

Gender-Based Misconduct Prevention Task Force Report

 COLUMBIA UNIVERSITY
Office of University Life

August 2016



Introduction

Dear Fellow Members of the Columbia Community:

We are writing to share the first annual report of the Columbia University Gender-Based Misconduct Prevention Task Force. This report is intended to contribute to the ongoing University dialogue on how to create a climate in which all can study, work, and live free from gender-based misconduct, including sexual violence.

The Task Force began its work in the fall of 2015, and has met regularly since then. This report provides a summary of our work to date, highlights some of what we have learned over the past academic year, and outlines our recommendations for the future. Our fundamental goal is to engage the full University community – students, faculty, administrators, and staff – in the important and ongoing work of preventing gender-based misconduct from occurring on our campuses and in our schools.

This is challenging work on a deeply troubling topic. We have been inspired by many people from throughout the University whose work has already made an important difference. We understand, too, that further progress we make on this issue will be the product of shifts in our collective consciousness and transformations of our communal culture. As such, we welcome feedback from absolutely any member of this community. We can be reached at universitylife@columbia.edu or at our individual emails, mc2840@cumc.columbia.edu and sgoldberg@columbia.edu.

We look forward to continuing the work of the Task Force over the coming year, and appreciate your engagement with this important topic.

Sincerely,

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The Task Force Process

The Gender-Based Misconduct Prevention Task Force – which was convened at President Bollinger’s request following the release of the Association of American Universities (AAU) Campus Climate Survey on Sexual Assault and Misconduct – has been charged with constructively assessing the University’s current prevention efforts and identifying additional ways the University can act to reduce the prevalence of nonconsensual sexual conduct and contact in our community. (Under Columbia’s policy, these and related forms of conduct are known as “gender-based misconduct,” hence the name of the Task Force.)

Broadly speaking, the mission of the Task Force is to offer guidance, suggestions, and feedback regarding:

- *ongoing programming* – with a particular focus on the Sexual Respect and Community Citizenship Initiative;
- *pre-arrival and orientation programming*;
- how to engage *specific populations* in both current and future programming – with these specific populations including international students, freshman and sophomore women, LGBTQ students, students with disabilities, older students, and students who experienced sexual violence before arriving at Columbia, as well as others known to be especially vulnerable to gender-based misconduct;
- how to handle *specific issues* known to be relevant to this topic – including, but not limited to, alcohol use, bystander intervention, and sexual harassment; and
- how to analyze the AAU survey data – both by formulating additional research questions related to the existing data and by identifying questions of interest for future surveys.

Within these parameters, the Task Force is responsible for making short-term suggestions that could be operationalized in an ongoing way over the course of an academic year (please refer to our “summary recommendations” below) – as well as offering longer-term observations and recommendations that could be utilized in future years. The Task Force is also charged with presenting a report to the University community that highlights significant aspects of its ongoing work.

It is important to note that this Task Force deals solely with the *prevention* of gender-based misconduct. For all matters related to the reporting and investigation of gender-based misconduct, please refer to the Gender-Based Misconduct Prevention and Response Annual Report and related information on Columbia’s Sexual Respect website (sexualrespect.columbia.edu). This website also contains on- and off-campus resources for those who have experienced sexual assault and other gender-based misconduct.

The Office of University Life sought, in convening the Task Force, to work across all of Columbia’s schools – and to engage faculty, students, and administrators alike. While this approach is always desirable, it is particularly crucial for prevention work. And, of course, it was similarly essential to

include a number of Columbia faculty and administrators who have specialized expertise in these issue areas.

All in all, the Task Force is comprised of approximately fifteen experts and twelve additional faculty members, twenty students (from many of Columbia's schools), and student-facing administrators from nearly all of Columbia's seventeen schools.¹ A detailed membership list is included in the appendix.

The Task Force met, as a full group, periodically throughout the 2015-2016 academic year, with meetings occurring on November 11, January 29, March 4, and April 1. That said, much of the work of the Task Force took place in subcommittees devoted to the following five issue areas:

- ongoing programs
- pre-arrival/orientation programs
- resource awareness
- special populations/interventions
- data analysis

The *Ongoing Programs Subcommittee* is dedicated to analyzing and enhancing Columbia's existing programming. The members of this subcommittee heard reports on many of the programs currently being piloted by individual schools within Columbia – in particular, the programs being offered at the Law and Business schools. These programs have been very successful in their emphasis on active learning, peer-to-peer models, and customized educational programming relevant to the field of study – and have also benefited from significant administrative buy-in and support. The subcommittee is now exploring ways to standardize similar programming within individual schools.

The *Pre-Arrival/Orientation Programs Subcommittee* assisted in choosing recommended tutorials for students to complete prior to arriving on campus. Additionally, the subcommittee considers how schools might approach the communication around this for students and how orientation programs can best be structured to limit duplication of information.

The main focus of the *Resource Awareness Subcommittee* is on developing ways to better inform students about the gender-based misconduct reporting process here at Columbia. The subcommittee also discussed what being a “mandatory reporter” means for students, faculty, and staff.

The *Special Interventions Subcommittee* considers current and future programming and interventions, with an emphasis on meeting the needs of students who were found to be particularly vulnerable in either the existing literature or the AAU data. These vulnerable populations include – among others – freshman and sophomore women, international students,

¹ For the purposes of this Task Force, Columbia includes the following schools: Architecture, Planning & Preservation (GSAPP); Arts; Business; Columbia College (CC); College of Dental Medicine; General Studies (GS); Graduate School of Arts and Sciences (GSAS); International and Public Affairs (SIPA); Journalism; Law; Nursing; Physicians & Surgeons (P&S); Public Health (Mailman); School of Engineering and Applied Sciences (SEAS), both undergraduate and graduate; School of Professional Studies (SPS); and Social Work. Barnard and Teachers College undertake their prevention-related work separately from Columbia, and so are not included here. The same is true of both Jewish Theological Seminary and Union Theological Seminary.

LGBTQ students, students with disabilities, older students, and students who experienced sexual violence before coming to Columbia. The subcommittee also focuses on addressing factors, such as extensive alcohol use, that data indicate may be a source of heightened risk.

The *Data Analysis Subcommittee* is devoted to analyzing current and future data on the climate of Columbia's campuses – while also working to evaluate the University's efforts to improve that climate. As such, members of this subcommittee have provided feedback to the AAU on revisions to the Campus Climate Survey; reviewed and compared a variety of data sources on gender-based misconduct, including the AAU Campus Climate Survey, the National College Health Assessment, and the Sexual Respect Initiative evaluation data; met with representatives from the Office of University Life to review the proposed evaluation plan for the Sexual Respect Initiative; begun an analysis of the 2015-2016 Sexual Respect Initiative evaluation data (following data completion in May); and conducted focus groups with students to gain their perspectives on the current form of the Sexual Respect Initiative.

Each subcommittee met, in smaller groups, at the end of meetings of the full Task Force – and each also held at least one independent meeting over the course of the academic year. Agendas from the full Task Force meetings are included in the appendix.

Scope of the Issues:

Prevalence and Attitudinal Data from the AAU Survey

In April of 2015, Columbia participated in a Campus Climate Survey on Sexual Assault and Sexual Misconduct as part of a consortium of 27 colleges and universities organized by the AAU. One of the principal goals of this survey was to provide the University with an empirical baseline that would allow us to evaluate our ongoing efforts at preventing sexual assault and sexual misconduct – and so continue to improve our campus climate. All students enrolled at Columbia were invited to participate in the survey, and 6,718 students did so. The full report on this survey, which was prepared by the research firm Westat, is available on the Sexual Respect website – where you can also find the Executive Summary of the Westat Report, prepared by Columbia faculty members Debra Kalmuss and Andrew Davidson. We encourage you to view both of these documents.

For the moment, though, we would like to highlight a few of the report's key findings – particularly those related to the prevalence of sexual assault. The report defined "sexual assault" as a composite measure that encompasses both non-consensual touching involving force or incapacitation and completed or attempted nonconsensual penetration involving the same.² Here at Columbia, the prevalence of sexual assault was 22.7%, slightly lower than the comparable 27-university aggregate rate, which was 23.1%. For all students – male and female, graduate and undergraduate – the rate of sexual assault at Columbia was 8.0% (again, slightly lower than the comparable 27 university aggregate rate, which was 11.7%).

The survey revealed the vulnerability of several distinct populations: freshman and sophomore women; female students who identify as lesbian, bisexual, asexual, or questioning; female students who report a registered disability; and all students who identify as transgender, genderqueer, or gender non-conforming (TGQN). The large majority of those who experienced sexual assault said

² Both the full survey report and the Executive Summary also include prevalence statistics for each category independently, as well as for harassment, stalking, and intimate partner violence.

that the incident involved alcohol. The majority of victims did not report the incident to either the University or the NYC police department.

Importantly, for our purposes, the survey also included questions that evaluated student attitudes and perceptions regarding campus climate. This has provided us with valuable data on *bystander intervention* (between 40-44% of students say that they would intervene if they witnessed someone acting in a sexually violent or harassing manner); *perceptions about sexual assault and sexual misconduct on campus* (38.3% of female undergraduates consider it a very or extremely serious problem, and 11.7% believe that they are very or extremely likely to experience it while on campus); and *resource awareness* (the majority of all students are aware of the University resources available to victims). The report also reveals that female students at Columbia during the spring of 2015 expressed a worrisome lack of confidence in how campus officials would respond to a reported case of sexual assault (only 30.9% of female undergraduates and 38.9% of female graduate students believed that it was “very” or “extremely” likely that campus officials would take a reported case of sexual assault seriously).

All of this suggests that – though Columbia has, if anything, been somewhat more successful at preventing gender-based misconduct than peer institutions, and has been steadily increasing its resources to address these issues – there is still a substantial amount of work to be done if we are to create a safe environment for all of the members of our University community.

Columbia’s Prevention and Response Resources

For the past two years, the University’s efforts at improving campus climate – and so preventing gender-based misconduct, including sexual violence – have been extensive and have taken multiple forms.

- The ongoing work of Sexual Violence Response (SVR), the University’s primary office for sexual violence prevention and response, includes a robust peer education program, continued training for student leaders, faculty and staff throughout the university, new student education opportunities, and a roster of awareness events for Relationship Violence Awareness Month (October) and Sexual Assault Awareness Month (April) that are available to the entire university community. Additionally, SVR provides 24/7/365 trauma-informed, confidential support for survivors in our community.
- Students have received dedicated training during orientation. For undergraduates, this has included an extended workshop in *STEP UP!* bystander intervention as part of the new student orientation program run by SVR.
- A variety of organizations, both professional and student-run, have presented programming throughout the academic year to raise awareness and educate community members on all aspects of sexual and relationship violence prevention.
- All students have been required to participate in the Sexual Respect and Community Citizenship Initiative (the Initiative), which was mandatory for students university-wide in 2014-15 and for all new Columbia students in 2015-16.

The Sexual Respect and Community Citizenship Initiative asks students to examine the link between sexual respect and membership in the Columbia community – and seeks to reinforce the idea that sexual respect is a constitutive part of citizenship in our community.

Central to the idea of sexual respect is a commitment to communicating and acting, in our interpersonal relationships, with integrity and respect for others. Linking this to community citizenship reinforces that we all play an important role in creating an environment where sexual and gender-based misconduct is not tolerated.

The Initiative was developed in 2014 by students, faculty, and administrators at Columbia – among them many experts in public health, gender and sexuality studies, sociology, and social work. Leadership was provided by the Office of University Life – and this Office has continued to improve and expand the Initiative’s offerings in response to ongoing feedback from students and other community members.

These offerings now include workshops, film screenings with discussions, and online options – in addition to resources for healing and resilience (intended mainly for the survivors of sexual assault or other trauma) and independent projects, which allow students to pursue their own interests and have already resulted in the creation of many impressive and personal works of art.

Participation is required for all students who are new to Columbia (or new to a specific school) – and continued engagement with the Initiative, after the first year, is strongly encouraged. In the 2015-2016 academic year, 9,617 incoming students, throughout the University were required to complete the Initiative, and 9,473 of these completed the requirement – a completion percentage of 98.5%.

The Office of University Life is committed to evaluating the Initiative on an ongoing basis through written evaluations, evaluation surveys, focus groups, and a number of other mechanisms – in the hopes that this will allow us to take an evidence-based approach to the Initiative’s continued development. The Data Analysis Subcommittee is currently working on an analysis of all evaluations of the Initiative so that this feedback can inform any changes for the coming year.

For more information on the Sexual Respect and Community Citizenship Initiative, please refer to these [Frequently Asked Questions](#).

For a full list of the Initiative’s offerings in the 2015-2016 academic year, please see the appendix to this Report.

Focal Issues for the Task Force

Over the 2015-2016 academic year, the Task Force considered a number of issues central to the University’s ongoing efforts to improve the climate on its campuses.

Our first meeting, in November, was devoted to discussions of the Task Force’s scope and mission, the AAU Climate Survey Data, and the Sexual Respect and Community Citizenship Initiative (which was ongoing at that time).

At our second meeting, in January, faculty members from the Mailman School of Public Health – Drs. Jennifer Hirsch and Claude Ann Mellins – gave a presentation on their work with the Sexual Health Initiative to Foster Transformation (SHIFT), for which they are principal investigators. SHIFT is a research effort, supported by the Office of the President, that attempts to address critical gaps in our knowledge of the predictors of sexual assault among undergraduates at Columbia – and,

in so doing, generate institutionally relevant, cutting-edge, and transformational recommendations for its prevention. At the same meeting, the Sexual Respect Initiative Coordinator at the Office of University Life for the 2015-2016 academic year updated us on the status of the Sexual Respect and Community Citizenship Initiative (including a preliminary analysis of early waves of student feedback of the program).

Before our third meeting, we surveyed the membership of the Task Force in an effort to solicit the thoughts of individual members concerning pre-arrival/orientation programming, ongoing programming, and resource awareness at Columbia. The bulk of the March meeting was therefore devoted to a discussion of the results of this survey, which provided the foundation for the recommendations contained in this report (see Summary Recommendations below).

During our fourth and final meeting, in April, we heard updates on both Sexual Violence Response and the Sexual Respect and Community Citizenship Initiative, and then spent the bulk of this meeting finalizing the recommendations that follow.

Summary Recommendations

We now make the following recommendations, some of which have already been implemented, for short-term actions the University can take to strengthen its efforts to prevent gender-based misconduct. A brief discussion of the rationale behind each recommendation is also provided, along with some of our preliminary thoughts on implementation.

1. *Pre-arrival tutorial.* We recommend that all first-year students, and any other students new to campus, be required to complete a pre-arrival tutorial. This tutorial should emphasize sexual respect and introduce prevention-related ideas and skills. It should also include details of Columbia's gender-based misconduct policy and guidance on how to access resources to support students who have experienced gender-based misconduct. Students should be given adequate time to complete this requirement, which should either be linked to their registration status or to some comparable incentive to ensure completion.

This recommendation was strongly supported by members of the Task Force and has already been implemented for all incoming students in the Fall 2016 term. The goal of the pre-arrival tutorial is to ensure that all students come to campus with a shared understanding of the expectations associated with membership in our community. In that spirit, all students entering in the 2016-2017 academic year are required to complete the *Haven* pre-arrival tutorial – as well as a newly created *Welcome to Columbia* tutorial that introduces students to information about consent, the Sexual Respect and Community Citizenship Initiative, and campus resources as part of a broader introduction to the community. Links to these resources can be found here:

- [Haven](#) for CC/SEAS undergraduates
 - [Haven Plus](#) for Columbia's graduate schools and School of General Studies
 - [Welcome to Columbia](#) (for all incoming students)
2. *Orientation activities.* We recommend that orientation activities be designed to function as a meaningful complement to the required pre-arrival tutorial. When possible, smaller group discussions are preferable to larger presentations on policies.

The Task Force discussed the importance of embedding this type of orientation activity within existing activities – in particular, those for undergraduates at both Columbia College and the Fu Foundation School of Engineering and Applied Science (SEAS). The Task Force recognizes, however, that in order for this genre of programming to be successful, it must be adapted to the specific environment within each school. We therefore encourage the University to rely on leadership at the various schools to better understand what orientation activities are best suited to each context.

3. *Sexual Respect and Community Citizenship Initiative.* We recommend that, as part of the Sexual Respect and Community Citizenship Initiative, students be encouraged to continue to meaningfully engage with this issue, not only during their first year on campus but throughout their academic careers at Columbia. Strong consideration should be given to the idea of requiring annual participation by undergraduates and, possibly, by graduate students. We also recommend that students continue to be engaged in program development and implementation. The University should continue to support student involvement in the Initiative.

The Task Force strongly believes that requiring first-year students to participate in the Initiative early in the academic year (i.e. in the fall rather than the spring) is critical – not only for the success of the Initiative, but also (and more importantly) for the success of the larger project of fostering the kind of cultural change that has the potential to reduce the incidence of gender-based misconduct within our community. The Task Force also believes that shifts in the campus climate will only be truly sustainable if students engage with this issue in a meaningful way during all of their years on campus. Part of the ongoing work of the Task Force, then, is assessing how best to ensure continuing participation in the Initiative. We expect to rely, at least partially, on student leaders and peer-to-peer work. We understand, too, that if participation in the Initiative is to be required beyond the first year, the University needs to provide a more advanced option for students who want to delve more deeply into this issue. One example of this is advanced bystander training, and we are actively discussing the scope and evidence base of this type of module. The Task Force anticipates continuing work on these issues during the next academic year.

4. *Resources.* We recommend that the University develop enhanced materials to clarify the roles of various offices and initiatives; strengthen the means of communicating resource information (e.g., apps, messaging); and encourage student and task force involvement in this process. We also believe that the University should explore ways to better articulate and utilize existing resources on campus.

The Task Force is calling for both centralization and clarification of the resources that Columbia has devoted to gender-based misconduct. Both students and Task Force members should be involved in this process. This recommendation is already being implemented for the 2016-17 academic year through a new easy-to-read resource card that will be distributed widely at orientation and through a new University Life app that is in development. Both have received extensive input from students and others. In addition, the Sexual Respect website has been redesigned, again with extensive input from students, faculty and staff, including Task Force members. The new website will facilitate easy access to resources and is expected to launch in time for the 2016-2017 academic year.

5. *Faculty briefing/training.* We recommend that the University implement a required briefing or training program for new and continuing faculty regarding sexual harassment and other forms of gender-based misconduct, including information about policies and student-oriented prevention and response resources on campus.

The Task Force did an initial review of one online option and may explore others as well. We will also continue to explore other options, including in-person briefings and collaboration, to strengthen faculty awareness of the issues and available resources.

Some Concluding Thoughts on the Ongoing Work of the Task Force

The goal of this report has been to summarize this Task Force's work to date, while also highlighting some of what we have learned over the past year and outlining some near-term recommendations for how the University could act to improve the climate on its campuses. But the role of the Task Force is an ongoing and evolving one. As such, we will continue to engage with all members of the University community – students, faculty, and administrators alike – to improve and expand University programming, meet the needs of vulnerable populations, and grapple with complex issues (e.g., alcohol abuse, bystander intervention, and sexual harassment). We will also continue to analyze both new and existing data in the hopes that better understanding the problem will better equip us to solve it.

This can be a fraught topic. We understand too that this endeavor – to prevent gender-based misconduct in our community – is at its heart a collective one. Indeed, it is only with our community's shared and sustained engagement that we can – and will – create a climate in which all can study, work, and live free from violence and fear. On behalf of the Task Force, we look forward to continuing this collective work in the coming year.

Acknowledgements

We would like to acknowledge all Gender Based Misconduct Task Force members for their contributions to this important work. In particular, we are grateful to the faculty, administrative, and student leadership from the subcommittees. Special thanks to Maria Quinn, who coordinated the Sexual Respect Initiative in its second year; Jonathan Morales, who provided administrative support to the Task Force; and Radhika Patel, whose leadership in coordinating the Task Force membership and activities was critical. Finally, a special thank you to Emily Battistini, P&S/Mailman '17, who assisted in the writing and preparation of this report.

Appendices

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Ongoing Programs

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Pre-Arrival Orientation

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Special Interventions

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Resource Awareness

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11/11/2015

Agenda

- I. Welcome and introductions
- II. Discussion of Task Force goals, organization
- III. Discussion of data
- IV. Introduction to the Sexual Respect and Community Citizenship Initiative
- V. Small-group discussions of the Initiative
- VI. Large-group discussion / report-back on ideas regarding outreach and engagement

1/29/2016

Agenda

- I. Welcome and brief introductions
- II. Sexual Health on College Campuses and the Sexual Health Initiative to Foster Transformation (Jennifer Hirsch, PhD and Claude Ann Mellins, PhD)
- III. Update on Sexual Respect Initiative for Spring 2016 (Maria Quinn) with small-group discussion
- IV. (If time remains) Task Force Committee discussions

3/4/2016

Agenda

- I. Introductions
- II. Brief committee reports regarding meetings and activities as well as future work plans
 - a. Pre-arrival / Orientation
 - b. Ongoing programming
 - c. Resource awareness
 - d. Data
 - e. Specific interventions
- III. Discussion of Task Force membership survey regarding pre-arrival/orientation, ongoing programming, and resource awareness at Columbia

4/1/2016

Agenda

- I. Introductions
- II. Sexual Violence Response updates
- III. Sexual Respect Initiative update
- IV. Feedback and discussion regarding online tutorials
- V. Discussion of possible Task Force recommendations
 - a. Pre-arrival tutorials
 - b. Sexual Respect Initiative
 - c. Faculty tutorial
 - d. If time, discussion of Canadian Sexual Assault Resistance Program
- VI. Committee-based planning for ongoing and future Task Force work (summer 2016 and the 2016-17 academic year)

(Workshops highlighted in blue were facilitated by Sexual Violence Response)

Event Title	Date	Facilitator	Number Attended
Sex And Emotions	10/29/2015	Tara Abrol	5
Ten Things You Should Know About Male Survivors Of Sexual Abuse	11/9/2015	Christopher Anderson	12
Addressing Hetero Privilege (CUMC)	11/12/2015	Tara Abrol	8
Close Quarters: Managing Hookups In Shared Spaces	11/18/2015	Francisco Ramirez	5
Step UP & Get SAVI: Preventing Sexual Assault/Violence Through Bystander Intervention, Part II	11/20/2015	SVR	4
Real World Consent	11/20/2015	Francisco Ramirez	4
The Art and Science of Flirting	11/30/2015	Jane Bogart	52
Gender: Nature vs Nurture?	12/3/2015	Tara Abrol	5
Sex in the Digital Age (CUMC)	12/4/2015	Francisco Ramirez	11
Status Updates, Snapchats & Text Wars: Navigating Networked Relationships	1/28/2016	SVR	16
Media Matters: Analyzing Messages from Bud Light to Bloomingdale's	2/2/2016	SVR	12
The Art and Science of Flirting	2/5/2016	Jane Bogart	46
Sex in the Digital Age	2/5/2016	Francisco Ramirez	18
Step Up & Get SAVI, Part II: Preventing Sexual Assault/Violence through Bystander Intervention	2/8/2016	SVR	3
"We Were On a Break!" Communication & Negotiation	2/13/2016	SVR	28
Status Updates, Snapchats & Text Wars: Navigating Networked Relationships	2/17/2016	SVR	8
Gender: Nature or Nurture?	2/17/2016	Tara Abrol	26
Step Up & Get SAVI, Part II: Preventing Sexual Assault/Violence through Bystander Intervention	2/18/2016	SVR	3
Close Quarters	2/19/2016	Francisco Ramirez	7
Media Matters: Analyzing Messages from Bud Light to Bloomingdale's	2/22/2016	SVR	25
Sex in the Digital Age	2/26/2016	Francisco Ramirez	25
Step Up & Get SAVI, Part II: Preventing Sexual Assault/Violence through Bystander Intervention	2/28/2016	SVR	10
Media Matters: Analyzing Messages from Bud Light to Bloomingdale's	3/2/2016	SVR	3
"We Were On a Break!" Communication & Negotiation	3/1/2016	SVR	4
Believe, Stay Present, "Thank You"	3/2/2016	Christopher Anderson	
Status Updates, Snapchats & Text Wars: Navigating Networked Relationships	3/3/2016	SVR	17
"We Were On a Break!" Communication & Negotiation	3/5/2016	SVR	37
"Stop What You're Doing!"	3/8/2016	SVR	7
"Stop What You're Doing!"	3/9/2016	SVR	13
"Stop What You're Doing!"	3/10/2016	SVR	12
Close Quarters	3/11/2016	Francisco Ramirez	13

Films

Event Title	Date	Number Attended
The Mask You Live In	11/4/2015	33
The Mask You Live In (CUMC)	11/7/2015	15
The Invisible War	11/10/2015	34
The Invisible War (CUMC)	11/17/2015	43
Straight-laced: How Gender's Got Us All Tied Up	11/21/2015	30
The Mask You Live In	1/26/2016	13
Hip Hop: Beyond the Beats and Rhymes	2/3/2016	20
Hip Hop: Beyond the Beats and Rhymes	2/9/2016	33
Invisible War	2/11/2016	45
Miss Representation	2/16/2016	34
Hip Hop: Beyond the Beats and Rhymes	2/24/2016	49
Miss Representation	3/1/2016	45
Miss Representation	3/9/2016	39

Online options: videos

Sexual Communication	Jam, 2013	K. Chan/SexEd Project
	How Do You Know If Someone Wants to Have Sex With You?	Planned Parenthood
	When You Know They're Into It	Planned Parenthood
	When They're Kinda Into It	Planned Parenthood
	When They're Just Not Into It	Planned Parenthood
	The New Sex Ed	Samantha Bushman, TEDx Talks
	WANNA HAVE SEX? (Consent 101)	Laci Green
Bystander Experience	A Needed Response	Samantha Stendal
	Find Your Voice Against Gender Violence	Meera Vijayann, TEDx Talks
	Not Ever	Rape Crisis Scotland
	Sh*t Men Say to Men Who Say Sh*t To Women	Stop Street Harassment
	Who Are You?	Tū Pakari Ora (Who Are You? Steering Committee, New Zealand)
Gender/Sex	A Call to Men	Tony Porter
	Sh*t Men Say to Men Who Say Sh*t To Women	Stop Street Harassment
	What Are Pronouns?	Minus18
	Words Speak Louder Than Actions	Jeff Perera

Keys to Resilience and Healing CPS Sessions

Date	Time	Location	Facilitator
Thursday, October 22 nd	5:45pm – 7:15pm	Lerner Hall, Room 401	Dr. Rachel Efron
Wednesday, November 4 th	4:45pm – 6:15pm	Lerner 8 Conference Room (CPS)	Dr. Lisa Cohen
Monday, November 16 th	2:45pm – 4:15pm	Jed D. Satow Conference Room	Dr. Addette Williams
Tuesday, December 1 st	4:15pm – 5:45pm	Lerner Hall, Room 568	Dr. Petra Amrani
Wednesday, December 16 th	1:45pm – 3:15pm	Lerner Hall, Room 569	Dr. Efron
Wednesday, January 27 th	11:45am – 1:15pm	Lerner Hall, Room 569	Dr. Diana Morrobel
Thursday, February 11 th	12:00-1:00pm	CUMC: Tower 1, suite 3D	Dr. Claire Haiman & Dr. Cary Bosak
Friday, February 12 th	2:45pm – 4:15pm		Dr. Amrani
Monday, February 22 nd	5:15pm- 6:45pm	Lerner Hall, Room 569	Dr. Jane Caflisch
Thursday, February 25 th	12:00-1:00pm	CUMC: Tower 1, suite 3D	Dr. Claire Haiman & Dr. Cary Bosak
Thursday, March 3 rd	12:00-1:00pm	CUMC: Tower 1, suite 3D	Dr. Claire Haiman & Dr. Cary Bosak
Thursday, March 10 th	2:45pm – 4:15pm	Lerner 8 Conference Room (CPS)	Dr. Williams
Wednesday, March 23 rd	4:45pm – 6:15pm	Lerner 8 Conference Room (CPS)	Dr. Cohen
Monday, April 4 th	4:15pm – 5:45pm	Lerner Hall, Room 569	Dr. Caflisch
Monday, April 25 th	4:25pm – 5:30pm	Lerner Hall, Room 569	Dr. Morrobel