COMMUNITY REPORT
Academic Year 2018-2019
SHARE’s Purpose Statement

SHARE strives to foster a safe, respectful, inclusive and supportive campus through interpersonal violence prevention efforts and by supporting survivors. As advocates, we help to empower survivors through accessible, trauma-informed, survivor-centered and culturally relevant services, from individual to systematic levels. Our prevention work emphasizes the intersectionality between oppression and violence and uses multifaceted pedagogical approaches, such as peer facilitated education, skills-based development of mindful allyship and bystander intervention as well as the promotion of healthy and respectful relationships.
Welcome to the first edition of the Sexual Harassment/Assault Advising, Resources & Education (SHARE) Office Highlight Report!

Over the course of the last few years, amidst a national and local climate characterized by social discord, injustice, and distrust, my colleagues in the SHARE office and I have come to realize the importance of not just doing meaningful work, but becoming more and more transparent about how and why we do this work.

At SHARE, we take great pride in serving survivors and co-survivors as whole persons and experts over their own experiences. We center our work around them, support their empowerment, and provide tools to make forward progress on their personal healing path. At the same time, we recognize that individual harms do not occur in a vacuum; rather, they are under-girded by oppressive institutions, behaviors and attitudes. With this in mind, we attend closely to the roots of violence by calling out privilege, partnering with social justice minded staff and departments such as the diversity centers (Women*s Center, LGBT Center, Carl A. Fields Center for Equality and Cultural Understanding), facilitating intersectional educational programs, and advocating for policy and procedural changes.

I am hopeful that this report sheds some light on the SHARE office, our staff, and our work. If you are seeking additional clarification or are interested in discussing how you can become more involved, please call (609-258-3310), walk-in (McCosh Health Center, Garden Level, G14), or email us (share@princeton.edu). I look forward to hearing from you and collaborating with you in an effort to create a safer, more inclusive and respectful campus community.

All the best,

Jackie
Our Staff

JACKIE DEITCH-STACKHOUSE
MSS, MLSP, LCSW, Director

No one has to do everything, but everyone has to do something. Green Dot initiative

I started out in 1995 as a volunteer for Womanspace, Mercer County’s rape crisis center. This inspired me to pursue graduate work at Bryn Mawr where I earned two master’s degrees. Subsequent to graduation and licensure, I worked as a clinical social worker and coordinated my agency’s domestic violence prevention program. I began my career in higher education in 2004 by establishing the Office of Anti-Violence Initiatives at TCNJ and transitioned to Princeton as the Director of SHARE in 2012. In my role, I strive to be an advocate for social justice, promote a culture of respect, and empower those who have been harmed with the tools they need to thrive.

AVINA I. ROSS
PhD, MS, Associate Director

I am not free while any woman is unfree, even when her shackles are very different from my own. Audre Lorde

I began working as an advocate in 2007 as a volunteer/intern for a rape crisis center in Virginia and RAINN’s online hotline. Since then, I’ve served as a state coordinator for domestic violence fatality review teams and supported other multidisciplinary teams in improving culturally relevant responses to survivors. I enjoyed adjunct teaching for several Virginia colleges and designing prevention initiatives. I’ve earned my BA in Sociology and Women’s Studies from the College of William and Mary, and an MS in Sociology and PhD in Social Work from Virginia Commonwealth University. I utilize several approaches in my work, including survivor-centered and trauma-informed advocacy and empowerment; peer facilitated education; and Black socio-feminist inquiry.

HEATHER MAYER
Coordinator

Your journey is not the same as mine, and my journey is not yours, but if you meet me on a certain path, may we encourage each other. Unknown

As the Coordinator of the SHARE office, I work collaboratively with students and staff on prevention and awareness programs focused around interpersonal violence. I offer a safe space for survivors helping them connect with confidential SHARE resources and services. I am a candidate for a Masters of Art in Organizational Leadership in Counseling Related Services from Rider University. I received a Bachelor of Science in Psychology from Towson University. Before joining the SHARE office I worked for a nonprofit mental health agency in Mercer County.

JACKSON TAY BOSLEY
Psy.D., Community Integrity Program Consultant

If you deal with victims without dealing with offenders, you only guarantee yourself more work. Paula Chun

I’ve worked in the field of sexual violence since the 70’s as a practitioner of mental health programs, working with both victim/survivors and those who perpetrate violence. I received my BA in Religion and Psychology from the University of Hawaii (1979), my MA in Psychology from Antioch University (1982), and my Doctorate from Rutgers Graduate School of Applied and Professional Psychology (1999). I’ve taught at a number of universities, served as an expert witness in legal proceedings and authored professional publications. I am a licensed psychologist in NJ, an ATSA Fellow and member of several organizations that address sexual violence.

JEAN SEMELFORT
LPC, Prevention Programs Manager

It is certain, in any case, that ignorance, allied with power, is the most ferocious enemy justice can have. James Baldwin

I have worked as an advocate, educator and clinician in NJ for 10 years, merging feminist principles with clinical skills to address gender violence and trauma. I began prevention work at Ramapo College, engaging men on intersections between unhealthy characteristics of masculinity and violence. In schools, prisons and other settings, I work with individuals on developing healthier ideas of masculinity, challenging problematic aspects of masculinity and helping folks develop healthier identities. I received a Bachelor’s degree in Psychology from Ramapo College and a Master’s degree in Counseling Psychology from the College of Saint Elizabeth. In addition to my work at Princeton, I am the founder of the Cactus Center, a private practice where I provide individual, family and couples psychotherapy, specifically sensitive to the needs of people of color.

CARRIE GENOVESE
LPC, MAE, Clinician

You may not be able to control all the events that happen to you, but you can decide not to be reduced by them. Maya Angelou

As a child, I feared monsters in my closet, missing the school bus, forgetting the backpack that was needed for homework, and a pervasive worry about not getting into a “good” college. As I grew, I discovered that life can add to those organic fears with loss, death, crime, toxic relationships and so much more. Today, I believe we are not weak, broken, or ruined because of what we survive or fear. In fact, those things can help us transform into thrivers. It is my mission to help clients restore healthy perceptions of themselves, strengthen relationships with those that matter most to them, and recognize a new sense of power. I’ve worked in this field for the past twenty years as an advocate, a clinician, community educator, professor, and thriver.
Clinical Services

SHARE has continued to meet the growing needs of clients by absorbing a 15% growth in appointment utilization in the 2018-2019 academic year. As illustrated above, most of our clients* reported sexual assault (38%) and non-sexual harassment (23%) as the presenting issue; 14% of clients had more than one presenting issue. Additionally, 28% of SHARE clients made reports to Title IX and/or Public Safety. An internal audit of our cases found several common treatment themes for clients who received 10 or more therapeutic and/or advocacy meetings with a clinician, some of which included: safety planning needs, support during a Title IX process and a history (prior to University matriculation) of interpersonal violence.

With respect to SHARE services, we had a 16% response rate this year on our Client Satisfaction Questionnaire. All respondents, except one who did not respond to the items, reported that they agreed or strongly agreed that their emotional needs were met, the services were beneficial, staff was willing to provide follow-up support, received timely responses from staff, and their clinician/advocate was knowledgeable and provided useful information. Improvement suggestions included utilizing on-line scheduling and hiring more clinical staff.

*This data is client only and does not include disclosures from co-survivors or third parties.
**1 respondent did not answer the question.
New Partnership Efforts

Partnering with Community and Regional Affairs, we recruited 50 staff members to assist with the annual *Communities of Light* program. We began working with Sara Howard, the Librarian for Gender & Sexuality Studies and Student Engagement, on researching SHARE’s history and other collaborative opportunities.

With a local artist, Andre Veloux, we developed “The Pause – Enthusiastic Consent Art Workshop”. After focus-grouping the design, we infused the guiding principles of consent into a crowd-sourced LEGO art project that depicted two gender and racially ambiguous people engaged in sexual activity. The project was then revealed at an open house and talk-back by the artist, and publicized on social media by SHARE PEERS and Firestone Library.

Awareness Events

SHARE staff and SHARE Peers hosted or participated in 31 awareness programs, including:

- Domestic Violence Awareness Month programming in October, including 2 study breaks
- Communities of Light in December
- Take Back the Night in April for Sexual Assault Awareness Month, study breaks and Clothesline Project
- On and off campus presentations and more.
SHARE’s violence prevention efforts are robust, as evidenced by the number of activities and comprehensive assessment involving learning objectives, program evaluation, and campus-wide surveys. Additionally, the Respect Matters subcategory of UMatter is the brand under which our violence prevention program offerings and health communication campaign reside, effectively and efficiently linking our prevention efforts to those addressing high risk drinking and mental health distress. Since 2015, we have tripled the number of prevention programs offered during the year.

For its third year, SHARE provided a 3-part violence prevention series to incoming undergraduates, including the on-line training, “Not Anymore!”, “The Way You Move” play with post staff-facilitated debrief, and post-post SHARE Peer-facilitated debriefs.

Full member trainings were facilitated by SHARE staff to all 11 eating clubs this year. Members explored the potential club implications should someone experience interpersonal harm in their club and discussed how the victim’s gender and/or sexual orientation might impact the club’s/members’ bystander intervention response.

The Strength in Coaching on Relationships, Respect and Equality program (SCORRE) continued this year by engaging coaches and student-athlete leaders in interactive dialogue and skills that promote healthy interpersonal relationships and violence prevention. Eighteen varsity teams underwent training this year, and former trainee teams implemented booster sessions on language, communicating respect, understanding consent and the 3 D’s of bystander intervention.

For more info on UMatter, visit: https://umatter.princeton.edu/
Intersectional Programs

Interpersonal violence or harms exists within a world whereby multiple forms of oppression and identity impact our lived experiences, including how we understand and respond to violence. As such, we offer several educational programs that are intentionally designed with this reality in mind.

- Rolling With Rejection
- Full Member Eating Club Training
- Mindful Allyship
- The Way You Move Play and Debriefs
- Keynote/Panelist Lead Discussions
- SHARE Peers Annual Orientation Training
Prevention Work

SHARE PEER PROGRAM

For academic year 2018-2019, the SHARE Peers facilitated 8 “Stand Up” bystander intervention workshops this year to several eating clubs and ROTC students. Data suggests that self-reported confidence to intervene and to use one or a combination of strategies improved from pre to post.

Spring 2019 recruitment was successful. This year SHARE received 58 applications for the SHARE Peer Program, of which 23 were extended offers and 22 accepted.

Between 43 new and returning peers, the cohort has representation in 9 eating clubs, all residential colleges and 4 varsity teams. Peers focused outreach efforts on soliciting a larger pool of men-identified students and student athletes. Eighteen men-identified students applied (31% of applicants), which represents a 6-point increase from the former applicant pool. We also had a 16-point increase in varsity athlete applicants.*

MEN’S ENGAGEMENT

The MAVRIC (Men’s Allied Voices for a Respectful Inclusive Community) Project, overseen by Jean Semelfort, continued to build its prevention work with Princeton community members by exploring male identity, healthy masculinities, toxic masculinity and racism, rejection sensitivity, mass shootings and more. Twelve lunch discussions were held this year as well as a fall study break, 1 keynote lecture on men’s work in ending violence against women and a paneled intersectional discussion on masculinity, sexual violence and queer identity.

MAVRIC also co-sponsored the LGBT Center’s An Evening With Karamo Brown and facilitated a workshop with Woodrow Wilson School of Policy on how current constructs of masculinity impact policy, research and classroom dynamics.

Rolling With Rejection was launched as a prevention-based program at Princeton for the first time this year. Participants explored the problematic intersectionality of rejection, toxic masculinity and sexual violence. 63% of evaluation respondents noted the program’s link between rejection and aggression for men as extremely to very helpful.

*For more information about SHARE Peer demographics, take a look at our Appendix A.
Supportive Services

SHARE offers a wide range of trauma-informed services, which may be short-term or longer-term depending upon the needs of each student who chooses to access SHARE.

Some of the services SHARE offers are:

**CRISIS INTERVENTION:** When immediate assistance is required, a trained, confidential advocate will speak with the student to provide support and information about available options.

**ADVOCACY:** SHARE can advocate on behalf of a student who chooses to pursue complex services (campus disciplinary process, law enforcement response, medical services), by initiating conversations, posing questions, and asserting the student’s concerns to the powers that be. SHARE can also advocate for systematic change by seeking to modify policies or procedures so they more effectively meet the student’s needs, or the needs of other students who are similarly situated.

**CASE MANAGEMENT:** SHARE can help assess the needs of the student, ensure access to critical resources (housing, transportation, finances), and facilitate connections to desired services both on and off-campus. SHARE also works in collaboration with the University and community-based resources to provide accommodations that promote safety and re-establish well-being.

**SHORT-TERM COUNSELING:** SHARE offers short-term psychotherapy services with licensed mental health professionals. These confidential sessions help students develop skills that can aid them in coping with interpersonal violence issues and support their healing process.

**ACCOMPANIMENT:** If desired, a SHARE advocate can support the student in accessing their desired resources by accompanying the student to meetings or appointments, both on- and off-campus.

**RELATIONSHIP CONSULTATION:** SHARE provides short-term, confidential, and customized services for individuals who believe that they might have had unhealthy relationship role models, and who are concerned that they are bringing unhealthy dynamics into their own relationships. These services empower students to assess their relationships with a focus on emotional and psychological health, growth, and safety.

**COMMUNITY INTEGRITY PROGRAM:** CIP is a time-limited, individualized psycho-educational curriculum administered by a clinical psychologist for students, staff, and faculty found responsible for violating the University’s sexual misconduct and sexual discrimination policy (Title IX). CIP serves to assist individuals in exploring harmful attitudes and behaviors, with an aim to empower individuals to actively contribute to a healthier and safer campus community.

**REFERRALS:** SHARE can provide referrals to treatment providers on and off campus when the needs of the client are beyond the purview of the SHARE office (i.e. long-term therapy, shelter).
Office Developments

We developed our first theory of change and logic model documents to guide program, service development and assessment efforts.

Staff Highlights

Jackie represented the university, along with Title IX colleagues, in giving oral and written testimony to the NJ Senate Higher Education Committee related to proposed state legislation and Office of Civil Rights’ Title IX regulations.

Jackie served on a four-person Governor’s Advisory Council Against Sexual Violence Subcommittee to develop talking points for the governor, attorney general, and higher education office in support of their public comments on the proposed Office of Civil Rights’ Title IX regulations.

Jean served as the co-lead to the Promoting Safe and Inclusive Learning Environments Working Group as part of the Task Force on New Jersey’s State Plan for Higher Education.

Avina was awarded a Tiger Award for her contributions to SHARE’s logic model and theory of change.

Avina participated as an invited co-panelist with Oronike Odeleye for Carl A. Fields Center’s #MuteRKelly program discussing Oronike’s activism and the intersectionality of sexual violence against Black women and girls.

Avina also participated as a panelist at the 2019 Attorney General’s Sexual Violence Symposium discussing contemporary issues that relate to Title IX and violence prevention on college campuses.

Avina and Jackie co-presented during the 2019 MACHNA Conference for college-based nurses on Exploring Trauma-Informed Practices to Support Survivors of Interpersonal Violence.

Heather was awarded a Spot Award for her contributions to The Pause – Enthusiastic Consent Art Workshop.
BACKGROUND
In spring and fall of 2019, questions were raised about the diversity in the SHARE Office, including the student members of the SHARE Peer Program.

To explore these concerns, the Peers agreed to participate in a voluntary demographic survey, which was developed and distributed by SHARE staff. This survey asked Peers to anonymously identify a number of social categories, including, but not limited to their: gender identity; sexual orientation; race/ethnicity; immigrant/undocumented, international student, disability and first generation statuses; federal work study participation; and religious affiliation. Peers were able to identify additional identities that were meaningful to them via free text.

This survey is the first of its kind distributed to SHARE Peers with the explicit purpose of revealing the diversity of SHARE Peers. This report serves as a mechanism to inform our community about the diversity of the SHARE Peers in order to address any misconceptions or inaccuracies about the identities they hold as a collective.

GENERAL RESULTS
The survey was developed and distributed to SHARE Peers in December 2019. Of the 39 full group members, 30 responded to the survey (76.9% response rate). For pre-populated response category questions (e.g. multiple choice), respondents were able to select more than one response category, a “prefer not to respond” option, and/or specify another answer via free text.

ALL PEER RESPONDENTS IDENTIFIED AS CISGENDER.
73% women and 27% men

PEER FREQUENCIES
60% Heterosexual/straight
53% Students of color
53% Christian
42% White
40% Bisexual, gay, queer and/or unsure
36% Nonreligious
27% Eligible for low income federal aid
23% First generation
17% International
17% Work-study
17% Disability status
13% Another religious affiliation (than Christian)
10% Immigrant or Undocumented

SIMILAR OR EQUAL REPRESENTATION
The Peers’ rates were similar or equal to the undergraduate population (within 5 percent) in several categories: students of color; multiracial; Hispanic; American Indian, Alaskan Native or Native Hawaiian; Jewish; Nonreligious.

OVERREPRESENTATION
When compared to Princeton’s undergraduate population, the Peers’ rates were overrepresented in several categories: Black; Women; eligible for low income federal grants; First generation; LGBTQQAQ and Christian.

UNDERREPRESENTATION
When compared to Princeton’s undergraduate population, the Peers’ rates were underrepresented in White, Asian, and additional religious affiliations (not Christian or Jewish).

MARGINALIZED IDENTITIES
On average, Peers held a combination of 2 marginalized identities.