

**Year 3 Public Description of Work for
Action Collaborative on Preventing Sexual Harassment in Higher Education**

Soteria Solutions

**Resilience in Action: Preventing Sexual Violence in the
Military – US Army**

Relevant Rubric Area(s):

Bystander Intervention Programs; Identifying and Reinforcing Community Values; Trauma-Informed Response and Education Programs

Purpose and Goal of Work:

In the fall of 2021, Soteria Solutions partnered with the US Army Europe (USAREUR) to create a new, unique train-the-trainer curriculum for employees. Soteria Solutions created a highly customized curriculum specific to USAREUR based on listening session data, focus group sessions conducted by Soteria Solutions and ongoing stakeholder conversations.

Curriculum Overview:

The curriculum stresses the identities, experiences, and values both before, during and after attendees became a soldier or began their work for the US Army. Participants were asked what values were involved in being a member of the armed forces and how being in the military might give contradicting messages. Soldiers can use the skills they learned in the Army and apply it to bystander intervention.

The overarching goals of RESILIENCE IN ACTION are:



1. Participants will reflect on their identities and value systems and how these impact their actions.

2. Participants will be introduced to the concept of cognitive dissonance and how this tension of opposites may impact their ability to notice and intervene in harmful situations.

3. Participants will develop empathy for those who have experienced sexual and gender based harassment and assault.

4. Participants will be introduced to the concept of resilience as a fundamental tool in preventing sexual and gender-based harassment and assault.

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5. Participants will understand how their identities, value systems, and actions present both opportunities and barriers to bystander intervention.
6. Participants will develop techniques to overcome barriers and identify opportunities to intervene in various harmful situations based on their unique constellation of identities, values, and experiences.
7. Participants will learn a “Standard Operating Procedure” surrounding resilience and practice strategies for safely intervening in ways that authentically fit their ability, power, and skill set.
8. Participants will have an increased sense of community accountability by learning what it means to create new norms surrounding bystander intervention.

Attendees complete the training by talking about the prevalence and cost of sexual assault in the military and look at several case studies. Soldiers then practice their new skills with several composite stories collected from focus groups and key informants.

Current Status of Work: Implementation and Evaluation

The curriculum was completed with the intent that USAREUR would begin implementation in April 2022 Sexual Assault Awareness Month. Using a formative evaluation process, Soteria Solutions plans to adapt the curriculum for additional workplaces and intends to complete a more in-depth evaluation to determine effectiveness.

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