Juliette Grimmett, Practitioner: Campus & Community

- MPH in Health Behavior and Health Education
- IPV prevention and advocacy since 1995
- Worked at a community RCC for 3 years
- Worked on 3 different campuses
- Founder of Chrysalis Network: Consultant for DHHS, NCCASA, NCCADV, various NC campuses, schools, and community-based agencies.
- Mother to 2 and 5 year old boys, Sky and Harper
- Loves the Boston Red Sox
Jen Przewoznik, Practitioner & Researcher: Non-Profit Agency

- MSW
- Has been working in the areas of LGBTQ and women’s health for over 15 years.
- Founder of the Queer Research Consulting Collaborative.
- Coordinates the NC Campus Consortium
- Housemate to 5 rescued animals.
Icebreaker: I’m someone who...

- Couldn’t get enough of the World Cup
- Works on a college campus
- Works in a community-based agency
- Has experience working with LGBTQ people
- Loves to cook
- Is from New England
- Has pets
- Creates sexual violence prevention programs
- Enjoyed some beach time this summer (or will soon)
Project Background
NC Sexual Violence Prevention Team

- Statewide interdisciplinary group
- Funded by Centers for Disease Control & Prevention, through the Department of Health & Human Services
- NCCASA provides technical assistance
- 8-year planning process
- Prioritized college and university students, staff, faculty and administrators as one of the major populations
Campus Subcommittee Members

- Carolina Alzuru, NCCADV
- Chimi Boyd-Keyes, NC Central University
- Julie Gooding-Hasty, Department of Health & Human Services
- Juliette Grimmett, NCSU/Chrysalis Network
- Margaret Henderson, UNC-CH
- Monika Johnson-Hostler, NCCASA
- Bob Pleasants, UNC-CH
- Kelli Raker, UNC-CH
Prioritized Areas for Campus SV Prevention Work

- Historically Black Colleges & Universities
- Community Colleges
- LGBTQI People
- Intersectionality
- Increased funding opportunities
By December 2015, IVPB will collaborate with at least 5 universities to determine the needs of LGBTQI-identified students on NC campuses as they relate to sexual violence prevention, and as informed by the data received from a state-wide survey.
Bringing the project together
Overall rates of reports of anti-LGBTQ violence remain constant with 2,001 incidents reported in 2013, but the severity of the incidents increased (NCAVP, 2014).

Transgender women, people of color and gay men face the greatest risk of homicide (NCAVP, 2014).

Transgender women, undocumented LGBT people and HIV-affected people, LGBT and HIV-affected people of color, and gay men have the greatest risk of experiencing severe violence (NCAVP, 2014).

From 2012 to 2013 fewer survivors are reporting violence to the police (only 45%, down from 56% in 2012) and those who chose to report often face hostility (32% of those who reported the violence experienced police hostility during reporting) (NCAVP, 2014).

18 homicides of LGBTQ people reported in 2013, down from 25 in 2012. (NCAVP, 2014). – however these deaths disproportionately involved victims who identified as transgender people, people of color, transgender people of color and gay men (NCAVP, 2014).

90% of LGBT murder victims in 2013 were people of color, compared to 70% in 2011 (NCAVP, 2014, NCAVP, 2011).

LGBTQ people report substantial police misconduct when engaging with the police (NCAVP, 2012).

1 in 8 lesbian women, 1 in 2 bisexual women have been raped at some point in their lives. 4 in 10 gay men and 1 in 2 bisexual men have experienced SV other than rape at some point in their lives (NISVS, 2011).
Violence Against LGBTQI People

- 22-38% of trans* people have been harassed by police, with upwards of 15% experiencing physical abuse and 7% being sexually assaulted by law enforcement (Forge, 2012).

- LGBTQ respondents of the National Campus Pride Climate Survey (2010) were significantly more likely to experience harassment (23%) than their heterosexual counterparts (12%). Those who ID’ed as Queer were the most likely to experience harassment (33%).

- 39% of transmasculine respondents, 38% of transfeminine respondents, and 31% of gender non-conforming (GNC) respondents reported experiencing harassment compared with 25% of men and 19% of women.

- Respondents of color experience higher rates of racial profiling, race-based harassment. Transmasculine, transfeminine and GNC students of color report the highest rates of harassment of all groups surveyed.
Planning Challenges and Lessons Learned

- Envisioned a variety of different approaches – took several phases to work through best approach
  - Lots of honest discussion
  - Committed to doing it right over doing it quickly
  - Committed to the project being informed by the community and not by the coordinators
Safe and Healthy Campuses for LGBTQI-Identified College Students in North Carolina

Project Goals:
1. Conduct a statewide survey of LGBTQ-identified NC college students
2. Develop effective and realistic strategies that NC campuses can implement to improve sexual assault prevention and response for LGBTQ-identified students.

Partnership: UNCG, NCCASA, DHHS, Chrysalis Network

- Develop the NC College Campus Advisory Team (NCCCAT) on LGBTQI and Sexual Violence:
  - 2 Meetings sponsored by UNCG (January and Fall 2014)

To create a safe space, members were *invited* or *referred*

- 36 wanted to participate
- January 10, 2014 @ UNCG, 9am-4pm
- 28 attended + organizers
  - Many came during the first week of the semester, some driving several hours.
  - 9 Sexual Violence Staff
  - 12 LGBTQI Staff/Graduate Students
  - 7 Students (6 undergraduate, 1 graduate)
January 2014 NCCCAT Meeting

- Background, purpose, and shared language
- Determining barriers
- Population-specific challenges
- Campus-specific challenges
- What does prevention look like?
- Campus Successes
- Making campuses safe for all
- Question brainstorm
Meeting results
Identifying Barriers

What are the facilitating factors on a campus that perpetuate violence and discrimination against LGBTQ communities?

- Allowed for an honest discussion about being frustrated with students who keep hitting walls/barriers. Helped remind us that it is not their fault.
  - communication is challenging
  - trust is difficult
  - helpers have a lot of responsibility
  - tried to find shared language
  - barriers affect providers
  - desire (and action) to remove all barriers
Identified Barriers

- Ignorance
- -isms
- Stigmas
- Religiosity
- Tokenism
- Lack of education/training
- Lack of visible policies/enforcement
- Inclusive language not reflected in written/print materials
- Lack of community dialogue

- Homophobic/close-minded student body
- Lack of gender neutral bathrooms
- Support for Chick-fil-a on campus
- Prejudice among sports and Greeks
- Fear of being outed
- Belief that the conversation doesn’t need to happen – Denial
- Housing assignments
- Lack of dedicated resources (staff, center, safe space, training, etc.)
Identified Barriers, cont’d

- Corrupt/bias university officials
- Role models are silenced
- Silence around violence of LGBTQ
- Representational hiring practices
- Not enough LGBTQ-identified or ally faculty / staff visible to the student population
- STEM fields seen as objective or technical, perpetuates the silencing of queer voices in those programs.
- More resources devoted to educating straight allies than LGBTQ-focused programming for students
- Lack of appropriate response/sanctions for perpetrators of discrimination or harassment
Identifying Population-Specific Challenges in reporting SV

- LGBTQ communities
- Men
- International students
- African American
- People who are differently abled
- Students from families with traditional, non-accepting faith

In addition to these barriers, they also have the "normal" barriers of a survivor of sexual violence.
Imagine it’s the year 2030, and all LGBTQ students feel safe and healthy on campus. What had to happen for this to occur?
GO-GOs

- Decrease influence of religion when making laws
- Recognition of all types of families
- All people can control their own reproductive health choices
- LGBTQ education begins in pre-K and is privately and publicly funded, required
- National policy recognizes gay marriages/unions
- Respect by police administration: non-discriminatory practice
- Gender-neutral bathrooms
- Reduce hegemonic masculinity
- Comprehensive health-care for all gender identities
- All violence is not tolerated

- LGBTQ identified person is president of college
- Racism eradication
- Resources are more reliable
- Elimination of gender-bias
- Gender diversity in all levels of university
- Funding for LGBTQI programs
- Supportive upper administration
- Equality among entire community
- Hiring professionals of the LGBTQI community
- Pride in groups: opposite of internalized oppression
- Person’s gender and sexuality is notable but not that important
GO-Gos Cont’d

- LGBTQ and transgender friendly insurance
- LGBTQ centers on all campuses
- LGBTQ history to be included in academic discourse
- Open communication dialogue
- Sexual orientation are expressed in admissions process: within demographics section
- Gender and heterosexual eliminated from college forms and websites
- Greek life becomes gender-neutral in membership requirements
- Federal anti-discrimination acts
- Violence against LGBTQ eliminated
- Change of cultural norms regarding gender
- Increase awareness and empathy for others
- Student health centers have inclusive forms
- All faculty, staff, students receive comprehensive training on LGBTQ community/issues
- Equal and visible representation of LGBTQ community
- Consistent enforcement and penalties for incidents of administration
Campus Successes

- LGBTQIA Centers – 5, 1 HBCU
- Rewritten SA Policy to be more inclusive
- Increase in AIDS Awareness programs
- SGA put forth legislation to include LGBTQI community members
- More trans-inclusive healthcare
- Gender-neutral housing, some in first-year buildings
- Gender-neutral bathrooms in student center
- LGBTQIA campus climate survey
- LGBTQIA task force
- Increased number of campus allies – including new hires
- Safe-Zone Training Programs
- Increased programming & awareness
- Overall change in student culture
- LGBTQI communities included in bystander training programs
- Changed blackboard and school ID program to student’s preferred name
- One campus rated the second most LGBTQ-friendly campus in the country
GO-Go’s in Action: Making Campuses Safe

**Make Health Center’s Forms Inclusive**
- hire staff that are culturally competent
- gain administrative support and invest in idea
- make all programs inclusive

**Eliminate Gendered Language**
- evaluation of website and marketing materials
- standards for language with documents to guide material creation
- active campaign to raise awareness and educate campus community on inclusive language

**Gender Equality**
- tenure and promotion processes have equalize representation
- men’s programming focused on raising awareness
- recruit and retain women in STEM and male dominated fields and men in female dominated fields
- paid paternity leave and maternity leave
What questions should we ask LGBTQ people to understand their needs related to health, well-being and safety on college campuses?

- Do you feel comfortable speaking to a representative on campus?
- What would need to change to make you feel safer on your campus?
- Has your identity been a barrier in classroom discussions?
- Do you utilize student health center / other services? If not, why?
- What are your preferred pronouns?
- How is information presented to you? What is/isn’t gender-neutral or LGBTQ oriented?
- What are we doing right?
- What are the elements of a safe area on campus?
Survey Tool
Understanding the Challenges with LGBTQI Data Collection

- Measures that seek to collect information about the lives of LGBTQI people are often unreliable and methodologically unsound.
  - Do not consider the impact and consequences of information-sharing (the role of social stigma)
  - Conflate sexual orientation and gender identity
  - Do not understand or take into account the nuances and complexities of LGBTQI communities/lives.
  - Do not ask questions that are relevant and, therefore, do not often reflect an understanding of LGBTQI experiences.
Creating the Survey

- Did not want to reify historical measurement issues.
- Used many of the suggested questions from NCCCAT.
- Reviewed a variety of measures and survey tools.
- Created some brand new questions based on the committee’s experience.
- Had to be “OK” with survey and results being challenging from a data analysis perspective.
Launching the Survey

- Vetted by NCCCAT
- IRB Approval
- Advertised through facebook, twitter, and email
- Link to survey housed on North Carolina Coalition Against Sexual Assault (NCCASA) home page.
Respondents

- Data about respondents
Results

Summary of themes from the survey
Fall 2014 NCCCAT Meeting

- To review data from the survey and develop strategies to disseminate to NC colleges
Discussion of Possible Strategies
Dissemination & Evaluation

- NCSVPT Campus Subcommittee will disseminate strategies to all NC campuses
- NCSVPT Campus Subcommittee will conduct a follow-up evaluation for strategy implementation
Final Thoughts & Questions
Thank you!

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