

Year 1 Public Description of Work for
Action Collaborative on Preventing Sexual Harassment in Higher Education

The University of New Mexico

Bystander Intervention Trainings

This Action Applies to Rubric Item(s):

Items 3, 9, and 12.

Description of Work:

The Coordinated Community Response Team, created in 2018 through an Office of Violence Against Women grant, has developed a variety of bystander intervention trainings consistent with its mission to combat sexual assault, date rape, and stalking at the University of New Mexico, including its Health Sciences Center and Law School. With representatives from departments that provide advocacy, policing, student services, as well as University administration, the CCRT contains five subcommittees that focus on student conduct, engaging men and masculine people, victim services, law enforcement, and a UNM North Campus group that includes the Health Sciences Center and the Law School.

Consistent with the design of the grant, and collaboration with staff and faculty in many campus units, the CCRT has developed bystander trainings that are new both to UNM and for higher education more generally. These trainings include:

1. Reality-based trainings developed in collaboration with the local Tricklock Company, a non-profit arts organization that has hosted crisis intervention trainings with law enforcement for three decades. Using professional actors as role-players, this bystander intervention employs the “C WORX” method to stage real-life situations of sexual danger and guide participants through the scenario with positive and negative reinforcement for their interventions. The training was designed for and piloted with undergraduate audiences in the fall of 2019, then suspended because of the pandemic.
2. The research-based and trauma-informed online training “U Got This!,” a bystander intervention program that is being implemented in partnership with Athletics, Greek Life, Residence Life, and Ethnic/Student Resource Centers. Attentive to UNM’s specific policies prohibiting sexual harassment, the program seeks student engagement through “relatable scenarios and memorable messaging.”
3. The CCRT is currently working with campus- and community-based organizations to develop a bystander intervention training that is more appropriate for graduate and professional students, as well as the many non-traditional students on our campus.

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These trainings reflect the CCRT's commitment to ensuring the delivery of relevant, useful, and culturally-sensitive trainings for UNM's ethnically and culturally diverse population.

In addition, drawing on VAWA best practices and guidance, and in partnership with the University's Office of Equal Opportunity, the CCRT will be utilizing training from the SUNY Student Conduct Institute Online Learning Platform for all staff involved with the investigation, conduct, and adjudication processes, and is working with Albuquerque's Domestic Violence Resource Center to develop new trainings for law enforcement. Both trainings provide enhanced support for campus units for addressing sexual assault, dating and domestic violence and stalking, with a victim-centered, trauma-informed lens. Finally, the CCRT's engaging men and masculine people working group is developing online workshops on bystandership and allyship for intervening against toxic masculinity.

All of the above efforts are consistent with the findings and recommendations of the 2018 NASEM report, in particular: leadership training and skill development (3); other efforts to address or prevent sexual harassment (9); and trauma-informed response and education programs (12)

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