

Training + Utilizing Student Staff as Active Bystanders

Katie Sorokas

Kent State University

ksorokas@kent.edu

Jennifer O'Connell

Kent State University

joconne5@kent.edu

Outline

- Description of Kent State University's student staff training programs + how bystander intervention strategies are utilized
- Collaboration with the Sexual and Relationship Violence Support Services (SRVSS) office + Psychological Services
- Student Staff Training Activities
- Best practices for Bystander Intervention Training including special populations

Kent State University – Framing the Conversation

- History
- Impact
- Position Descriptions + Training Strategies
 - Resident Assistants (RAs)
 - Student Desk Staff
 - Student Security Aides + Program

Challenge Accepted?

- Colleges + universities have been challenged to step up and address the huge issue of sexual violence in our communities.
 - White House Council on Women and Girls
 - Rape and Sexual Assault: A Renewed Call to Action
 - “Campus Sexual Assault: A Particular Problem”
 - Title IX Dear Colleague Letter
 - American College Health Association white paper on prevention of sexual violence on college campuses

Challenge Accepted?

- “It’s on Us”
 - Campaign launched by the White House to raise awareness of sexual assault on college campuses and educate college students
 - Collaboration efforts with NCAA, MTV, BET
 - Key focus on engaging men
- NASPA’s #SAPLEDGE
 - Social media movement to support “It’s on Us” by changing the culture around sexual violence. Solutions begin with us and these crimes impact not only the survivor but the community as well.
 - Challenges Student Affairs professionals to step up

Why focus on Bystander Intervention?

- Innovative method to encourage COMMUNITY to take responsibility for culture, actions of others, and safety of peers
- Early research shows that it is effective at helping students recognize bystander behaviors and complete active bystander actions (self-reported)
- So...at the end of the day...it seems to be working and we need to involve EVERYONE in our work towards a safer campus community

The Research...

Need to add more citations from

B,M,C 2009

- Banyard, Moynihan, & Crossman (2009) – Reducing Sexual Violence on Campus: The role of student leaders as empowered bystanders
 - Attending BT increased bystander confidence and willingness to help
 - Rather than train individuals, creating a “specific role” for community members seems to increase their willingness to act as an active bystander in their community. Some of these roles may be:
 - Taking action before or during a situation that could lead to an assault
 - Addressing social norms that support sexual violence
 - Skill-building to becoming ally to survivors

Four Components of Effective Bystander Training

1. Take control of the conversation + tell the true story of sexual + relationship violence on college campuses

- Increase knowledge of when, how and where sexual + relationship violence takes place on campus
- Increase awareness of when, how and where sexual and relationship violence takes place on campus

Four Components of Effective Bystander Training

2. Ask for help addressing the huge problem of sexual and relationship violence on college campuses.

- Help bystanders understand their power to prevent sexual violence in their communities.
- Help bystanders understand the role that sexual and relationship violence has in their community.

Four Components of Effective Bystander Training

3. Skill-building – Help bystanders practice utilizing active bystander knowledge and skills to increase self-efficacy in future situations.

- Practicing active bystander skills will help increase confidence and increase likelihood of acting in the future.

Four Components of Effective Bystander Training

4. Focus on the individual bystander's barriers to action.

- Localize the training to each person's own obstacles – safety, personality, situational.
- By acknowledging and addressing concerns, confidence and sense of personal power in a situation can increase.
- Make the “benefits of safely intervening come to outweigh the barriers” (p. 450)

Popular Opinion Leaders

- POLs + RAs, SDRs, & Security
 - What's the connection?
 - Edwards & Sexton, 2006
 - Utilizing standard training sessions and methods to increase active bystander skills
 - Buy-in from professional staff to shape training around bystander best practices
 - Collaboration with outside offices to frame training around building active bystander skills

KSU's Journey from Passive to Active Bystander Training

- The role of Active Bystanders in Residence Services
- Development + Implementation of Bystander Intervention Training Methods
- Importance of Collaboration
- Support from Professional Staff – why this integral to our success
- Areas of Growth + Opportunity
- Goals + Next Steps of Future Trainings

Interactive Training Methods

- Mock Hall/Behind Closed Doors
 - Training strategy to practice intervening in situations as student staff and build active bystander skills
- Collaboration
 - Recognizing + utilizing opportunities for collaboration on your campus
 - Connections are hidden everywhere!

Bringing Bystander Intervention Training to Your Campus

- Research + support in the literature
- How to recognize current bystander intervention training that is already happening on your campus + improve it
- Collaboration strategies
- Green Dot Launch at KSU!