

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

University of California, Berkeley

**Undergraduate Sexual Violence & Sexual Harassment Prevention
Toolkit**

Relevant Rubric Area(s): *Prevention Program or Toolkits; Diverse Stakeholder Partnerships*

Description of Work:

Purpose: The Undergraduate Sexual Violence & Sexual Harassment Prevention Toolkit was created by the prevention team at the UC Berkeley PATH to Care Center and is designed to help student leaders bring about structural change within their registered student organizations to prevent sexual violence and harassment. The toolkit was developed from another toolkit the PATH to Care Center launched in 2019, the Academic Department Sexual Violence & Sexual Harassment Prevention Toolkit for leaders of academic departments.

While the toolkit is tailored for undergraduate leaders of student organizations, it can be utilized for any “intact community,” i.e., an existing group of people who form a cohesive structural unit (a team, an office, an academic department, etc.). The toolkit features six main components:

- Identifying champions and allies
- Looking at data
- Individual knowledge and understanding
- Interpersonal relationships
- Community events
- Policy

Each section of the toolkit supports student leaders in assessing their organization at all levels of the social ecology to identify risk factors and formulate a survivor-entered and trauma-informed prevention plan.

As student leaders are the most knowledgeable about their own communities, the toolkit is designed to give them agency to direct, customize, and implement the toolkit’s elements in

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ways they believe will be effective. They can move through the toolkit on their own timelines. Trained peer educators employed by the PATH to Care Center provide coaching, consultation, and guidance throughout the process. The number of meetings with PATH to Care Center peer educators is determined by the student organizations, but each section of the toolkit can result in somewhere between one and more than six consultation meetings, depending on the needs of the organization.

Consistency with Rubric Areas: The Undergraduate Sexual Violence & Sexual Harassment Prevention Toolkit aligns with the rubric area of *Prevention Program or Toolkits*, as it is designed to address the policies, practices, norms, and climates that enable sexual harassment within student organizations. The toolkit guides student leaders through an innovative, step-by-step process of identifying risks and protective factors in the group's social ecology; reviewing and/or collecting data; and developing a community plan for preventing sexual violence and harassment. The toolkit also aligns with the rubric area of *Leveraging the strengths of distinct stakeholder groups and creating partnerships between them* in that it encourages student leaders to take a leadership role in changing the climate of their organization with the support of trained PATH to Care Center student peer educators and the champions and allies within their communities. Student leaders are empowered to tailor the creation, implementation, and evaluation of interventions to the specific needs and strengths of their community.

Status: *In progress.* After a period of feedback collection and revision, the toolkit was launched in the 2021-2022 academic year and was piloted with a handful of student organizations. A cohort of peer educators was trained in Fall 2021 and began working with student leaders shortly after.

Novelty: While the toolkit has been in development for about two years, the implementation phase is new. A toolkit of this type and focus for undergraduate student organizations is a first for UC Berkeley and possibly in other higher education spaces more generally.

Evaluation: The prevention team at the PATH to Care Center plans to evaluate the impact of the toolkit using a PATH to Care Center-wide outcome indicator scale. The team will document the number of engagements from student organizations and conduct informal focused discussions with participants at three and six month intervals. The discussions will ask participants to share the aspects of the toolkit they have utilized, what has worked and what has not, and which parts of the toolkit have been particularly engaging or effective for their community. In the future, the PATH to Care team will modify the toolkit and/or implementation design based on feedback gleaned in the evaluation process.

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Stakeholder Involvement: The PATH to Care Center engaged their Student Advisory Board, a campus student organization called Greeks Against Sexual Assault, and other student stakeholders in developing the toolkit. Students not only implement the toolkit, but may customize it based on their own experiences and knowledge about the organization they lead or are a part of. Student organizations are encouraged in the toolkit to create a working group with representation from the organization's leadership, returning and new members, to involve a broader range of stakeholders in a community process.

Next steps: The PATH to Care Center prevention team plans to add a new section of the toolkit focused on student mental health. The team has additional plans to continue offering the toolkit and accompanying peer consultation to more student organizations in the coming academic year.

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