



2023-2024 **ANNUAL** **REPORT**

Prevention, Outreach &
Education Department

MICHIGAN STATE UNIVERSITY





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Letter From Executive Director

Spartan Community,

It has been an extremely unique year of growth and reflection in the Prevention, Outreach and Education Department. I am both thankful and proud to present our 2023-2024 annual report and continue to highlight the incredible work accomplished inside the branches of POE.

This year the Prevention, Outreach and Education Department hosted the Big 10 Prevention and Response Gathering for a second time. This gathering is an incredibly inspiring event that brought practitioners from institutions across the country to collaborate, network and support one another. This year we were joined by two additional institutions joining the Big 10 (University of Oregon and University of Washington), which allowed our creative collaborations to expand even further.

POE also celebrated an important milestone: 15 years of dedicated prevention efforts and 5 years of being established as a department inside the Office for Civil Rights, Title IX Education and Compliance. We hosted a celebration which was attended by friends, family and supporters of the prevention efforts at Michigan State University on April 5th, 2024. This anniversary event reflected both on the challenges and the future of prevention programming. It provided the MSU community time to celebrate and uplift the critical work provided by this dynamic team as well as a time for reflection of our amazing growth and innovation.

I am looking forward to the coming year with both a renewed sense of gratitude and a profound sense of pride in being such an impactful part of the Spartan community.

Sincerely,

Kelly Schweda (she/her/hers)
Executive Director
Prevention, Outreach and Education Department



Kelly Schweda (she/her)
Executive Director





Department Mission & Focus Areas

"Empowering community commitment to end gender-based violence through education, outreach and social change."

**Undergraduate Student
Prevention Services**

**Employee and Graduate
Student Prevention
Services**

**Climate and Response
Services**

During the 2023-2024 academic year, the Prevention, Outreach and Education Department enhanced and strengthened its new three-branch model created in the last year. The three branches include the Undergraduate Student Prevention Services (USPS), the Employee and Graduate Student Services, and Climate and Response Services. Each branch is led by a member of POE's leadership team and involves intentional strategies for engagement with each of the specific audiences. This streamlining of resources, services and initiatives provides an opportunity for holistic, multi-tiered campus and community engagement, prevention work and collaboration.

Undergraduate Student Prevention Services

The Undergraduate Student Prevention Services branch of POE is a dynamic team whose work focuses on the engagement and prevention education for undergraduate students. This branch oversees many of the departmental core programs, such as SARV Prevention Program, Bystander Network, Spartans Against Violence, and Greeks Take the Lead. In addition, new initiatives such as Undergraduate Student Employee program and enhanced Live On Prevention programming were launched this year with positive feedback from campus partners who participated.

This branch has many opportunities for student engagement including peer educators, peer mentors, Its On Us activities, and Student Voices for Prevention Initiatives (SVPI). These opportunities allow undergraduate students to be a critical part of shaping the climate and culture of MSU as well as providing feedback and innovative ideas to enhance the prevention programming at MSU.

This branch is led by Megan Varner (she/her), who became the first Director of Undergraduate Student Prevention Services this year. Her creativity and outstanding knowledge of prevention programming and undergraduate student engagement has already greatly enhanced the scope and supports offered in her branch.



Megan Varner (she/her)
Director

USPS Team Members:

Melissa Wagner (she/her)
Prevention Education
Manager

Garrett McAlister (he/him)
Prevention Education
Manager

Alison Webb (she/her)
Prevention Education
Manager

Alex Babbitt (he/him)
Peer Education Manager



**SARV Prevention
Program**

Bystander Network

**Online Undergraduate
Education**

Greeks Take the Lead

Spartans Against Violence

Peer Education

**Student Voices for
Prevention Initiatives**

**Graduate Student
Practicum**

**Spartan Men &
Masculinity Network**

**Live On Prevention
Workshops**



SEXUAL ASSAULT & RELATIONSHIP VIOLENCE PREVENTION PROGRAM

The Sexual Assault and Relationship Violence (SARV) Prevention Program is the oldest prevention program at Michigan State University, celebrating its 15 year anniversary this year. This program, required for all first year undergraduate and transfer students, is an educational workshop focused on providing foundational learning of gender-based violence, university policies, and resources available to those who have been impacted. SARV Prevention Programs are facilitated by undergraduate student Peer Educators and explore ways students can intervene and work to begin changing the culture to help create a community free from gender-based violence. In addition to the general program, several identity-centered options are available for students such as LGBTQIA2S+, international students, sensory-friendly, and transfer student options.



9 out of 10 Spartans would use at least 1 strategy to intervene to keep a fellow Spartan safe



81%

of Spartans are likely to develop a plan for ways they might safely intervene as a bystander if they see potential abuse happening around them



More than 8 out of 10 Spartans are confident in their ability to report RVSM incidences and know where to go for support and resources



"What is the most important thing you learned from the SARV Prevention workshop?"

"One thing that I learned during the SARV Prevention workshop is that it's ok to speak up about things that we've experienced or if we need help."

"I learned the different signs of an abusive relationship and I learned about the different resources MSU offers for free."

394
workshops

11,160
participants

14
locations
across
campus



BYSTANDER NETWORK

Bystander Network training is required for all second-year students. This training also utilized peer educators and focuses on active bystander strategies to create a safer community. In the 2023-2024 academic year, the program migrated back from virtual, live sessions to its original in-person format.

This enabled students to better engage with Peer Educator presenters and discuss strategies for intervention utilizing various scenarios and topic matters related to bystander intervention. The training also emphasizes supporting survivors and creating a campus environment free from harm and harassment.



9 out of 10 Spartans are willing to use one or more strategies to keep a fellow Spartan safe.



Nearly 9 out of 10 Spartans are likely to talk to a friend who seems to be pressuring their partner to do things their partner does not want to do.



9,683
participants

127
workshops

6
locations
across
campus

Building on the foundational knowledge established in previous prevention training, third- and fourth-year undergraduate students are required to complete annual online modules on preventing relationship violence and sexual misconduct. These modules enhance students' ability to intervene when friends engage in unsafe or unhealthy behaviors, addressing situations before they escalate.

ONLINE UNDERGRADUATE EDUCATION

15,649

Undergraduate students listed as year 3 or above in class standing completed this training during the 2023-2024 academic year

GREEKS TAKE THE LEAD

Greeks Take the Lead (GTTL) programming provides fraternity and sorority members with advanced education on gender-based violence, empowering members to strengthen the culture of their chapters to foster safe and respectful environments. GTTL offers programming for fraternity and sorority leadership, new member orientation, individual chapter trainings, and general sessions open to all Fraternity and Sorority Life members.



“This information doesn't just apply to being a college student, this applies to my entire life. As a young adult, even if I end up being a parent and thinking about this information for my future children, it can apply at any time and anywhere not just in fraternities.”
- IFC Member on “Identity in Title IX” with Trace Camacho

2023-2024 Speaker Sessions

Looking Into the Mirror: Our Values and Hazing Prevention

Dr. Tom Fritz, MSU Office for Civil Rights Title IX Education and Compliance

Supporting Survivors of Sexual Misconduct in Fraternity and Sorority Life

Cierra Stubbs & Caroline Silvia, MSU Center for Survivors

Supporting Survivors of Unhealthy Relationships in FSL

Lara Hayden, MSU Safe Place

Crime Survivors for Justice: Healing Through Action

Priscilla Bordayo, Author and Advocate

Empowered: Getting More Involved in Violence Prevention and Response [Panel]

Representatives from MSU POE, Women's Center of Greater Lansing and Center for Survivors

Identity in Title IX

Trace Camacho, University of Southern California

Prevention as Mission-Centric in FSL

Ashley Schulte, Phired Up

Survivorship & Masculinities

Kyle Richard, It's On Us

Let's Talk Healthy Relationships!

Sowmya Satagopan, One Love Foundation

Creating Communities that Support Survivors

Kimberly Corban, Survivor Advocate

“I can make sure to keep my brothers accountable in case they commit any actions that are not appropriate.”
- MGC Member on “Healthy Relationships & Navigating RVSM Policy” with POE team

“[I learned] to be more aware, and not afraid to speak up when things bother me. Letting go of stigmas and be able to speak up to better myself.”
-NPHC Member on “Survivorship & Masculinities” with Kyle Richard



Kimberly Corban with Alpha Phi



Kimberly Corban at MSU

SPARTANS AGAINST VIOLENCE

The Spartans Against Violence program is focused on educating and empowering Spartan student-athletes and athletics department staff to prevent sexual misconduct, relationship violence, and stalking. Student-athletes participate in two 90-minute training sessions over the course of the academic year.

Session 1

Session one focused on understanding MSU's Anti-Discrimination (ADP) and Relationship Violence and Sexual Misconduct (RVSM) policies, including terms and definitions. Athlete participants also reflected on bystander intervention and personal barriers to intervention.

Session 2

In session two, student athletes explored how personal values connect to bystander intervention and healthy relationships. Through facilitated dialogue, participants were able to examine how to use bystander intervention as a tool to combat gender-based violence norms and addressed the unique dynamics of power and control within sports culture.

“I learned some ways to combat a situation other than direct confrontation that might actually be comfortable for me but can still help.”
-Session 2 participant

“I feel as if I can notice key signs and signals of relationship violence now. It made me understand that things that may be 'small' to others are not actually small in the grand scheme of things.”
-Session 1 participant

“I can make a difference in difficult situations.”
-Session 1 participant

100%
**Student Athlete
Participation**

“[I learned] how our values directly affect our day to day actions and our ability to impact gender based violence”
-Session 2 participant

PEER EDUCATION

CONGRATULATIONS Scholarship Recipients

Nazifa Begum
Halima Walters



Peer Educators are a dedicated team of undergraduate students trained to facilitate the department's live workshops for undergraduate students. In addition to facilitating trainings, Peer Educators participate in various initiatives throughout campus on behalf of the department. POE strives to create opportunities for Peer Educators to build on their current knowledge and skills, and works to center five core competency areas in the student experience: Leadership, Cultural Competency, Workplace Development, Communication, and Education.

The department also offers an opportunity to become a Peer Mentor. This leadership position is designed for Peer Educators who are ready to elevate their skills and provide mentorship to other peer educators. The Peer Mentors are provided with additional opportunities within the POE department that include things such as leadership development, special projects, new initiatives, and Peer Educator support.

2023-2024 Peer Educator Team



“Currently, POE educators play a crucial role in addressing harmful stereotypes associated with sexual assault and relationship violence. We promote an on-campus climate rooted in respect and consent and practice it in our everyday lives. One of the most important roles that I believe we have, no matter how small, is not tolerating jokes about sexual assault and relationship violence in our own communities. Setting the standard for our peers, we have the opportunity to shape an empathetic and supportive campus climate.” –POE Peer Educator

“From the moment I joined the POE department, this new community quickly became a valuable part of my college experience, offering a space where conversations about sensitive topics were not only encouraged but essential. I didn't just gain new knowledge; it also deeply ingrained in me a sense of responsibility to further the conversation on social issues.” –POE Peer Educator

Over the 2023/2024
academic year...

5
Peer
Mentors

39
New hired
for fall
2024

83
Peer Educators

STUDENT VOICES FOR PREVENTION INITIATIVES

Student Voices for Prevention Initiatives (SVPI) is a student advisory council to POE comprised of undergraduate student liaisons and was founded in Spring of 2021. SVPI meets monthly to review POE's current undergraduate student programming and initiatives, and most importantly, to provide feedback and engage in conversations regarding gender-based violence prevention at MSU. This year's engagement opportunities for SVPI included feedback on the newly launched POE website, POE's social media strategy, the Spartan Men and Masculinities Network programming, recommendations regarding the results of the 2022 Know More Survey, among other topics and opportunities to build community with one another.

SVPI COUNCIL MEMBERS:

Anushree Ravi
Student Health Advisory Council

Connor Wynne
Interfraternity Council

Drue Bender
Student Life & Engagement; NAACP

Isabella Stephanoff
Panhellenic Council

Prerna Chahal
Spartan Association for Public Health

Sarah Downing
POE Peer Educator; SACI

Josie Danielkiewicz
Women's Council

Julia Doherty
Residence Hall Assembly

Kathryn Harding
Associated Students of MSU

Kaylee Ross
Panhellenic Council

Logan Trevino-Fica
Transcend

Taylor Sutton
TransAction

"SVPI has been one of my favorite experiences as an undergrad. At a larger university, it can be hard to make your voice heard or to make change, but SVPI does a lot to help address that. It's given me a place I can directly share my feedback with those who can make change, and see that actually take place."
-SVPI Member

During Spring semester, the POE Department hosted a graduate student for their practicum experience for MSU's Student Affairs Administration (SAA) Master's Program. J.C Elliott (she/they) spent 10 hours each week focused on three projects that aligned with both POE's mission and the SAA program learning competencies.

GRADUATE STUDENT PRACTICUM

J.C Elliott (she/they)
POE Graduate Project Coordinator
Spring 2024

Competency

Associated Project

Assessment, Evaluation, and Research (AER)

Leadership (LEAD)

Social Justice and Inclusion (SJI)

Data Analysis: Analyze undergraduate program survey data and inform program improvements

Peer Mentor Curriculum Enhancement Create options for curriculum to be used with Peer Mentors to foster and grow leadership skills

Accessibility and Inclusion Project: Evaluate and document the accessibility of training spaces to be used as a help guide for in-person workshops

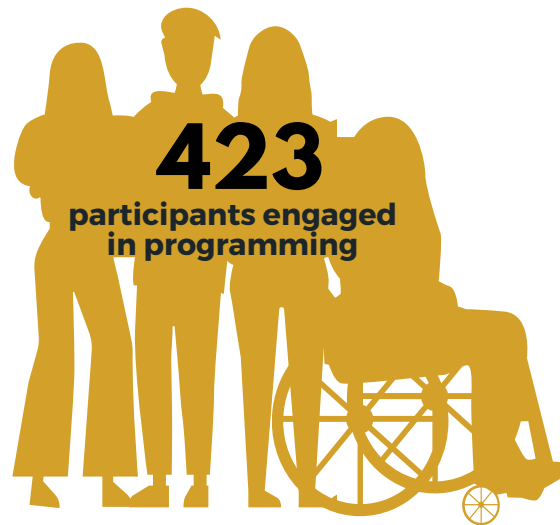


Spartan Men and
Masculinity
Network

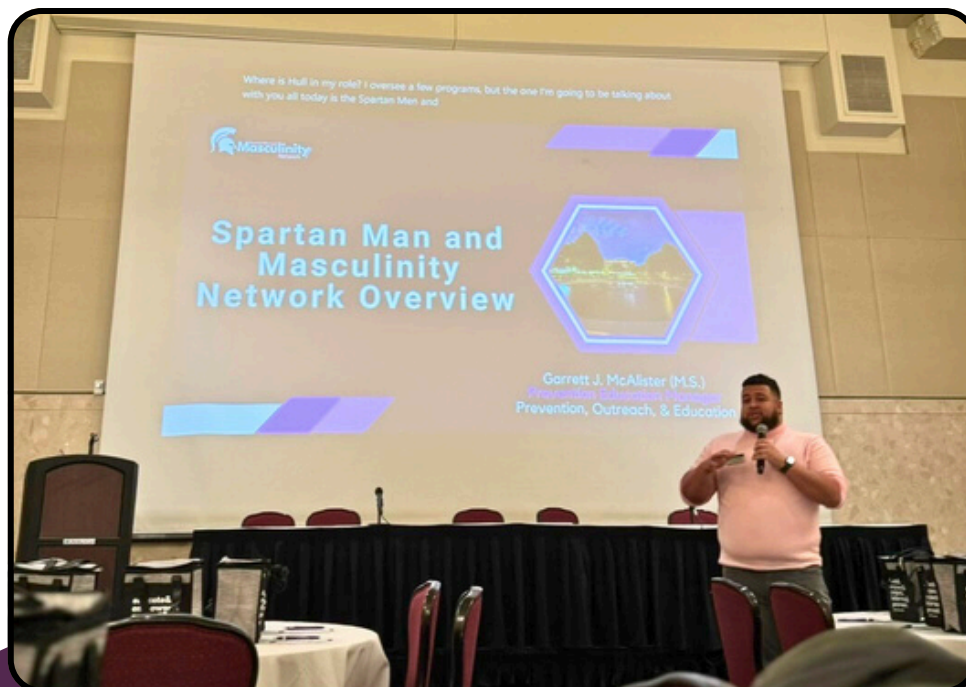
The Spartan Men & Masculinity Network was created to engage those who identify as man, masculine, or male in improving the knowledge, programming, and allyship necessary to combat societal norms, attitudes, and actions centered around masculinity that contribute to gender-based violence.

Over the 2023/2024
academic year...

First
inaugural
Spartan Men
and
Masculinity
Week



Development
of a staff
advisory
board that
meets each
semester



Garrett McAllister facilitates “Unboxing Restrictive Masculinity” workshop during Spartan Men and Masculinity Week 2023

LIVE ON PREVENTION WORKSHOPS

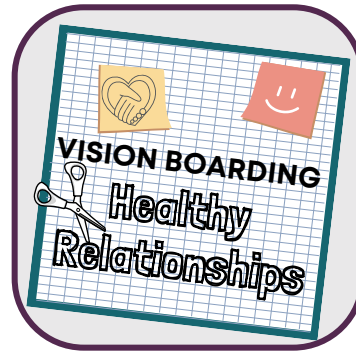
The Live On Prevention Workshops are a new series of engaging and interactive workshops specifically created to build upon prior knowledge gained through first- and second-year programming. These are designed to be facilitated by peer educators for undergraduate students in small groups within residence halls or similar spaces. Coordinating bulletin board designs are also available by request.



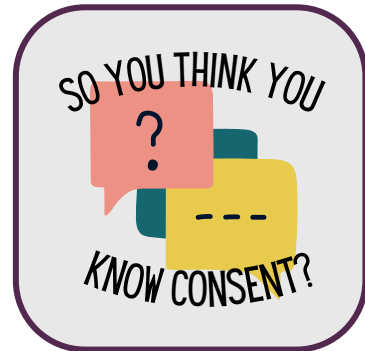
Cards Against Harm



Spin the Wheel:
Bystander Edition



Vision Boarding
Healthy Relationships



So You Think You
Know Consent?



Consent as F.R.I.E.S. Bulletin
Board in Gilchrist Hall



Employee and Graduate Student Prevention Services

Led by Director, Michael Allensworth (he/him), the Employee & Graduate Student branch continues to support MSU's commitment to prevention education and training. This unit is responsible for supporting both online and in-person prevention training for MSU faculty, staff, graduate, and professional students; specialized training for MSU Health Care staff; and audience-specific training for students in field placements. New this year, the Employee & Graduate Student Unit also began coordinating the It's On Us Week of Action, including both the fall 2023 and spring 2024 events. Additionally, this unit is also responsible for planning the annual POE Faculty & Staff Summit, which is an opportunity for faculty & staff to engage in ongoing learning and engagement related to RVSM prevention and utilizing trauma-informed practices.

A very exciting update from this past academic year is the hiring of Dr. Tonya R. Fountain, who serves as the Prevention Education Manager for Faculty, Staff, and Graduate Student Initiatives. In this role, Dr. Fountain leads prevention education trainings and workshops for the faculty, staff, and graduate student community and will lead the planning and facilitation of the Spring 2025 POE Faculty & Staff Summit.



Michael Allensworth (he/him)
Director

Online Faculty & Staff Education

Online Graduate Student Education

MSU Health Care Education

Equipping Spartans for Field Placement

It's On Us

2024 Faculty & Staff Summit

2024 Big 10 Prevention & Response Gathering

Team Members:

Jodie Goodman (she/her)
Prevention Education Manager

Dr. Tonya Fountain (she/her)
Prevention Education Manager

Ulric Fuller (he/him)
Prevention Education Manager



ONLINE FACULTY & STAFF EDUCATION

All faculty and staff are required to complete an online Relationship Violence and Sexual Misconduct (RVSM) prevention training within 30 days of hire and biennially thereafter. This training provides a base of knowledge and understanding of the policy, resources on campus and how to intervene if they witness RVSM. This training is assigned at the start of employment and must be updated every 24 months (2 years). POE works with departments to diligently track employee completion. A weekly report is auto generated and sent to any Supervisor with an employee whose training is either incomplete or expired.

7,468

Employees completed this training during the 2023-2024 academic year

In addition to the required online RVSM prevention training, the Employee and Graduate Student Unit continued to offer multiple by-request training and workshops for faculty and staff. Highlights of the past year include offering **90+ training sessions to over 2,000 faculty and staff members.**

Graduate and professional students are required to participate in an online prevention training program. This training provides a critical base understanding for recognizing and responding to sexual and relationship violence, understanding the Relationship Violence and Sexual Misconduct and Title IX policy at MSU and safe and positive options for intervention. Additional learning outcomes include recognizing microaggressions and strategies for supporting survivors. This workshop also defines steps to take when preparing to report instances of sexual and relationship violence and stalking, as well as identifying reporting options and explaining confidential resources.

Graduate and professional students completed this training during the 2023-2024 academic year

In addition to the required online RVSM prevention training, our department also hosted a lunch & learn program in February 2024 on the topic of **“Navigating Boundaries in the Workplace”** as an opportunity to engage and network with both POE staff and fellow graduate students.

ONLINE GRADUATE STUDENT EDUCATION

6,032

MSU HEALTH CARE EDUCATION

The Prevention, Outreach and Education (POE) Department at Michigan State University has completed the third year of the MSU Health Care Staff Training. This critical training educates employees who work in MSU Health Care clinics (MSU Health Care Staff) on topics such as the University's Relationship Violence and Sexual Misconduct & Title IX Policy, Anti-Discrimination Policy, Mandatory Reporting Policy, and resources to support survivors.

To support employee engagement, POE offered MSU Health Care Employees both in-person and "live virtual" training.

Over the 2023/2024
academic year...

807

clinical faculty,
staff, executives,
and volunteers
trained

30
sessions

100%

of health care staff
identified to complete the
training were trained to
know where to report an
incident of relationship
and/or sexual
misconduct to the
University.

100%

of health care staff trained
feel confident in their
understanding of the
University's definition of
relationship violence
and sexual
misconduct.

After training, participants were more confident when...

Reporting an incident
of relationship
violence or sexual
misconduct.

29%

Supporting someone
who discloses RVSM
to them.

25%

Increase in confidence from before training to after

Top things participants found most helpful from the training:

- Resources and where to report
- Breaking down reporting process as a medical provider
- Live format, "real time" engagement
- Review of policies/procedures and recent changes



EQUIPPING SPARTANS FOR FIELD PLACEMENT

The Employee & Graduate Student branch created and piloted two new workshops to support both students in field placements as well as the MSU staff who support them. The “Equipping Spartans for Field Placements” workshop is an in-person presentation reviewing relevant MSU policies and resources, as well as building skills related to boundary setting in professional workplaces and bystander intervention strategies. The workshop was also adapted into a lunch and learn for a general graduate student audience. The related MSU staff-facing workshop, “Supporting Spartans in Field Placements” workshop supports staff in how to support and empower students in field placements. This workshop assists staff to understand the policies relevant to field placements, how to respond when a student is impacted or discloses harm, and resources for supporting students who report harassment in their field placement position.

Equipping Spartans for Field Placements

Workshop for students entering field placements

Supporting Spartans in Field Placements

Workshop for staff working with students entering field placements

302 participants

“I liked the interactive parts of it, I’ve never had a program on sexual harassment with that component but it was helpful”

“I really liked the discussion around the different ways to diffuse an uncomfortable situation. I think some of the different techniques get overlooked and it was a nice refresh.”

“[I liked] all the details and options for different forms to help an uncomfortable situation with the 6 D’s.”

IT'S ON

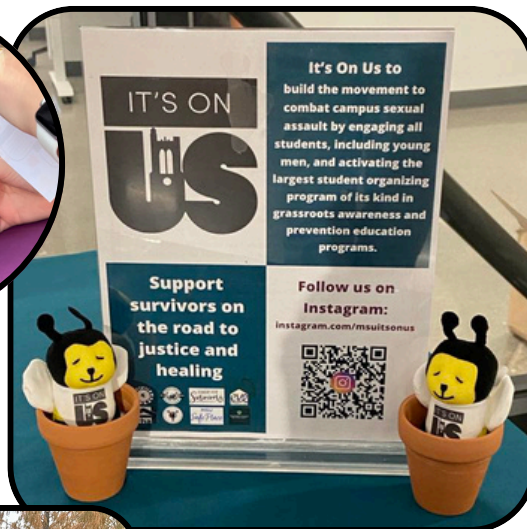
US

MSU's It's On Us planning committee is made up of student, employee, and community member volunteers interested in spotlighting the work being done to prevent and respond to relationship violence and sexual misconduct in the MSU and surrounding communities.

Each semester, the committee creates and hosts a week of activities aimed at increasing MSU community awareness and activism on the prevention of RVSM.



Survivor Support Letters - 11/7/23 (left)
Kickoff Café - 11/6/23 (above)
Seeds of Change - 4/11/24 (right)



Interim President Woodruff
visits Give Back to the
Community Event - 11/10/23
(right)



Tie Dye & Handprint Banner
Event - 11/9/23 (below)



Journal Decorating -
4/10/24 (left)

Pizza and Resources -
4/12/24 (below)

Tie Dye & Handprint Banner
Event - 11/9/23 (right)



1,555
participants

FACULTY & STAFF SUMMIT



As an additional opportunity to engage faculty and staff in ongoing prevention education, the POE department hosted their annual Faculty & Staff Summit in March 2024 with over 170 registrants representing 25+ individual departments across campus. This year's summit included multiple experts in the field of relationship violence and sexual misconduct prevention, including MSU faculty members Dr. Soma Chaudhuri and Dr. Hyunkag Cho, in addition to a practitioner-focused workshop led by Liat Wexler, who works in RVSM prevention at the University of California-Berkeley. Additionally, this year's summit provided an opportunity to highlight the innovative work happening within the Prevention, Outreach and Education Department and featured sessions from Lydia Weiss, Natalie Haga Ryckman, and LaShondra Hemphill on the newly released Climate Assessment Toolkit and a session on the MSU Spartan Men & Masculinity Network facilitated by Garrett McAlister. And after each of these engaging speakers, Holly Rider, a national violence prevention expert, provided closing remarks and charge to each of our community members.



Opening Keynote Speaker
Dr. Soma Chaudhuri



Dr. Hyunkag Cho



Liat Wexler



Closing Keynote Speaker
Holly Rider

The summit also featured a panel discussion on **Community Collaboration in Preventing and Responding to Sexual Violence** moderated by Lydia Weiss. The panelists included: **Joseph Hamm**, PhD, Associate Professor, School of Criminal Justice, Michigan State University; **Larry Locke**, PhD Student, Indiana University; **Jacob Nason**, PhD Student, School of Social Work, Michigan State University; **Apryl Pooley**, PhD, Director of Training and Technical Assistance for the Michigan Victim Advocacy Network; Faculty, Psychology Department, Michigan State University; and **Liat Wexler**, Faculty & Staff Prevention Manager, PATH to Care Center, University of California, Berkeley

2024 BIG 10 PREVENTION & RESPONSE GATHERING

An additional highlight from the past academic year for this unit was hosting the Big 10 Prevention & Response Gathering, which served as the annual gathering for higher education professionals from around the Big 10 Conference who work in relationship violence and sexual misconduct prevention and responses services. This gathering served as an opportunity to connect with colleagues from around the country to engage in professional development and networking.

March 6 & 7, 2024

The gathering featured presentations from Michigan State University, Rutgers University, University of Oregon, University of Michigan, Pennsylvania State University, and University of Wisconsin- Madison.

Additional Big 10 institutions in attendance included Northwestern University, University of Illinois, University of Nebraska- Lincoln, and University of Washington.

10+
sessions

10
Big 10
Universities
in attendance



Climate & Response Services

The Climate and Response Unit supports teams, departments, colleges and student organizations that have been impacted by gender-based violence and harassment. The Unit works collaboratively to develop strategies for promoting healing and pathways toward positive culture change. This year, the C&R unit welcomed a second Climate and Response Specialist to the team, Natalie Haga Ryckman, in September. The expansion of the team increased the reach and capacity of the unit in supporting departments across the University.

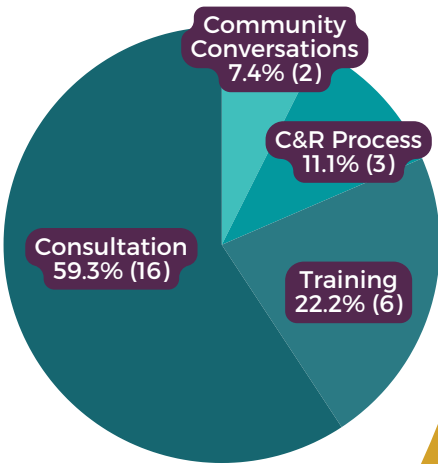
This year, the work of the C&R Unit shifted slightly in nature, as evidenced in the method of engagement breakdown. In comparison to the previous academic year, the frequency of climate-specific trainings and community conversations increased. This coincides with observations that, as the C&R Unit becomes more established, departments/organizations are engaging in more prevention-focused work with the unit. The increase in trainings as a method of engagement also coincides with the launch of a more robust series of climate and response-based workshops, which provide strategies for addressing and responding to concerns within work teams that could lead to harassment or various types of harm.



Lydia Weiss (she/her)
Assistant Director

**Institutional Courage
Grant Project**

**Climate Assessment
Toolkit**



Team Members:

LaShondra Hemphill
(she/they)
Prevention Education
Manager

Natalie Haga Ryckman
(she/her)
Prevention Education
Manager



INSTITUTIONAL COURAGE GRANT PROJECT

The Climate and Response (C&R) unit has been working collaboratively with Dr. Carrie Moylan and Jacob Nason on the Institutional Courage Research Grant that was awarded in June 2022. Results from the first phase of that research project titled “Cultivating Institutional Courage through the MSU Climate & Response Process” have been analyzed and provide insights into the effectiveness of Climate and Response work at MSU.

Positive changes experienced by participants

- Increased confidence in skills to address issues
- Decreases in microaggressions
- Less tolerance for bullying or mistreatment
- Increased trust
- More transparency
- People more engaged and open
- Willing to stay in job

“I feel empowered. I felt like my confidence to be able to have a lot of those types of conversations has increased tenfold, and it’s allowed me to help others learn and grow their confidence in those areas as well.”

“I want to say that their existence is why I’m still here. Literally. If they didn’t exist, I would be gone, because I can go get other jobs all the time and their existence is why I’m still at this university. The resources, the expertise, the tools they bring to us really do make change.”

A highlight that has contributed greatly to the prevention efforts provided by the C&R Unit has been the expansion of the Climate Assessment Toolkit. What began as a 10-page document to help leaders understand their own leadership and dynamics on the teams they supervise, has now become a 50-page, in-depth guide for leaders. The toolkit facilitates reflection on and the development of a plan for enhancing interpersonal leadership skills while providing guidance for the assessment and improvement of climate and culture. It is designed as a workbook that leaders can revisit regularly on their leadership journey, serving as a tool for conducting self-guided climate assessments.

CLIMATE ASSESSMENT TOOLKIT

“They really opened my eyes to this whole other way of handling harm and it was just so incredibly helpful and I’ve been so thankful of that every since.”

-Participant of C&R process

[Find the Climate Assessment Toolkit on POE’s website!](#)

CHAMPIONING CHANGE EMPOWERING THE FUTURE

POE ANNIVERSARY EVENT

This year POE commemorated a significant milestone: 15 years of dedicated gender-based violence prevention efforts on campus, coupled with 5 years of establishment as a department. The anniversary celebration, held at the University Club in East Lansing, Mich. on April 5th, 2024, was not merely a reflection on past accomplishments, but a testament to the ongoing commitment to fostering a safer and more inclusive campus environment.

POE's trajectory underscores its transformation from a nascent initiative to a cornerstone of MSU's comprehensive approach to addressing gender-based violence. Through innovative programs, workshops, and outreach efforts, POE has cultivated a culture of awareness, empowerment, and empathy, resonating with students and employees across the university.

Under the theme of "Championing Change, Empowering the Future," POE's employees, led by Kelly Schweda, the department's executive director and the University's inaugural prevention leader, took the opportunity to revisit the department's inception and its role in MSU's storied history.

The testament to this department's profound impact extends far beyond anecdotal accounts, resonating vividly in the tangible achievements of POE within a remarkably brief span.

5 YEARS OF POE
5 & 15
15 YEARS OF PREVENTION

Championing Change,
Empowering the Future

"At the core of our mission is the belief in the power of education and empowerment to effect tangible change. By engaging with students, faculty, and staff, we strive to challenge unhelpful attitudes, dismantle harmful societal norms, and foster a campus culture where every individual feels valued, respected, and safe."

-Kelly Schweda, Executive Director

During the event, POE received recognition from the State of Michigan and Michigan State University for exceptional service and work in gender-based violence prevention.

The Climate and Response Unit was the lead on planning the Anniversary Celebration.





PREVENTION OUTREACH & EDUCATION BY THE NUMBERS

52,951

Spartans
Participated
in Required
Trainings

A Total of
63,147

Individuals Engaged
in Prevention
Education

10,196

Spartans Participated
in Additional
Educational
Opportunities

250

Trainings Requested by Units,
Departments, Offices, or
Student Leaders



POE.MSU.EDU
EMPOWER@MSU.EDU
517-355-3865

For training requests visit
poe.msu.edu/request-a-training



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