

eliminating racism
empowering women

ywca

Evanston/North Shore



**I'M A
VOICE
FOR THE
FUTURE**



**I'M A
SURVIVOR
FOR MY
KIDS**



**I'M A
CHAMPION
FOR
STRONG
WOMEN**



**I'M A
SWIMMER
FOR LIFE!**

Introductions

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Objectives

YWCA Services

Overview of Restorative Justice

Importance of Incorporating Prevention

Examples of Implementation

Wrap-Up and Next Steps

YWCA Services

Supporting

Supporting domestic violence survivors

Preventing

Preventing relationship violence

Advocating

Advocating for racial and gender justice

Promoting

Promoting health and well-being

Prevention and Education

Comprehensive Sex Education

Domestic Violence Education

Youth Leadership and Development

Building Healthy Relationships Curriculum

Community Awareness Events

Crisis Response



Restorative Justice

Basics of Restorative Justice



- Practice of repairing harm
- Accountability must be taken
- Victims are central to process
- Acknowledge those in the community
- 5 "R"s
 - Relationship
 - Respect
 - Responsibility
 - Repair
 - Reintegration

<https://conflictcenter.org/>



Benefits of Restorative Justice

Deep roots in
Indigenous
practices

Reduces racial
disparity in
discipline

Disrupts school to
prison pipeline

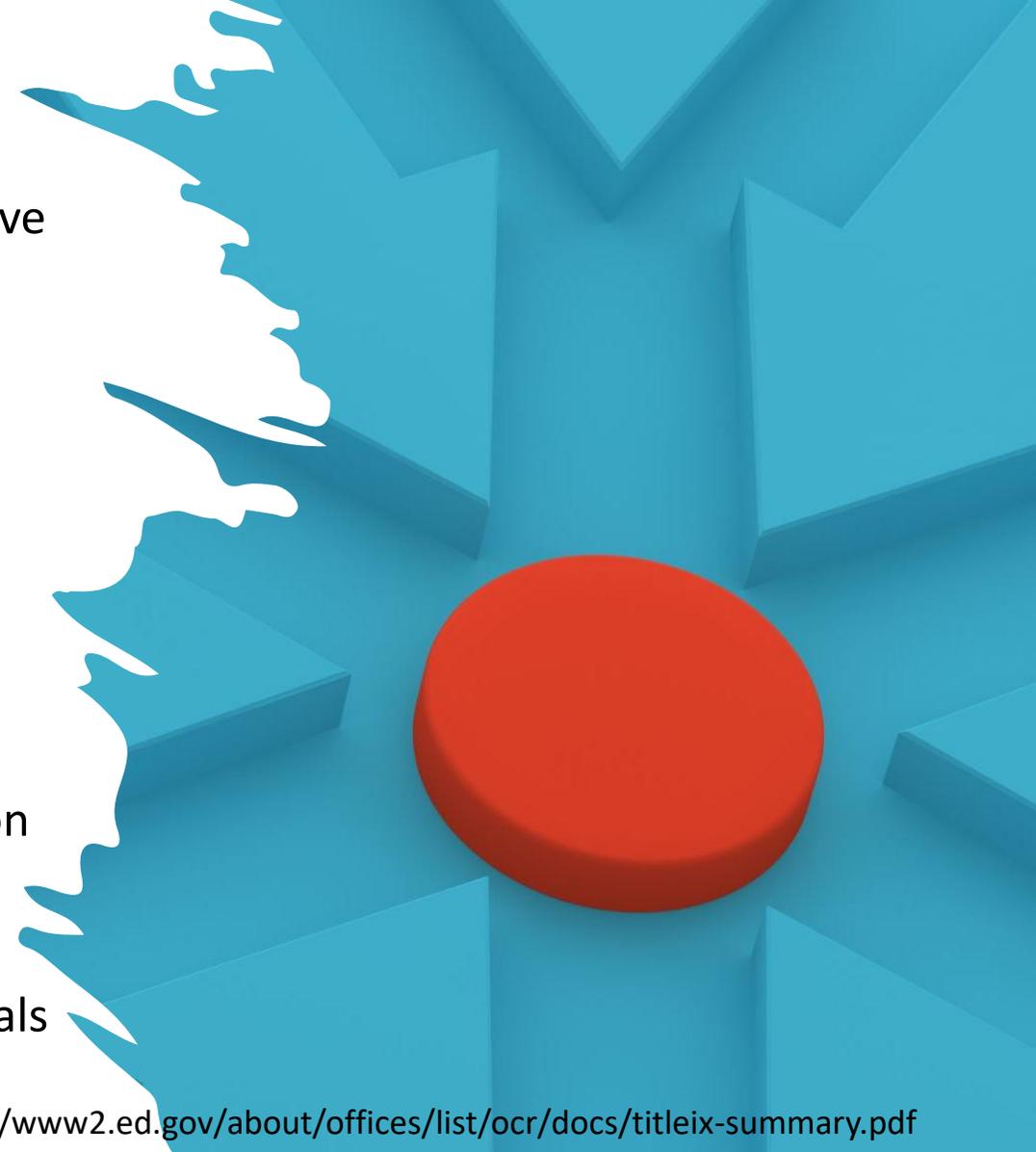
Prioritizes
community and
requests of the
victim

Informal Resolution

"voluntary, structured interaction between involved parties to resolve the allegations"

- May be offered by Title IX Coord or petitioned by either party
- Process will be supervised with proposed terms
- Voluntary for both parties and must submit written request
- CANNOT be offered if the complainant is a student and the respondent is an employee
- Does not require that parties confront one another
- May consult with an advisor
- May withdraw until both parties have signed a written resolution agreement
- Facilitator can end the resolution process
- Both parties and facilitator have an opportunity to offer proposals
- All must agree to the outcomes

<https://www2.ed.gov/about/offices/list/ocr/docs/titleix-summary.pdf>





Incorporating Prevention Education

Including Prevention

Emphasis on community

Principle of reintegration

Hoping to shift culture

Education is prevention

- Consent, healthy/unhealthy relationships, resources, etc.



Evaluate for Ongoing Prevention

- Reporting can be an indicator of campus culture
- Look for common signs and issues
- Inform future prevention and education efforts



Case Studies



Considerations



Training for faculty and staff



Education for other student orgs and groups



Provide roundtable discussions



Commit to ongoing prevention education



Ground efforts in community values

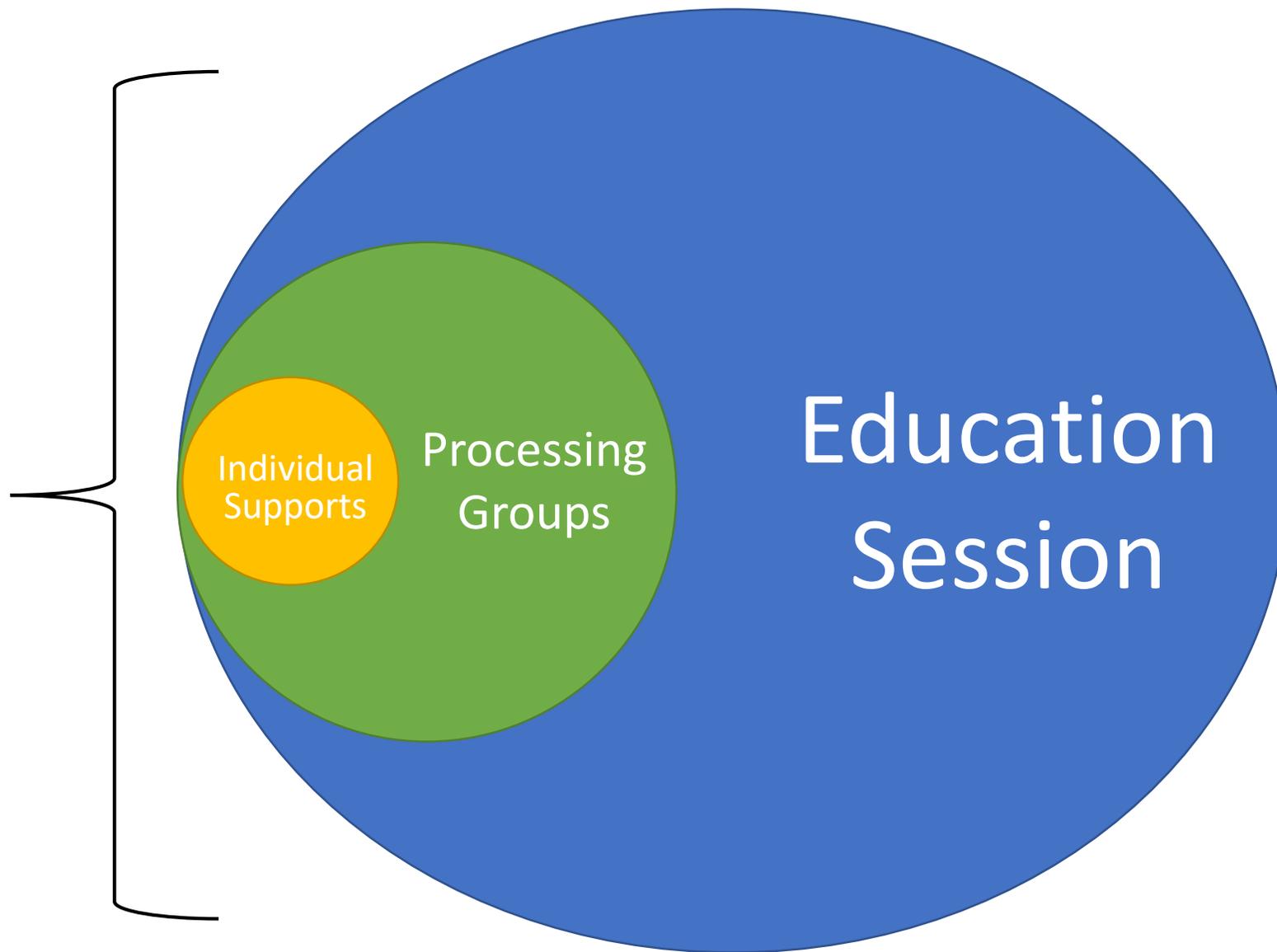
Public Middle School Example: Background

Sexual video involving multiple students shared digitally

School staff found out because the video was so widespread amongst students of other grades

A Tiered Response

full
student
body



Education session

Context and school values

Definitions and Laws

Share resources

Connected to previous learning
(Erin's Law, Sex Ed)

Suburban Private College

Title IX complaint
of sexual assault
against a football
player

Both agreed to
informal
resolution

Allowed for each
story to be shared

Overall Response

MUST ACKNOWLEDGE THE HARM

NEGOTIATED A SERIES OF MISSED GAMES AND PRACTICES

REQUESTED PREVENTION EDUCATION FOR ENTIRE FOOTBALL TEAM AND STAFF

Prevention Education

Ground in values – campus, NCAA, and personal

Definitions – sexual assault, consent, etc.

Setting and respecting boundaries

Bystander Intervention and Rape Culture

Promote healthy relationships

What are your personal values?

What personal experiences made you value this quality or principal?

How do these values currently manifest in your life?

Do you feel like you're currently embodying that value?

Why or why not?

Respecting Boundaries



Clearly communicate and ask questions



Accept what the other person is communicating



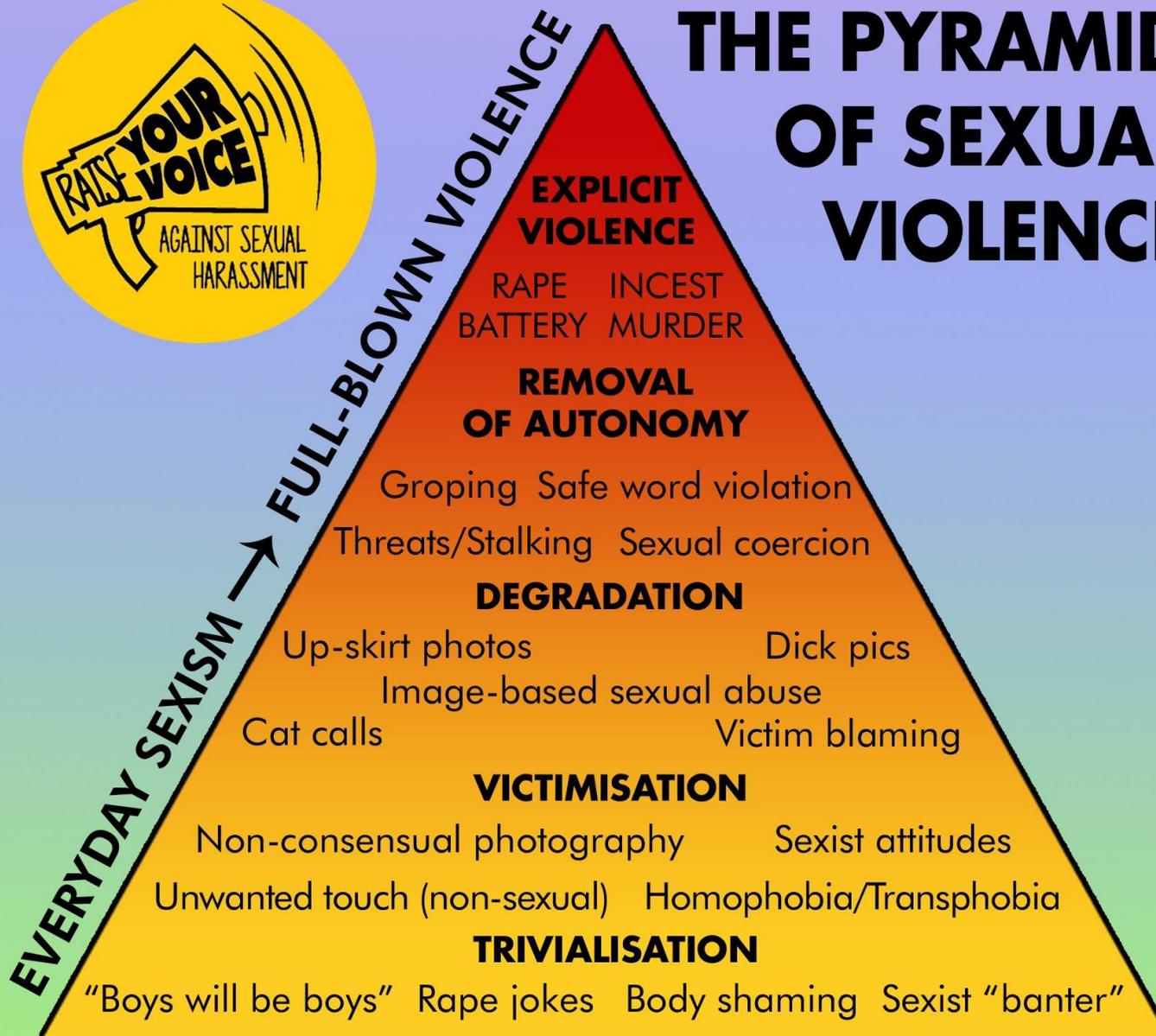
Respect the autonomy of other people



Continue to work on yourself



THE PYRAMID OF SEXUAL VIOLENCE



Scenarios

1. You are in the cafeteria with your friends and a group of other students nearby start making sexual gestures and comments to one of your friends that's sitting with you. Though trying to ignore the comments, you see that your friend is upset
2. A co-worker starts talking about a recent high-profile rape case and blames the victim for what happened
3. A friend of yours tells you that their boyfriend is forcing them into sexual situations that they don't want to participate in and are uncomfortable with
4. You overhear someone in your class talking about their girlfriend, making fun of her clothing and calling her a "whore and slut"
5. A friend of yours tells you that he thinks his girlfriend should drop out of school and take care of him before she completes her degree because he is the "bread winner"
6. You notice that a classmate of yours is making demeaning comments about the women in class and is regularly taking credit for the ideas of women in the class

Promote Healthy Relationships

Comfortable Pace

Trust

Honesty

Independence

Respect

Equality

Kindness

Taking Responsibility

Healthy Conflict

Fun

Practice Scenario (Based on *Sexual Citizens*)

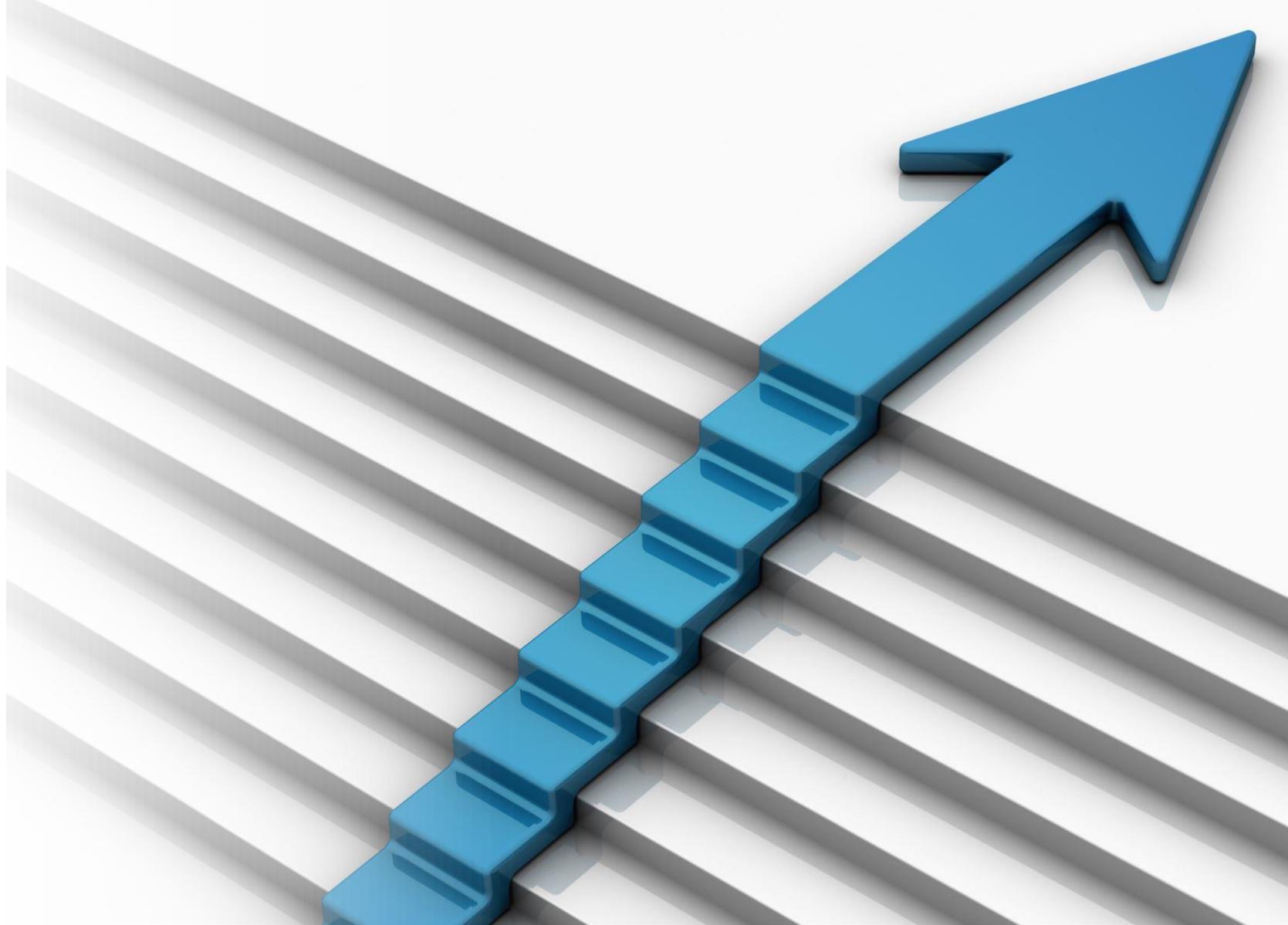
- Karen's ex-boyfriend was crushed by news of his sister's cancer recurrence. He texted to see if she had time to talk. They met up in a park, walking over to some boulders and climbing up to watch boats go by on the nearby river. Karen was weirded out when he pulled her close and started to kiss her. She'd come to meet him thinking she was supporting a friend in crisis. Sex was the last thing on her mind. She still found him very attractive but wasn't interested in anything sexual. He didn't notice or seem to care. He pushed her up against the rock and raped her. He used physical force. She said "no" and was very clear. Karen reports the assault to Title IX, looking for resources and support. Her ex-boyfriend who assaulted her, is not a student at your campus.

Resources for Ongoing Prevention

- One Love
- Love is Respect
- 3 R's
- Scarleteen
- Expect Respect
- Planned Parenthood

Next Steps

- Develop strong informal resolution process
- Work on institutional buy-in for restorative practices
- Continue prevention education, regardless of reports
- Focus on community and cultural shifts
- Reach out for support





Questions?