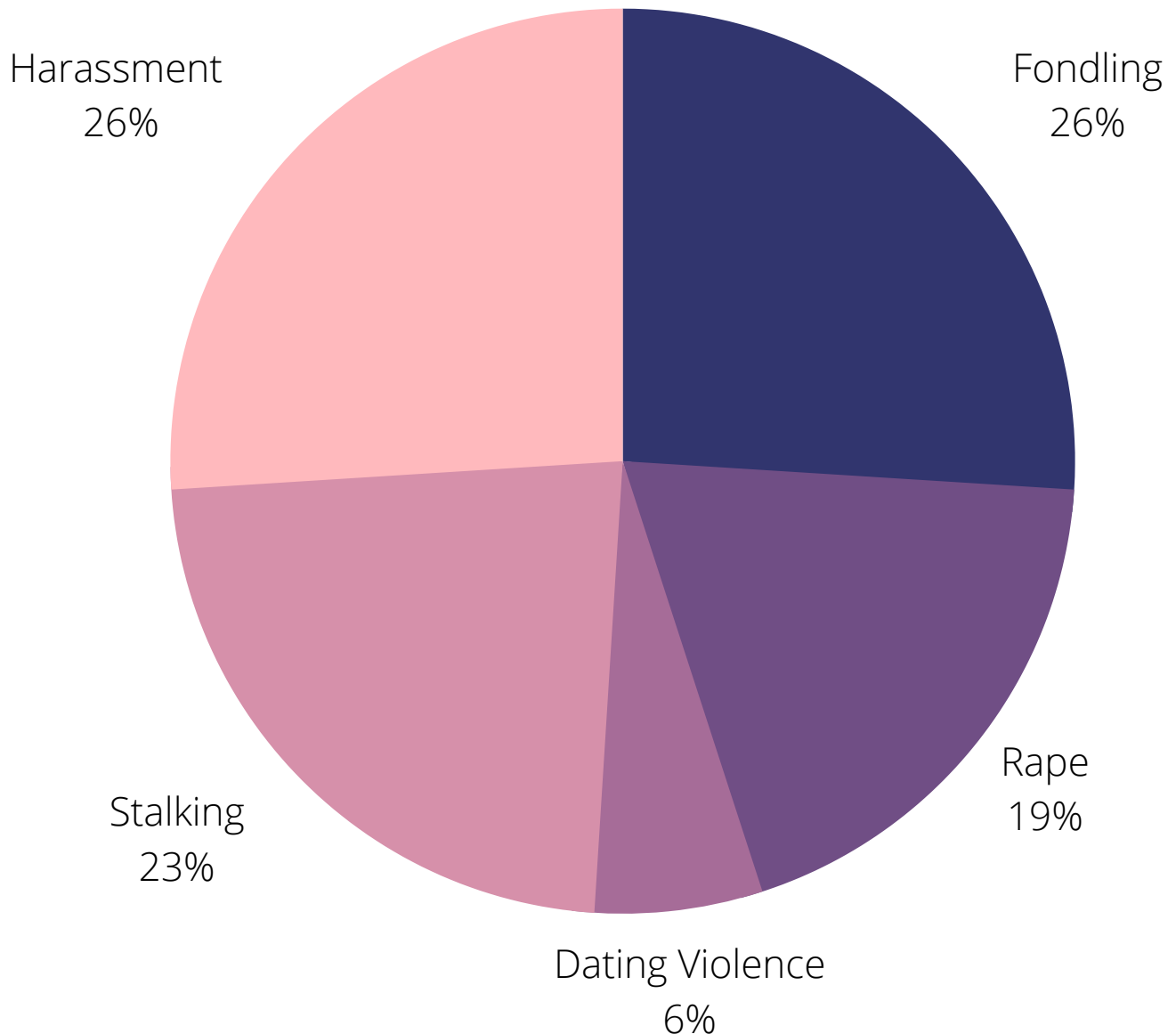
"TALKING WITH LAURA WAS INCREDIBLY REASSURING AND COMFORTING, AND I REALLY FELT LIKE IT WAS STARTING TO ACTUALLY BE 'OVER'."

"LAURA ALWAYS LISTENS IN SUCH AN AFFIRMING WAY."



TITLE IX REPORTED INCIDENTS BY TYPE

Below is a chart of 31 reported incidents by type. This chart does not include multiple reports regarding the same incident nor does it include reports that did not align with a potential policy violation.



TITLE IX TRAINING: STUDENTS, FACULTY & STAFF



"I really enjoy working with the SMPR team. Working on projects with team members is always such a fun time and we always have such interesting and insightful conversations. Just the office as a whole is such a great group and I feel like its always a very comfortable environment where we can talk about things that make us laugh but also talk about serious things and learn from each other."

LAURIE AVILA '23 (SHE/HER)
PEER EDUCATOR

Informing community members and leaders about sexual misconduct policies, procedures, and support resources helps to make our community safer and more supportive. For this reason, we dedicate many hours and resources to training faculty, staff, peer leaders, and general community members.

Peer Leaders and key student groups: Resident Assistants, New Student Week Leaders, Student Wellness Advocates, Gender and Sexuality Center Associates, Chaplains Associates, Academic Support Center and other Tutors, Career Center Associates, Center for Community and Civic Engagement Fellows, Admissions Fellows, Carleton Student Association (CSA), and other student organizations by request.

Employees: new staff, new faculty, language associates, and departments by request.

Appeal adjudicators: received training through TrainEd.

Community Board for Sexual Misconduct & Sexual Misconduct Support Advisers: participated in comprehensive, trauma-informed training offered through Dolores Stafford & Associates as well as ongoing training throughout the year from the Title IX Coordinator and the Title IX Investigator.



This job is really collaborative but also led by your own interests- you have the freedom to create your own projects and work with other students.

IZZY LINK '21 (SHE/HER)
PEER EDUCATOR

SEXUAL VIOLENCE PREVENTION

Prevention through education is a central component of Carleton's response to sexual misconduct. One of our greatest partnerships in prevention education has been with Carleton College's Physical Education, Athletics and Recreation Department (PEAR). PEAR fulfilled their NCAA Board of Governors Policy on Campus Sexual Violence during the 2020-21 academic year. Thanks to the strong collaboration between PEAR and Sexual Misconduct Prevention and Response, 376 student athletes were trained in sexual violence prevention.

One direct result to come from these required prevention trainings was the creation of SVPAAC (Sexual Violence Prevention Athletics Advisory Committee). SVPAAC empowers student-athletes to shape prevention education in a way that will be most impactful. This committee is a collaboration between SMPR, PEAR, and student-athletes to positively impact our campus culture with our work in sexual misconduct prevention. Student-athletes' feedback directly shapes the prevention education SMPR provides.

BY THE NUMBERS

- **98%** of incoming students completed Sexual Assault Prevention for Undergraduates (SAPU) online training
- Over **300** students, staff, and faculty received training on Title IX
- **335** students completed Online Green Dot Bystander Intervention Training
- **376** varsity student athletes trained in sexual violence prevention

THE YEAR BY TERM

Fall 2020

A major focus of fall term was **compliance with the new Title IX regulations and educating our campus community** regarding our new policy and process. In August Carleton's College Council and Trustees approved Carleton's **updated Policy Against Sexual Misconduct**. Laura presented the new policy to various campus stakeholders including Carleton Senate Association and The Quarterly Meeting and also facilitated a session open to the entire campus community. We maintained a high level of compliance with Sexual Assault Prevention for Undergraduates (SAPU), the sexual violence prevention course incoming students—including first-years and transfers—take prior to their arrival to campus, with 98% of incoming students successfully completing the course. Laura provided comprehensive training on Carleton's sexual misconduct policy and response to over 300 students, new faculty and staff. **SMPR moved all of our programming, meetings, and workshops to a virtual format**. Nora Peterson was empaneled to take a leadership role within Carleton's contact tracing team, reducing her SMPR hours to half-time. Laura then took the lead on supervising SMPR's student employees.

Winter 2021

Prevention education was winter term's major focus. SMPR facilitated a collaborative COVID-19, Safer Sex & Intimacy Panel; Green Dot Bystander Intervention; "What do I do? **Navigating a Friend's Sexual Misconduct**" (for Student Life Peer Leaders); and Recognizing the Signs of Stalking, a new workshop. To fulfill the NCAA Policy on Campus Sexual Violence, **Laura and Nora trained all 376 student-athletes** in at least one of the following methods: New Student Week CarlTalk session; Everfi's "Sexual Assault Prevention for Student-Athletes" module; or a Zoom training session created for student-athletes.

THE YEAR BY TERM

In Winter term Laura also worked with Carleton's legal counsel to create Carleton's updated Title IX hearing process and partnered with the Title IX Investigator to move forward qualified candidates for the new role of outside Hearing Officer.

Spring 2021

SMPR received support from College Council to continue the 3-year cycle of coordinating the **HEDS Sexual Assault Campus Climate Survey**. SMPR set the goal of increasing our student response rate from 18% in 2018 to 30%. We then gathered a working group of student leaders, faculty and staff and solicited their input on two key issues: how to increase our response rate and what questions to add to the supplemental portion of the survey. The working group strongly recommended offering an incentive that would speak directly to Carleton students' values: donating \$1000 to local non-profit HOPE Center for each 10% of Carls who completed the survey. **Carleton yielded a 38% percent participation rate**, the highest response rate of any campus who took the survey and **donated \$3000 to HOPE Center**. This was a 20% increase from 2018, the last time Carleton participated.

After reading ***Sexual Citizens: Sex, Power, and Assault on Campus*** by Jennifer Hirsch and Shamus Khan over the summer with our student employees, SMPR applied for funds from the Distinguished Women Visitors' Fund to bring Hirsch to campus. SMPR sponsored a host of programs connected to *Sexual Citizens*, including an LTC book group for faculty and staff; a student-facilitated book group, and a "Sexual Projects workshop" pilot program for students. These events culminated in Hirsch's virtual campus visit in May.

In April Nora resigned from her position as Sexual Violence Prevention Coordinator; in August 2021 we hired Grace Espinoza to fill this role.

SOCIAL MEDIA

APRIL 9- APRIL 30
LINK IN YOUR EMAIL

HEDS SEXUAL ASSAULT CAMPUS CLIMATE SURVEY

INFORMATION SHARED
IN THE SURVEY IS
ANONYMOUS AND WILL
BE USED TO INFORM
SUPPORT SERVICES,
CAMPUS POLICIES,
AND PREVENTION
PROGRAMS



FOR EVERY 10% OF THE STUDENT
POPULATION WHO COMPLETES THE SURVEY,
CARLETON WILL DONATE \$1,000 TO HOPE
CENTER (MAX. \$4,000)



"I love that my job gives me the opportunity to approach important and complicated topics in a variety of ways. I never doubt that sexual misconduct prevention is an important goal, and that my work has purpose. I also really enjoy working with the other Peer Educators and with Nora and Laura. It's a fun and supportive work environment."

ALEC JACOBSON '21 (HE/HIM)
PEER EDUCATOR



"It's definitely one of the more rewarding and fulfilling on campus jobs. You really feel like you're actively working to make a difference on campus."

HANNAH ZHUKOVSKY '21 (SHE/HER)
PEER EDUCATOR

PROGRAM HIGHLIGHTS

Mediating the Media

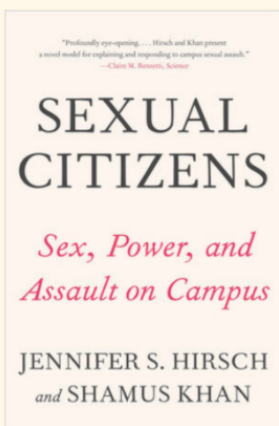


SMPR continued our effort to bring conversation surrounding media literacy and its relationship to sexual violence with our “Mediating the Media” program. This year we held three events: TikToxicity, (Un)healthy Relationships in The Office, and Consent and Communication in Sex Education. These zoom conversations were facilitated by two SMPR Peer Educators and focused on popular television shows and a social media platform. The conversations were extremely successful and brought about insightful conversation about how media that students consume impacts their perceptions of sex, relationships, and personal identity groups.

PROGRAM HIGHLIGHTS

Sexual Citizens

BOOK TALK WITH DR. JENNIFER HIRSCH



ONE OF NPR'S
BEST BOOKS OF 2020

05.06.21  12:30 PM

Sponsored by SMPR &
Distinguished Women Visitors

This year we focused on *Sexual Citizens* by Jennifer Hirsch and Shamus Khan and included some of the lessons of this landmark study into our work. *Sexual Citizens* presents an entirely new framework for understanding sexual assault on campus that emphasizes the social roots of sexual misconduct—transcending current debates about consent, predators in a “hunting ground,” and the dangers of hooking up. Through the powerful concepts of “sexual projects,” “sexual citizenship,” and “sexual geographies,” Hirsch and Khan offer a new and widely-accessible language for understanding the forces that shape young people’s sexual relationships and offers a roadmap for how to address sexual assault on campus. One of our programs was a student-led book group, and staff members led a staff and faculty book group sponsored by the LTC. The student book group was held bi-weekly and met for a total of four sessions. In May, Jennifer Hirsch visited our campus virtually for two separate sessions: a Q&A open to the wider campus community as well as a separate “deeper dive” session for SMPR staff, student workers, book club members, and the CBSM and SMS advisers.

SMPR peer educators developed a new educational program called the “Sexual Projects Workshop” and held a session for residents in Myers and Nourse. During the workshop participants discussed the concept of sexual projects, which involves taking time to reflect on our choices and goals around sex, and how to respect others’ sexual projects. The interactive workshop included a mixture of presentation, poll questions, and group discussion.

LOOKING FORWARD

As part of Carleton College's commitment to creating and maintaining a learning, living, and working environment free from all forms of sexual misconduct, the Title IX Lead Team has identified the following goals as priority areas for academic year 2021 - 2022.

Goals for the coming year:

1. Review data from the 2021 HEDS Sexual Assault Campus Climate Survey. Share results with campus community including staff, faculty, and students.
2. Onboard new Sexual Violence Prevention Coordinator and sustain SMPR Peer Educator program.
3. Continue targeted outreach to underrepresented student groups.
4. Recruit diverse staff and students to serve on the Community Board for Sexual Misconduct.