

# Solving the Campus Sexual Assault and Dating Violence Puzzle:

Comprehensive Prevention,  
Trauma-Informed Response,  
and Offender Accountability



Programs  
Connect  
Justice

Peace  
Knowledge  
Compliance

Equitable

Action Students  
Advocates Response

Collaboration

Empowerment  
Policy  
Movement

Survivor-centered  
Support  
Prevention

Accountability  
Positive Change

Campus  
Diverse  
Visibility

Confidentiality  
Employees  
Safe



December 15 & 16, 2015

William Peace University • Raleigh, NC



chrysalis  
network

creating space for  
positive personal  
+ cultural change

[www.chrysalisnetwork.com](http://www.chrysalisnetwork.com)

# About Chrysalis Network

Founded in 2012, Chrysalis Network strives to make positive personal and cultural change towards peace, equality, and social justice. We believe this can only begin to occur when sexism, sexual violence, and dating violence end. Through this vision, Chrysalis Network provides holistic, customized, effective, and evidence-based training programs and consulting services for colleges, communities, and schools.

## Founder, Juliette Grimmett, MPH



Juliette Grimmett, MPH has over 20 years of professional experience working with colleges, communities, and schools as an advocate, consultant, educator, and trainer on issues concerning sexual & intimate partner violence. Her past 12 years have focused on creating and implementing violence prevention and response programs on various college campuses including the University of South Carolina, the University of North Carolina at Chapel Hill (UNC-CH), and most recently, NC State University where she was the Assistant Director of the Women's Center. She currently serves on the NC Sexual Violence Prevention Team as well as the NC Domestic Violence Prevention Enhancements and Leadership through Alliances Team. Juliette is the Founder of Chrysalis Network and was the consulting producer of

the documentary film, MY MASCULINITY HELPS. Juliette is also a survivor of campus sexual assault. Her story was featured in the February 2015 issue of MORE magazine, as well as in a March 2015 episode of the Steve Harvey Show, where she served as a survivor and campus sexual assault expert. She earned her Masters in Public Health from the UNC-CH, Gillings School of Public Health, in Health Behavior and Health Education. Juliette grew up in Newton, Massachusetts and France, loves the Boston Red Sox, and most of all spending time with her two young sons Harper (6) and Sky (3), and her partner Marc who inspires her to always lead with love.

## Chrysalis Network Services

- Advocacy and response training (advocates, counselors, police, student conduct, etc.)
- Awareness program development
- Employee compliance training
- New student orientation training
- Peer education curriculum, course, and program development
- Personalized module development
- Response and prevention team development
- Sharing of Juliette's survivor story (TBTN events, etc.)



# DAY 1: Tuesday, December 15, 2015

7:30 - 8:30am Registration and breakfast (Belk)

8:30 - 8:50am Welcome (Belk)

Juliette Grimmert, Chrysalis Network, Founder  
Dr. Brian C. Ralph, William Peace University, President  
Mary How, Angel Fish Creations, Founder

8:50-9:50am Opening Keynote, Michelle Johnson (Belk)  
*Intersectionality and Mindfulness in a Clinical Setting*

10am-12pm Keynote, Saunie Schuster (Belk)  
*The Challenges of Campus Investigations: A Holistic Approach*

12-12:45pm Lunch (Belk)

1-2:15pm Breakout Session 1

**Strengthening Campus & Community Response to Sexual Violence through Technology (Belk)**

Men Can Stop Rape: Rachel Friedman, Deputy Director; Leah Haake, National Programs Coordinator

**Campus-Based Sexual Violence and LGBTQI Experiences: Findings & Recommended Strategies from the North Carolina Safe and Healthy Campus Study (Flowe 112)**

Chrysalis Network: Juliette Grimmert, Founder; Elon University: Leigh- Anne Royster, Director of Inclusive Community Well-Being; and North Carolina Coalition Against Sexual Assault: Jen Przewoznik, Director of Prevention and Evaluation.

**Engaging Faculty and Staff As Allies and Advocates: University of Virginia's Survivor Support Network (Flowe 116)**

University of Virginia: Dr. Claire Kaplan, Director of the Gender Violence and Social Change Program; Rashona Sharpless, Outreach Coordinator

**A Behavioral Analysis of Familiar Assault – What College Faculty, Administration and Investigators Need to Know (Flowe 110)**

No Zebras and More: Stephen M. Thompson, CEO

**Utilizing the PTSD Therapy & Recovery Kit: Strengths-Based Resource for College Survivors (Flowe 114)**

Duke University: Amy Cleckler, Gender Violence Prevention and Services Coordinator; UNC Asheville: Flannery Jones, 3rd year student

2:15-2:30pm Snack Break (Flowe 2nd Floor Lounge)

30-minute consulting sessions available from 1:00-5:00pm (Flowe 104 and 208)



## DAY 1: Continued

### 2:35-3:50pm Breakout Session 2

#### **Assessing Campus Climate: The Development and Testing of the ARC3 Survey (Belk)**

UNC Greensboro: Dr. Jacquelyn White, Emerita Professor of Psychology & Senior Research Scientist; Dr. Loreen Olson, Associate Professor, Director of the Program to Advance Community Responses to Violence Against Women; and Malachi Willis, Clinical Psychology PhD Student

#### **Digital Abuse: The Hidden Virus that Affects Us All (Flowe 112)**

D.I.R.E.C.T. Consulting: Jessica Krohn, Violence Prevention and Response Specialist

#### **Mindfulness and Mandalas (Flowe 116)**

Angelfish Creations: Mary How, Art Therapist

#### **Sexual Violence Prevention and Response, a University-wide Responsibility (Flowe 114)**

St. Johns University: Hannah Artilles-Straver, Violence Prevention and Wellness Services Assistant Director; Dr. Luis Manzo, Department of Student Wellness and Assessment Executive Director

#### **Sexual Assault & Dating/Domestic Violence Training for Community and Campus Partners: Building Bridges with Your Campus Sexual Assault Resource Team (Flowe 110)**

Old Dominion University: Joann Bautti, Women's Center Assistant Director

## DAY 2: Wednesday, December 16, 2015

### 8:15-9am Breakfast (Belk)

### 9-10:15am Breakout Session 3

#### **Solving the Puzzle of Timely Warnings: How One University is Responding to the Need for More Trauma-Informed and Victim-Centered Timely Notice Practices (Belk)**

UNC Greensboro: Dr. Loreen Olson, Associate Professor

#### **Everything Matters: Considerations for Serving African American Students, Faculty, Staff and Alumni (Flowe 114)**

CBK Enterprises: Chimi Boyd-Keyes, CEO & Founder

#### **How to Build a Coordinated Community Response Team within a Comprehensive College Environment (Flowe 110)**

Prince George Community College: Dr. Scheherazade W. Forman, Dean of Student Development Services; Simpy Merelan, Violence Prevention Center Program Coordinator

#### **"True Strength": Healthy Masculinity: Recognizing and Addressing Machismo (Flowe 112)**

University of South Carolina: C. Ingram, Interpersonal Violence Coordinator



## Day 2: Continued

### 10:30-11:45am Breakout Session 4

#### **Employee Sexual Violence Prevention and Response Trainings: An Opportunity to Create Safer Campuses (Flowe 112)**

Appalachian State University: Dr. Amy Dellinger Page, Associate Professor and Chair, Department of Sociology; and Chrysalis Network: Juliette Grimmett, Founder

#### **Conducting Student-Centered Investigations (Flowe 116)**

D.I.R.E.C.T. Consulting: Jessica Krohn, Violence Prevention and Response Specialist

#### **Military Sexual Assault: Partnering with Campuses and Communities (Flowe 114)**

North Carolina National Guard: Kristian S. Hall, Sexual Assault Response Coordinator

#### **What's the Right Thing to do? The Ethics of Working with College IPV Survivors (Belk)**

UNC Chapel Hill: Melinda Manning, Social Worker at Counseling and Psychological Services

#### **"Unwanted, grotesque catcalls were a daily occurrence": Discussing Sexual Violence Prevention and Study Abroad on College Campuses (Flowe 110)**

UNC Chapel Hill: Ameer Wurzburg, Sexual Violence Prevention Program Manager

### 11:45-12:45pm Lunch (Belk)

### 1-2:15pm Breakout Session 5

#### **Stop, Drop, & Roll: A framework for educating campus community members to effectively respond to disclosures of sexualized violence with care and confidence (Flowe 112)**

Wake Forest University: Beth Montplaisir, Safe Office Coordinator; Tanya Jachimiak, J.D., Title IX Coordinator

#### **Reconstructing the Power & Control Wheel: Trauma Informed IPV education for Transgender and Gender Non-Conforming Students (Flowe 116)**

UNC Charlotte: Nicole Madonna-Rosario, Interpersonal Violence Prevention Coordinator; and Trey Green, IVP Graduate Assistant and Co-Founder, Transcend Charlotte

#### **Supporting Survivors While Working to End Violence: Partnerships between Colleges and Rape Crisis Centers (Flowe 114)**

Appalachian State University: Ellen Hartman, Interpersonal Violence Support and Prevention Coordinator; and OASIS: Jessica Dale, Rape Prevention and Education Coordinator

#### **No Zebras, No Excuses (Flowe 110)**

No Zebras and More: Stephen M. Thompson, CEO

### 2:30-3:30pm Closing Keynote (Belk)

Escalation Screening and Discussion, One Love Foundation

30-minute consulting sessions available from 9am - 3:30pm (Flowe 104 and 208)



# WORKSHOP DESCRIPTIONS

## **A Behavioral Analysis of Familiar Assault—What College Faculty, Administration and Investigators Need to Know** | Stephen M. Thompson

Men who sexually assault women and men they know plan their “conquests.” They know who their target is, where they will approach the target, and how they will control and groom the target in order to separate them from their friends. This workshop addresses the realities of sexual assault on campus. The most common characteristics of these “Nice Guy” offenders, how they accomplish the assault, and what can be done to assist with investigations and create a pro-survivor environment.

## **Assessing Campus Climate: The Development and Testing of the ARC3 Survey**

Jacquelyn White & Loreen Olson

In 2014, the White House released its Not Alone document, which, along with other recommendations, urged schools to conduct campus climate surveys. This recommendation led to a cottage-industry of “for-profit” organizations attempting to persuade colleges to purchase their surveys. Concerned about the integrity of these surveys, a group of leading campus sexual assault researchers and administrators from across the country drafted a campus climate survey. In early 2015, four campuses pilot tested the instrument (known as ARC3). The findings reveal that the ARC3 is a valid and reliable instrument—now available for other campuses free of charge. The purpose of the session is to a.) review the history and development of the ARC3, b.) discuss the survey modules and logistics, c.) present the results of the pilot test, d.) share lessons learned from researchers at one of the four pilot universities, e.) hear others’ plans for administering a survey, and f.) create a set of best practices to guide survey administration at attendees’ respective home campuses.

## **Campus-Based Sexual Violence & LGBTQI Experiences: Findings & Recommended Strategies from the North Carolina Safe and Healthy Campus Study**

Juliette Grimmer, Jen Przewoznik, & Leigh-Anne Royster

The presenters will discuss the findings from a research project funded by the CDC, to enhance NC campuses capacity to prevent and respond to sexual violence among LGBTQI communities. They will discuss their process for developing and disseminating the survey tool, share results and suggest prevention implementation strategies. The session will be interactive, as participants will have the opportunity to use the data to inform the planning of their own LGBTQI-inclusive SV prevention strategies for their campus and community.

## **Campus Investigations: Best practices, particularly among marginalized individuals** | Saunie Schuster

This Day 1 keynote will focus on the challenges of conducting an investigation, working with marginalized groups, understanding trauma-informed techniques, issues of equity and due process, and the challenge of communication.

## **Conducting Student-Centered Investigations**

Jessica Krohn

This presentation is intended for those in roles of the investigators, adjudicators, administrators, human resource professionals and advocates/advisers. This presentation will provide a trauma informed framework of planning and conducting investigations. Strategies will be discussed that will increase your effectiveness during the investigation and adjudication processes.

## **Digital Abuse: The Hidden Virus that Affects Us All**

Jessica Krohn, LMSW

This presentation will review how social media is used to facilitate acts of interpersonal violence. We will discuss digital abuse as it relates to sexual harassment. Tips for identifying and preventing various forms of digital abuse, ranging from cyberbullying, cyberstalking, sexting, and revenge pornography. We end with discussing strategies and tools to enhance online safety.

## **Employee Sexual Violence Prevention and Response Trainings: An Opportunity to Create Safer Campuses**

Juliette Grimmer & Amy Dellinger Page

The Campus SaVE Act requires that all new employees receive sexual violence prevention and response training. Further, those considered responsible employees must also receive on-going training on their reporting obligations. While demanding, these requirements are an opportunity to create safer campuses as informed, empathic, and skilled employees are essential to fostering healthy learning communities where all can thrive. The presenters will describe how they moved Appalachian State University from an Office of Civil Rights investigation to leading the field by conducting 23, 3-hour in person training sessions for over 900 employees from the Fall 2014-Fall 2015. Participants will receive a copy of the training outline and have the opportunity to identify their campus employee training needs. As campuses are stretched thin due to the multiple federal requirements upon them, this workshop provides practical and effective tools for practitioners to use in their training programs. This workshop will be highly interactive through activities and the use of media.



# WORKSHOP DESCRIPTIONS

## **Engaging Faculty and Staff As Allies and Advocates: University of Virginia's Survivor Support Network**

Claire Kaplan & Rashona Sharpless

Using Safe Space training workshops as our inspiration, the University of Virginia's Survivor Support Network (SSN) was designed to engage faculty and staff as active allies and advocates for students and colleagues when gender-based violence impacts their lives. SSN's three-hour training offers basic information on gender-based violence, the nature and biology of trauma and its impact on survivors, as well as appropriate ways to provide support and guidance to victim/survivors, including resources and referrals inside and outside the University. Since 2009 over 450 faculty, administrators, staff, graduate and undergraduate students have participated in the program. This workshop will share the history, structure, design, and impact of the program at the University, and discuss implications for future work.

## **Everything Matters: Considerations for Serving African American Students, Faculty, Staff and Alumni**

Chimi Boyd-Keyes

We are all very well-meaning in providing prevention education and intervention services to communities of color on our campuses. Since one-size-does-not fit all when providing education and services, what can we do to ensure that African American members of our campus have real, relevant, and equitable access to SA/IPV resources? What ways can we be very intentional in our work and what might we be overlooking? My work for the past 19 years has focused on addressing these questions. By understanding historical and cultural contexts, let's explore ways that we can serve people of color on campus in meaningful ways!

## **How to Build a Coordinated Community Response Team within a Comprehensive College Environment**

Scheherazade W. Forman & Simpdy Merelan

Creating an effective coordinated community response team at a community college can be a complex process. It is therefore important to use certain strategies to build a team that has engaged. "Empowered to Act: How to Build a Coordinated Community Response Team within a Comprehensive College Environment" will provide workshop participants with tactics for creating a cooperative learning environment where professionals are free to spearhead prevention and education initiatives, an environment where team members are empowered to act. This interactive discussion will include brainstorming activities and tabletop exercises.

## **Intersectionality & Mindfulness in a Clinical Setting**

Michelle Johnson

This Day 1 Keynote will speak to working with survivors from a holistic perspective in a clinical setting, incorporating mindfulness in your work, and intersectionality. Participants will have an understanding of how varying identities impact healing, including the interface with a clinician.

## **Military Sexual Assault: Partnering with Campuses and Communities** | Kristian S. Hall

This presentation will address how the military responds to sexual assault and the importance of building partnerships with campus and community-based agencies to best respond to and prevent sexual violence. The presenter will also address how to navigate the military system when working with civilian survivors who have been harmed by members of the military. Finally, examples of successful campus and military awareness project collaborations will be shared, as participants are asked to consider military collaborations in their communities.

## **Mindfulness and Mandalas** | Mary How

Mindfulness is noticing, with complete awareness, what is happening in the present moment. Regular mindfulness practice is helpful in managing thoughts, feelings and behaviors and can be a helpful practice for those working with survivors to assist in decreasing the effects of secondary trauma and avoiding burnout. This workshop will introduce you to basic mindfulness skills as well as the mandala, a helpful tool for practicing mindfulness. The mandala, a circle, is a universal symbol for health and wholeness, and has often been used as a tool for creating balance and growth through mindful drawing exercises. This workshop will provide you with an introduction to the value of art as mindfulness practice and the method of using circle drawings as a regular practice for personal growth and transformation.

## **No Zebras, No Excuses** | Stephen M. Thompson

A survivor-centered, perpetrator-focused Bystander Intervention program. No Zebras uses vignettes of sexual aggression acted out to bring reality to the issue. Educators are paired with each scene to highlight valuable information and, more importantly, identify what can be done to engage bystanders. This acclaimed program has been presented to colleges and military personnel throughout the world.



# WORKSHOP DESCRIPTIONS

## **Reconstructing the Power & Control Wheel: Trauma Informed IPV education for Transgender and Gender Non-Conforming Students**

Nicole Madonna-Rosario & Trey Green

This workshop is about the restructuring of gender based violence education in the sense that with the current power and control wheels that are geared towards the LGBT clients and students we serve there is a gaping hole in the areas pertaining specifically to transgender and gender non-conforming students. We will address these gaps and help define the methods of relationship abuse that transgender and gender non-conforming individuals experience and teach the audience specific interventions they can use when assisting these clients.

## **Sexual Assault & Dating/Domestic Violence Training for Community & Campus Partners: Building Bridges with Your Campus Sexual Assault Resource Team**

Joann Bautti

College and university administrators want to respond to sexual assault and dating/domestic violence in a survivor-centered way but often struggle with how to do so. A campus Sexual Assault Resource Team (SART) is one way to facilitate the relationship building and collaboration that is the foundation of a coordinated, comprehensive and compassionate response to students who have experienced sexual and/or relationship violence. This session will focus on sexual and dating/domestic violence response training for community and campus police departments, as one product of a successful SART.

## **Sexual Violence Prevention and Response, a University-wide Responsibility**

Hannah Artiles-Straver & Luis Manzo

The growing number of federal (Title IX, VAWA, Clery) and state mandates (NYS Public Education Law 129B) along with economic and institutional pressures, often universities struggle with how best to implement a comprehensive approach to preventing and responding to sexual violence on campus. Join us for a case study of sorts, examining how St. John's University a large, Catholic, urban and diverse institution, has grappled with these challenges. With limited resources and staffing, St. John's has created a program that engages the University community in addressing this important issue.

## **Solving the Puzzle of Timely Warnings: How One University is Responding to the Need for More Trauma-Informed & Victim-Centered Timely Notice Practices**

Loreen Olson, Brett Carter, and Murphie Chappell  
Universities and colleges who receive federal financial

aid are required to issue timely warnings of crimes that may constitute a threat to students or employees. These messages contain content related to a range of illegal activities, including those of a sexual nature. It is not yet clear the effect that these notices have on the campus community, especially the students. The purpose of this interactive workshop is to explore answers to these questions via a case study of one institution that has been confronted by such issues. During this workshop, we will share examples of the warnings at UNCG, how and why they have been modified over time, and quotes from students illustrating their varied emotional reactions. Small group discussions will give attendees a chance to share with others their own campus' experiences with timely warnings in hopes of learning from each other what is working well and what is not. Following small group discussions, the session will end with all participants and session facilitators creating initial ideas for creating best practice in relation to the timely warnings.

## **Stop, Drop, and Roll: A framework for educating campus community members to effectively respond to disclosures of sexualized violence with care and confidence** | Beth Montplaisir & Tanya Jachimiak

With a national spotlight on sexualized violence as a college health issue, higher education professionals are engaging in prevention and response with renewed energy and new partners. Students may disclose incidents of sexualized violence to members of the campus community, and these individuals must be equipped to respond with care and confidence while fulfilling applicable campus reporting requirements. This framework developed at Wake Forest University includes "Stop (for safety)", "Drop (assumptions and listen)", and "Roll (to resources)", and provides a model for teaching faculty and staff through interactive activities and discussion.

## **Strengthening Campus & Community Response to Sexual Violence through Technology**

Rachel Friedman & Leah Haake

According to Harris Poll, 83% of college students use smartphones on a regular basis. Due to this widespread access, we developed an app and website, UASK DC (University Assault. Services. Knowledge.) that focuses specifically on making university and city sexual violence (i.e., sexual assault, domestic violence, intimate-partner violence, and gender-based violence) services available in one place, serving as the ultimate resource for survivors and their family and friends. UASK DC serves all eight colleges in the District of Columbia. This presentation will explain the structure and function of the app, and





# WORKSHOP DESCRIPTIONS

the campus-specific and city-wide resources available for before, during, and after an experience of sexual violence.

## **Supporting Survivors While Working to End Violence: Partnerships between Colleges and Rape Crisis Centers** | Jessica Dale & Ellen Hartman

College campuses are working diligently to change the climate of sexual violence, but often they are missing out on the great resources that their local rape crisis center might be able to offer them. During this workshop, we will share our insight on how to get connected to prevention and advocacy efforts already taking place in your community. We will discuss what primary prevention on college campuses can look like with the help of local rape crisis centers, as well as how survivors on campus can be better supported and empowered. One of the best ways to enhance advocacy and prevention programming starts with developing and maintaining strong partnerships with key stakeholders in your community.

## **“True Strength”: Healthy Masculinity: Recognizing and Addressing Machismo** | C. D. Ingram

“True Strength” is a program of the Sexual Assault and Violence Intervention & Prevention (SAVIP) Office of the University of South Carolina (UofSC), which was developed by me at UofSC in order to create a forum for men to share new and innovative ideas to address healthy masculinity and interpersonal violence in the Carolina community. The program challenges existing beliefs in gender roles, gender dominance and promote gender equity in order to create a healthy, all-inclusive, and equitable environment. This presentation will provide examples of how males can play an active role in the areas of interpersonal violence, bystander accountability, and healthy masculinity; how to provide advocacy for male survivors of interpersonal violence; how to engage males while increasing male programming and establishing more support groups for male survivors. This is accomplished by a practical exercise activity, interactive activity (what would you do), lecture and discussion.

## **“Unwanted, grotesque catcalls were a daily occurrence”: Discussing Sexual Violence Prevention and Study Abroad on College Campuses**

Amee Wurzburg

How do the Clery Act, Campus SaVE Act, and Title IX apply to students studying abroad? This will be an interactive session focused on sexual violence prevention and study abroad. The session will cover research on sexual violence and study abroad, including a study conducted among UNC undergraduate students returning from study abroad. As

well, this workshop will talk about challenges in developing sexual violence prevention resources for students preparing to study abroad, including victim blaming, pushback, and implementation. Participants will discuss their thoughts and ideas about developing sexual violence prevention programming for students studying abroad. Topics will include: adapting already existing campus prevention efforts for study abroad students, ways to help students prepare for their study abroad experiences, and strategies for building relationships with campus partners.

## **Utilizing the PTSD Therapy & Recovery Kit: Strengths-Based Resource for College Survivors**

Amy Cleckler & Flannery Jones

The Duke University Women’s Center’s Office of Gender Violence Prevention and Intervention has developed a PTSD Therapy and Recovery Kit for use with college student victim-survivors. The kit is strengths-focused and mindfulness-based and contains activities, resources and take-home exercises for various stages of recovery and healing. It is appropriate for clients who are experiencing symptoms of PTSD as a result of gender violence (sexual assault, stalking, intimate partner violence and sexual harassment). All materials are derived from evidence-based therapy approaches, and offer flexibility to meet the needs of a wide variety of clients and symptom levels. We will discuss the therapeutic materials, explore some of the activities and provide guidance on how to use the kit during and between sessions with clients. Each attendee will receive access to an electronic copy of the kit in the session.

## **What’s the Right Thing to do? The Ethics of Working with College IPV Survivors** | Melinda Manning

We all face ethical dilemmas in our IPV works. College policies do not always provide all the answers. This workshop will help participants identify ethical dilemmas in their work and introduce several frameworks of ethical decision-making. Participants will have the opportunity to work through several “real life” scenarios that may occur in our work. This workshop will also give participants outside several resources to help them with ethical dilemmas as well as some suggestions for self care after making those ethically “tough” decisions.



## KEYNOTE SPEAKER BIOS



**Michelle Johnson, LCSW**, specializes in adolescent and adult psychotherapy. It is important for her to understand how different parts of identity are impacting a client's experience including race, ethnicity, gender, age, sexual orientation, gender identity expression, and religious background. Michelle has extensive experience

with clients who have experienced trauma in particular sexual violence, clients deepening their exploration of identity, and clients who have disordered eating patterns. Michelle is a Registered Yoga teacher and explores the mind-body connection in treatment. Michelle's previous work included serving as a counselor at UNC-CH's Counseling Center. She has been an Alderperson for the Carboro community since 2011. Michelle received her B.A. from The College of William and Mary in Williamsburg, Virginia and her Masters of Social Work from UNC-Chapel Hill, in Chapel Hill, North Carolina. Michelle has served on many community task forces, various boards of directors for local non-profit agencies, and has contracted as an Adjunct Professor at the School of Social Work at UNC-Chapel Hill.



**Saunie Schuster, Esq.**, is a Partner with The NCHERM Group LLC (National Center for Higher Education Risk Management), a legal consulting firm. She is also the Executive Director of the Student Affairs Community College Association; Co-Founder of The Association of Title IX

Administrators; and a Consultant for Office on Violence Against Women, Department of Justice. Ms. Schuster is a recognized expert in preventive and civil rights law for education, notably in the fields of Sexual Misconduct and Harassment; First Amendment and Campus Access, ADA and Disability Issues; Risk Management and Liability Issues; Behavior Intervention and Threat Assessment; Student Discipline and Campus Conduct; Intellectual Property and Employment Issues. Ms. Schuster is co-author of "The First Amendment: A Guide for College Administrators", and contributing author to "Campus Conduct Practice" and "The Book on BIT: Forming and Operating Effective Behavioral Intervention Teams of College Campuses". Ms. Schuster is on the Board of Advisors for the Report on Campus Safety and Student Development, published by the Civic Research Institute. Ms. Schuster holds an MS in Higher Education Administration and Counseling and a J.D. from the Ohio State University Moritz College of Law.

## PRESENTER BIOS

**Hannah Artiles-Stravers** is the Assistant Director of Violence Prevention and Wellness Services at St. John's University where she provides leadership for the University's violence prevention efforts and serves as a Confidential Support Advisor as part of the Sexual Assault Response Team. Hannah is a New York State Certified Volunteer Rape Crisis Advocate and is especially skilled in working with Spanish speaking survivors. She holds a Master's Degree in Non-Profit Management from The New School in New York City, and is interested in non-profit organizations' ability to support and progress social justice initiatives. Hannah has been a part of teams awarded grants from the Department of Justice, Violence Against Women Office, and SAMHSA.

**Joann Bautti** has served, for the past 6 years, as the Assistant Director of the Old Dominion University Women's Center where she manages the Sexual Assault Free Environment Program. Ms. Bautti also serves as the

Project Director for the ODU U.S. Department of Justice Campus Grant to reduce sexual assault, domestic/dating violence, and stalking. In addition, she is the Chair of the ODU Sexual Assault Resource Team. She serves as a trainer for the Virginia Department of Criminal Justice Services to assist universities in enhancing their response to sexual assault victims through campus SARTs. Prior to coming to the South Hampton Roads area, Ms. Bautti worked at Oakland University in Rochester, Michigan, where she received her Master of Public Administration degree and served as director of the Gender & Sexuality Center, a resource center targeted at meeting the needs of female and lesbian, gay, bisexual, transgender, questioning, and ally students.

**Chimi Boyd-Keyes** is a successful entrepreneur and much sought after consultant, speaker, trainer and grant writer. As a seasoned Higher Education professional for 19 years, Chimi has worked extensively on women's and



## PRESENTER BIOS

gender issues and topics relating to other marginalized populations. She has directed two university Women's Centers, one at a historically black university (HBCU) and one at a predominantly white university (PWI). Chimi was the co-Principal Investigator of the only published study that exists on Sexual Assault at Historically Black Colleges and Universities (HBCUs) and has been a consultant for the Department of Justice's Office on Violence Against Women, the North Carolina Coalition Against Sexual Assault, the North Carolina Coalition Against Domestic Violence and the Mississippi Coalition Against Sexual Assault. She also serves on both state-wide Domestic Violence Prevention and Sexual Assault Prevention taskforces in North Carolina.

**Dr. Brett Carter** earned his Ph.D. in Higher Education Administration from The University of North Carolina at Greensboro. He has served as Dean of Students at The University of North Carolina at Greensboro since July 2010. Prior to working in the Dean of Students Office, Dr. Carter worked in the Office of Housing and Residence Life (UNCG) as an Area Director (2 years) and as an Assistant Director (6 years). Dr. Carter previously worked as an Area Coordinator for High Point University for 5 years. Dr. Carter's professional organization involvements include the National Association of Student College Personnel Administration (NASPA), and former member of the North Carolina Housing Officer Association (NCHO), and the Association of Student Conduct Administrators (ASCA).

**Murphie Chappell, J.D.**, is the Title IX Coordinator for the University of North Carolina at Greensboro. Murphie is responsible for ensuring compliance with Title IX through University policies and procedures, coordinating the investigation and response of all complaints of gender equity and sex discrimination, and developing University training and education around prohibited conduct under Title IX. Prior to joining UNCG, Murphie was employed as the Staff Attorney at the North Carolina Coalition Against Sexual Assault (NCCASA). Murphie was responsible for NCCASA's legal program, representing victims of sexual assault in a breadth of legal areas including education, immigration, privacy, and safety, and providing training and technical assistance to all members. Murphie received her J.D. from North Carolina Central University School of Law and earned her B.S. from Guilford College.

**Amy Cleckler, MPH, MSW, LCSW**, is the Gender Violence Prevention and Services Coordinator in Duke University's Women's Center. She provides counseling, safety assessment and planning, and case management to

student victims of gender violence. She also designs and provides campus training and programming to increase the understanding of gender violence and prevent its occurrence on campus. Amy's experience in the areas of prevention and response has primarily been with low-resource populations in the United States, Thailand and Cambodia. In 2004, Amy earned a Master of Public Health (in International Maternal and Child Health) and a Master of Social Work (in Adult Health and Mental Health) from the University of North Carolina, and received her License in Clinical Social Work in 2008. She has been with the Office of Gender Violence Prevention and Intervention since 2010.

**Jessica Dale** is the Rape Prevention and Education Coordinator at the domestic violence and sexual assault resource agency in Boone, NC. Jessica is grant funded through the CDC to implement primary prevention programming for middle school and college age students in Watauga County. She works closely with Appalachian State University through the Red Flag Campaign, a peer based bystander education program. Having worked with survivors of both sexual and domestic violence through direct advocacy in the past, Jessica is now committed to creating a world free of violence through education and activism.

**Scheherazade W. Forman, PhD**, provides strategic leadership for Student Development Services at Prince George's Community College through a proactive participatory style of management. She has worked in the community college environment for over 20 years. During that time she held numerous positions in student services and student affairs. She also obtained her Bachelor of Science and Master of Science from the University of Maryland University College and her Doctorate of Education from Morgan State University while working full-time. She completed leadership training with the National Council of African American Affairs (2007), the Institute for the Development of Multicultural Administrators and Faculty Community College Leadership Fellows Program (2006) and the 2015 Aspiring Chief Student Affairs Officer Institute. Additionally, she was the 2015 recipient of the NISOD Excellence Award. Her passion for helping the student define and reach success is evident in the work she does on campus and in the community.

**Rachel Friedman** was appointed Deputy Director of Men Can Stop Rape (MCSR) in 2012. Ms. Friedman focuses on the smooth integration of policy, development, finance, communications, programs, and administrative functions to ensure seamless operations and achievement of strategic goals. She leads the organization's Assault.



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Services. Knowledge. (ASK) project, a website and downloadable app that combines life-saving and pertinent resources for victims of violence, as well as their friends, family members, and colleagues. She played a lead role in establishing summer youth programs and is an architect of WISE, the organization's youth development program for girls. Ms. Friedman serves on the Leadership Council for the Victim Assistance Network of DC and has consulted to the White House Council on Women and Girls. She leads high-level technical assistance, trainings, and workshops; and has provided keynotes that discuss the role of women in healthy masculinity and the connections between MCSR's work and Judaism. Prior to joining MCSR, Ms. Friedman worked as a Research Analyst for the U.S. Dept of Labor - OSHA. Ms. Friedman holds an MBA from Trinity Washington University and graduated from the University of Massachusetts with a BA in Women's Studies.

**Trey Greene** is an MSW student working with the Center for Wellness Promotion at UNC Charlotte with a special interest in promotion of trans awareness especially as it relates to trauma prevention and recovery. He identifies openly as a transgender man and is founder of Transcend Charlotte, an organization which serves transgender adults in the Charlotte area. He plans to seek licensure to practice therapy as a licensed clinical social worker (LCSW) following the end of his graduate program in May.

**Leah Haake** is the National Programs Manager at Men Can Stop Rape (MCSR). She is the Manager for the ASK and UASK (Assault. Services. Knowledge.) campaigns, both locally and nationally. Leah has worked on the planning, development, population of content, editing, monitoring and evaluation of the platform. Leah has been leading a Photography Project with young women, who tell stories formed around the intersections of art, culture, and social justice in the lives of youth in Washington, DC. Leah graduated from American University in 2014 with a BA in International Studies and a minor in Public Health

**Ellen Hartman** is the Interpersonal Violence Support and Prevention Coordinator at Appalachian State University. Arriving at ASU in 2012, Ellen has experience with prevention and intervention work at both the college and community level. At ASU, she has worked with Complainants through the University's disciplinary process acting as a Student Conduct Counselor, and serves as the prevention coordinator for interpersonal, dating and sexual violence. Ellen also supports victims and survivors

as they navigate resources both on and off campus. Within the community, Ellen serves on the local Sexual Violence Prevention Task Force and volunteers with the local Rape Crisis Center as a Crisis Line Volunteer. Ellen is passionate about ending sexual violence and providing avenues for victims and survivors to receive the support and assistance they need and deserve. Ellen holds an MA in College Student Development, and is currently working towards her Ed.D. in Educational Leadership, both from Appalachian State University.

**Mary How, MA, ATR-BC** Mary is an art therapist with extensive experience helping people recover from trauma, mental illness and impulsive behavioral patterns. She has over 15 years of experience working with survivors of sexual abuse and assault, and specializes in leading groups using art therapy and mindfulness, emotion regulation, distress tolerance and interpersonal effectiveness skills training. Mary earned a master's degree in art therapy from Vermont College. She is board certified and registered as an art therapist and is currently president of the South Carolina Association of Art Therapists. Mary is the founder of Angelfish Creations, LLC. Through her company, Mary teaches people how to live consciously and creatively with passion and purpose. You can find out more about her art and work at [www.angelfishcreations.com](http://www.angelfishcreations.com).

**C. D. Ingram** is a Health Educator at the University of South Carolina (USC). His training is in social work, having earned a master's degree (MSW) from the University of Alabama and a bachelor's degree (BSW) from Miles College. C. D. provides a very unique perspective that is highlighted due to his experiences working with perpetrators and his current position of working with survivors. As a health educator with SAVIP, he has lead efforts to engage men around issues related to interpersonal violence, is a male advocate and a lead trainer. In this role, he has conducted over 600 presentations and served on nearly 60 panel discussions locally and statewide. He has also presented his work at several national conferences including the National Association of Student Personnel Administrators (NASPA), the National Conference on Violence Prevention, and the American College Health Association.

**Tanya Jachimiak, J.D.** received her Juris Doctor from DePaul University College of Law in 1998. After practicing employment law in Chicago for 10 years, she joined the



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University of Illinois at Chicago's Office for Access and Equity, where she served as Executive Associate Director and Title IX Coordinator. In November 2014, Tanya opened Wake Forest University's Title IX Office and serves as Wake's first full-time Title IX Coordinator. In this role, Tanya is responsible for the development and implementation of a comprehensive program of compliance with Title IX of the Education Amendments of 1972, Violence Against Women Act of 1994, Campus Sexual Violence Elimination Act and related laws and regulations.

**Flannery Jones**, is a Junior at the University of North Carolina at Asheville receiving her major in Anthropology and a minor in Psychology. She has been a visitor of Duke University's Women's Center since her childhood and has become involved in UNC Asheville's Feminist Collective and satellite queer communities. In 2009 and 2010, Flannery was given the opportunity to attend Duke University's alternative spring break with the Women's Center staff and interns. During those weeks, she traveled to New Orleans, LA, to aid in reconstructing homes damaged by hurricane Katrina. These days Flannery is active in raising awareness on UNC Asheville's campus about disabilities and gendered violence amongst the student population. She hopes to attend graduate school in order to conduct ethnographic research on the intersections of disabilities and gender and sexual identity.

**Claire Kaplan, Ph.D.**, has been Director of the Gender Violence and Social Change Program at UVA since 1991 and teaches courses through Women, Gender, and Sexuality Studies. Kaplan joined the anti-violence movement in 1981 as a volunteer with the LA Commission on Assaults Against Women (now "Peace Over Violence"), where she later became Director of Training & Outreach. Kaplan manages the SAPC listserv for campus anti-violence programs. She earned her B.S. from UC Davis, her M.P.W. from USC, and her Ph.D. in Education from UVA. Her publications include: "Domestic Violence-IPV," (Emergency Medicine Reports, 2006); "Shattered Pride: Resistance and Intervention Strategies in Cases of Sexual Assault, Relationship Violence, and Hate Crimes Against GLBT Students" in *Toward Acceptance: Sexual Orientation on Campus* (University Press, 2000); & "Violence Against Women" for *The Handbook for University and College Women's Centers*

**Jessica Krohn**, a licensed social worker, and New York native, is the founder and chief consultant for D.I.R.E.C.T.

Consulting. Ms. Krohn's career and training have focused on identifying, responding, investigating and preventing acts of violence throughout the lifespan, with a particular focus on adolescents and young adults. In 2012, Ms. Krohn transferred her skills and experience where she served an integral role in enhancing her alma mater, Binghamton University's, sexual and interpersonal violence prevention and response efforts. Ms. Krohn remains active in her community, serving on various boards and coalitions

**Nicole Madonna-Rosario, LCSW** has been at UNC Charlotte as the Interpersonal Violence Prevention Coordinator since April 2014. Nicole has been spearheading the awareness and education on UNC Charlotte's campus surrounding relationship violence, stalking and sexual assault. Nicole also provides individual survivors with confidential consultations about reporting options, education about consent, sexual assault and relationship violence and stalking. She is originally from New York and has been working with trauma survivors as a therapist for over 10 years. Prior to coming to Charlotte she was working in the Bronx, NY at Lehman College as a psychotherapist as well as leading the college's efforts surrounding awareness education.

**Melinda Manning**, is a former administrator at UNC-Chapel Hill who was one of five complainants in Title IX and Clery complaints against the university. She is a lawyer, a clinical social worker, and teaches higher education policy. She is currently on the Board of Directors at the North Carolina Coalition Against Sexual Assault. Melinda earned her J.D. and MSW from UNC-Chapel Hill.

**Luis G. Manzo, Ph.D.** is the Executive Director of Student Wellness and Assessment at St. John's University where he provides strategic vision for the Center for Counseling and Consultation, Disabilities Services, Health Services, Wellness Education and Prevention, and Campus Recreation. A licensed psychologist Dr. Manzo has over 15 years of experience designing and implementing university based mental health, sexual violence and substance abuse prevention and treatment programs. He holds a Doctorate in Counseling Psychology from Loyola University in Chicago, Master's degree in sport psychology from the University of North Carolina at Chapel Hill and received his undergraduate degree in psychology from Bates College. Luis has been a part of teams awarded several grants from The NYC DOHMH, USA Swimming,

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the New York State Office of Alcoholism and Substance Abuse Services, Department of Justice, and SAMHSA. Luis is a Robert Wood Johnson Foundation, Developing Leadership in Reducing Substance Abuse Fellow.

**Amily McCool, MSW, JD**, is the Systems Advocacy Coordinator for the North Carolina Coalition Against Domestic Violence. She brings over 14 years experience working in the domestic violence field as both a social worker and a lawyer, and has worked with both survivors and offenders at different stages of her career. After graduating from the UNC-Chapel Hill School of Law in 2008, she clerked for Judge Linda McGee at the NC Court of Appeals. She then worked for the Wake County District Attorney's Office for four years, focusing on prosecution of domestic violence cases. After leaving the DA's office she served as the part-time Domestic Violence Staff Attorney for Durham Legal Aid, representing survivors in their domestic violence protective order cases while also maintaining a small private practice representing survivors pro bono or low bono in their related civil matters such as custody and divorce.

**Simply Merelan** is a self-described servant leader. Her path towards social justice work began during her undergraduate career. After her undergraduate studies, Simply went on to earn a Master of Arts degree in Women's and Gender Studies from Rutgers University. Simply's community involvement includes serving as a volunteer for the Prince George's County Hospital Center, Domestic Violence/Sexual Assault Center. She also served as a volunteer victim advocate for Womanspace, Inc., a non-profit organization based in New Jersey. Simply currently serves as a Program Coordinator for the Violence Prevention Center at Prince George's Community College. In this capacity, she manages sexual assault, intimate partner violence and stalking initiatives. Prior to arriving to the College, Simply served as a Crisis Services Manager at the DC Rape Crisis Center. Simply also served as the Sexual Assault Response and Prevention Program Coordinator at Bowie State University.

**Beth Montplaisir, MA, LPCA, NCC** completed her Master of Arts in Counseling degree at Wake Forest University where she now serves as the Coordinator of the Safe Office. In this role, Beth serves as the primary victim advocate on campus for concerns related to sexualized violence, relationship violence, and stalking. She provides 24/7 confidential crisis response and support services including counseling, advocacy, and case management

for undergraduate and graduate students. She designs, implements, and assesses the prevention efforts for campus related to these issues in close partnership with campus and community stakeholders. Previously, Beth worked as a counselor specializing in child and adult offenders of child sexual abuse, children with emotional, behavioral, and learning challenges, and college students seeking academic coaching.

**Loreen N. Olson** earned her Ph.D. in Communication, from the University of Nebraska-Lincoln, and is an Associate Professor of Communication Studies at the University of North Carolina Greensboro. She also serves as the Director of Graduate Studies, Director of the Program to Advance Community Responses to Violence Against Women, and Facilitator of the Violence Prevention Network of Guilford County. Her research addresses communication issues related to gender, family, intimate partner violence, the dark side of close relationships, and the luring communication of child sexual predators. Currently, she and her colleagues are conducting research on campus sexual assault and examining the relationships between intimate partner violence and traumatic brain injury. Olson is a past chair of the Family Communication Division of the National Communication Association and editor of the Journal of Family Communication. She also co-authored *The Dark Side of Family Communication* and co-edited book (with Dr. Mark A. Fine) *The Darker Side of Family Communication: The Harmful, the Morally Suspect, and the Socially Inappropriate* (forthcoming).

**Amy Dellinger Page, PhD.**, is an Associate Professor and Chair of Sociology at Appalachian State University. She has published in the areas of gender variance, police officers' attitudes toward women and rape, and North Carolina sexual offender policy. Her teaching and research interests include gender, sexual violence, and sexual offender legislation. She serves as the Co-chair of Appalachian State University's Interpersonal Violence Council. Amy holds an MA in Counseling Psychology from Radford University in Virginia, and a PhD in Sociology from the University of Tennessee.

**Rashona Sharpless**, Gender Violence and Social Change Outreach Coordinator, received her B.S. from Appalachian State University and her M.S. from the University of North Carolina at Charlotte in Criminal Justice and Criminology. Rashona moved from Charlotte, North Carolina to Charlottesville, Virginia. Among her responsibilities with GVSC are coordinating the Men's Leadership Project (a

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mentoring program that connects undergraduate men with middle school boys), providing leadership with the Green Dot program at UVA, and co-leading Survivor Support Network training workshops with Claire Kaplan. She enjoys traveling, eating, and writing her food blog.

**Stephen M. Thompson**, is one of America’s leading experts on sexual assault. His unique approach is a result of over 40 years of research and street experience involving thousands of interviews with survivors and offenders. Through his work with the Department of the Navy, he has presented programs dealing with bystander intervention, sexual assault, and stalking, throughout the world. Thompson is an assault investigation consultant and criminal profiler. He is a court qualified expert witness and has consulted with many agencies and the media on some of the country’s most public cases. Thompson is credited with researching and labeling date rapists as the “Nice Guy” when he published; “Date/Acquaintance Rape - The Crime and Criminal Profile”, Campus Law Enforcement Journal, May 1995. He is responsible for creating the widely acclaimed program, “No Zebras, No Excuses – Engaging Bystanders in Sexual Aggression”. Thompson is emeritus faculty at Central Michigan University and the CEO of No Zebras & More L.L.C.

**Jacquelyn W. White, PhD** is one of the co-organizers of ARC3 and has conducted research on gender issues, sexual victimization, and intimate partner violence for

over 35 years, and led one of the few longitudinal studies of sexual and physical dating violence among adolescents and college students. This work has documented myriad predictors, correlates and consequences of sexual and physical violence in relationships. This work also has challenged the assumption that the majority of rapes on college campuses are committed by a small group of serial rapists. She is a past editor of Psychology of Women Quarterly, past president of the Southeastern Psychological Association, past president of the Society for the Psychology of Women, and founding Co-chair of the National Partnership to End Interpersonal Violence. She is co-editor of the forthcoming American Psychological Association Handbook on the Psychology of Women.

**Amea Wurzburg** is the Sexual Violence Prevention Program Manager at UNC Student Wellness, where she runs the bystander intervention program on UNC-Chapel Hill’s campus. She earned her BA in History from Barnard College of Columbia University and anticipates finishing her MPH at UNC’s Gillings School of Global Health in Spring 2017. Before moving to North Carolina, Amea worked at an organization in India focused on HIV, where she worked on projects related to rights-violations, LGBTQ health, and domestic violence. She also spent three years volunteering as a rape crisis counselor and advocate in an emergency department in NYC and over a year in East Africa on various sexual and reproductive health projects.

## YOUR NOTES

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# Appreciations

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