

California State University, Chico

WellCat Safe Place Annual Report 2020-2021

WellCat Services



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6-30-2021

California State University, Chico

Division of Student Affairs

WellCat Safe Place Annual Report 2021

I. Department Mission Statement

WellCat Safe Place provides confidential support services to individuals impacted by traumatic experiences. We strive to restore one's belonging by collaborating to build and equitable culture through empathy and empowerment.

WellCat Safe Place (WCSP) aligns with goals set within the Division of Student Affairs, University Strategic Plan, and the California State University, Chico values and mission. WCSP goals also support the Council for the Advancement of Standards in Higher Education (CAS) Standards and Outcome Domains:

1. Knowledge acquisition, construction, integration, and application
2. Cognitive complexity
3. Intrapersonal development
4. Interpersonal competence
5. Humanitarianism and civic engagement
6. Practical competence

Department Goals:

Department goals shifted because of the service delivery and need impacted by the COVID-19 pandemic. WCSP team witnessed and experienced collective traumas that impacted the United States and the world. The COVID-19 undoubtedly impacted every aspect of engagement on a micro, mezzo, and macro levels for all services provided by Student Affairs at CSU, Chico. In the Spring and Summer of 2020, the murders of Ahmaud Arbery, Breonna Taylor, and George Floyd ignited the nation and forced witness to the pain and trauma of Black Indigenous Communities of Color (BIPOC). This triggered active conversations within the WCSP team about the history of domestic and sexual violence advocacy in California and across the United States.

The history of white women in the field of domestic and sexual violence advocacy overriding input and feedback from women of color to partner with law enforcement institutions impacts the work today. It impacts the primary demographics served, which communities feel like WCSP is a resource for them, and which communities can see themselves in our work. WCSP tuned into the national dialogue surrounding white supremacy, racism, and trauma and looked inward at our own practices that upheld these systems. Over the past years, WCSP prioritized increasing safety, accessibility, service usage for historically underserved communities, and with the national dialogue, continued to prioritize and challenge the department to continue to do better—to commit to anti-racism micro, mezzo, and macro practices.

Confidential Advocacy: Provide confidential, culturally-competent, and trauma-informed services to individuals within the campus community impacted by sexual assault, intimate partner violence, and stalking to provide psychoeducation, crisis intervention, and advocacy (USP 2, 4, 8; Division of Student Affairs Goal 3).

Education and Outreach: Innovate and sustain creative educational and programmatic events and opportunities for members of the campus community to engage in topics surrounding sexual assault, intimate partner violence, and stalking. (USP 3; Division of Student Affairs Goal 1).

Equity, Diversity, and Inclusion: Ensure cultural competency and equitable access and engagement for BIPOC students, faculty, and staff, while maintaining an intersectional approach for all services and interactions (USP 1,2; Division of Student Affairs Goal 1,2,3).

WellCat Safe Place (WCSP) is often mixed into the umbrella of services to foster wellbeing and provide ongoing care for students in distress. However, during the time of COVID-19, it is crucial that WCSP be distinguished in its specialization of serving students, *faculty*, and *staff* impacted by sexual assault and intimate partner violence.

Across the world, the intensity of all types of violence (psychological, emotional, sexual, physical, economical, etc.) within intimate partner relationships escalated during quarantine¹. Because domestic and sexual violence are rooted in gaining and maintaining control over another person, quarantine allowed for the exertion of control through violence to go undetected. Isolation is one of the key red flags and manipulative tactics used by individuals harming their partners. During 2019-2020 school year, 38% of all clients utilizing WCSP were impacted by intimate partner violence².

Various studies continue to demonstrate that sexual assault, dating/domestic violence, and stalking continue to impact members of University communities, including specific data from [Chico Speaks](#), a campus-wide student survey assessing student's experiences, behaviors, attitudes, and perceptions about sexual violence at CSU, Chico. By adopting and applying trauma-informed and healing-centered frameworks, safety continues to hold as WCSP priority principle in all departmental goals. ***In order for students to achieve academic success and learn to the fullest of their abilities, they must feel safe and supported.*** The goals of WCSP directly align with campus climate and safety by supporting students to achieve academic success and holistic support.

WCSP confidential advocacy services seek to build a network of support and resources around clients by initially addressing safety concerns on and off-campus, in conjunction with ongoing services. Introducing additional campus and community resources to provide ongoing and hands-on services expands their support system and increases their likelihood of success at CSU, Chico.

¹<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7152912/>
<https://www.nytimes.com/2020/04/06/world/coronavirus-domestic-violence.html>

² WellCat Safe Place Annual Report 2018-2019

Our prevention and education services seek to build a campus community of support, collaboration, empathy, inclusion, and empowerment that will ultimately stand against interpersonal violence and change campus culture. Additionally, a safer and more respectful campus environment ensures that the entire campus is supportive, committed, and involved, providing additional opportunities for campus community members to find agency in preventing interpersonal violence during their time at Chico State.

Equity, Diversity, and Inclusion (EDI) has been a priority for WCSP, but centralizing EDI as a department goal embeds it into every service offered by WCSP, including confidential advocacy, education, and outreach. WCSP offers resources in service of gender equity in higher education; while domestic and sexual violence impacts all genders, it impacts transgender, gender non-conforming and female-identified individuals are especially harmed³. Trans and Cis-gender women of color face the highest risk factors of sexual violence because of the intersections of racism and sexism.⁴ WCSP honors the impacts of intersectionality and strives to provide culturally competent services, education, and outreach. Recognizing that the ways in which history, identity, culture, and community impact how an individual engages in services centralizes EDI as a departmental goal, and makes WCSP a safer resource for BIPOC students, faculty, and staff to utilize.

Updated 6.10.21

II. Department Accomplishments- A highlight

1. WellCat Safe Place Healthy Relationships Week 02.08.21-02.12.21

WCSP offers a Healthy Relationships Week (HRW) annually to demonstrate and celebrate healthy love within all communities. HRW consisted of beautiful virtual programs created by our student Paraprofessionals and Bachelors of Social Work Interns. *Please see section III B. for a full list of programs offered in 2020-2021.*

Highlighted events from HRW:

- Building a Healthy Relationship House: 7-Day Relationship Challenge (158 comments and engagement)
- Conversations on Respect and Equity: Assertive or Aggressive: How do I know? (89 views)

2. WellCat Safe Place Sexual Assault Awareness Month (SAAM) April 2021

As the pandemic continued to persist, students had the opportunity to full adjust and showcase creative and incredible virtual programming for the campus community. WCSP professional staff also offered Professional Development workshops for faculty and staff on trauma-informed virtual practices and student safety.

³ https://www.nsvrc.org/sites/default/files/publications_nsvrc_factsheet_media-packet_statistics-about-sexual-violence_0.pdf

⁴ [Olive, Victoria C. \(2012\) "Sexual Assault against Women of Color."](#)

Highlighted events from SAAM:

- Virtual Clothesline Project collaboration with CSU campuses: SLO, San Marcos, Pomona, Fullerton, Dominguez Hills, Channel Islands, Bakersfield, Long Beach (193 viewers)
- More Than My Trauma: Thriving & Resiliency Workshop (20 attendees)
- Denim Day Poetry Event with Thea Monyee, collaboration with Office of Diversity and Inclusion (95 views)

3. Camps PRISM: Promoting Restorative Initiatives for Sexual Misconduct on College Campuses

WCSP, Title IX, University Housing, WellCat Counseling Center, and Student Conduct Rights and Responsibilities representatives received training for Restorative Justice Practices for Sexual Harm on College Campus by the University of San Diego for Restorative Justice.

Restorative Justice practices allows for students engaging in Title IX an alternative route to a formal resolution, which is often students' expressed desire. Students vocalize wishing for a process where the person who harmed them "can understand the harm they've caused." The Restorative Justice training offers CSUC the opportunity to truly prioritize Diversity, Equity, and Inclusion, as well as Healing Centered Engagement. Listening to what students need and responding to that need as an additional option for students' experiencing trauma fosters a healing environment for students harmed by interpersonal violence.

Equity, Diversity and Inclusion Priorities:

A. Training

WCSP student and professional staff received training in various topics:

- Diversity 101
- Intersectionality
- History of Tribal Relations and Mechoopda at CSU, Chico
- Missing and Murdered Indigenous Girls and Women
- Sexual Orientation and Gender Identity
- Anti-Racist Practices: Seeking Inclusivity in the Midst of Oppression and Discrimination
- Implicit Bias
- Healing Centered Engagement
- Trauma Informed Practice
- Confronting Whiteness
- Working with Students on the Autism Spectrum

B. Practices

WCSP Professional staff met throughout the academic year to assess practices and inclusivity within the department, resulting in prioritizing WCSP physical space to represent cultures and communities through artwork, prioritizing contracting with BIPOC activists for programs and

events, and creating ground rules for all contracted individuals, student staff, and professional staff for all events, presentations, and services.

C. Campus Initiatives

- WCSP served on a Mental Health and Diversity subcommittee of University Diversity Council to offer student leadership training to student leaders of color on healthy leadership practices.
- WCSP collaborated with Office of Diversity and Inclusion, the Cross-Cultural Leadership Center, Gender and Sexuality Coalition, and many more equity programs throughout 2020-2021 to offer intersectional programs for student engagement.
- WCSP continued to co-lead the Wildcats Thrive Initiative, striving to cultivate a culture of holistic wellbeing through multidivisional innovative collaborations, which centralizes EDI in all projects.

III. Changes in Policy and Procedure

In WCSP’s commitment to anti-racist practices and EDI, WCSP staff created required practices for all professional and student staff.

- Land Acknowledgement of the Mechoopda before every training, workshop, and event
- Neutral pronouns of “you all, folks, everyone, etc.” for all staff engagements, training, workshops, and/or events
- Additional safety procedure added if student or professional staff of color feel uncomfortable or unsafe during a service, training, workshop, or event due to microaggressions or explicitly racially motivated aggressive behavior

IV. Resources Summary

A. Resource Allocation

Operating Expenses	\$20,000.00
Work Study Allocation	\$30,000.00
One-time funds (Wildcats Thrive)	\$9,685.00
Annual Salary Expense	\$116,753.45
Total Allocation	\$176,438.45
Unused Work Study	\$9,943.67

B. Human Resources

The Administrative Support Assistant assigned to WCSP remains vacant.

C. Facilities/Equipment

WCSP faces challenges with office space and CDC and EOC guidelines for social distancing due to COVID-19. WCSP cannot provide in-person services in SSC 180; WCSP and VPSA collaborated to secure additional office space in Student Conduct, Rights, and Responsibilities over Summer 2021. Plans for Fall 2021 are to be determined on securing office space.

V. Program Assessment

A. Direct Services

From March 2019 to June 2021, WCSP provided virtual services via email, phone, and Zoom. WCSP experienced a decrease in direct service usage and an increase in Outreach and Programs. WCSP cannot help but speculate that the decrease in services were partially due to the immediate safety concerns students, faculty, and staff risk to contact service providers during the pandemic.

While WCSP experienced a decrease in extensions of direct service, such as academic accommodations and legal advocacy, **WCSP experienced a minor increase in the amount of confidential advocacy provided.** Noting the impacts of COVID-19 on additional resources for students, such as legal advocacy and Title IX advocacy on student need and engage is important to provide context for the decrease in student engagement in additional options outside of crisis counseling. Many individuals were not interested in seeking additional options to address their traumatic experiences within the criminal justice, Title IX, or University system due to the impacts of COVID-19.

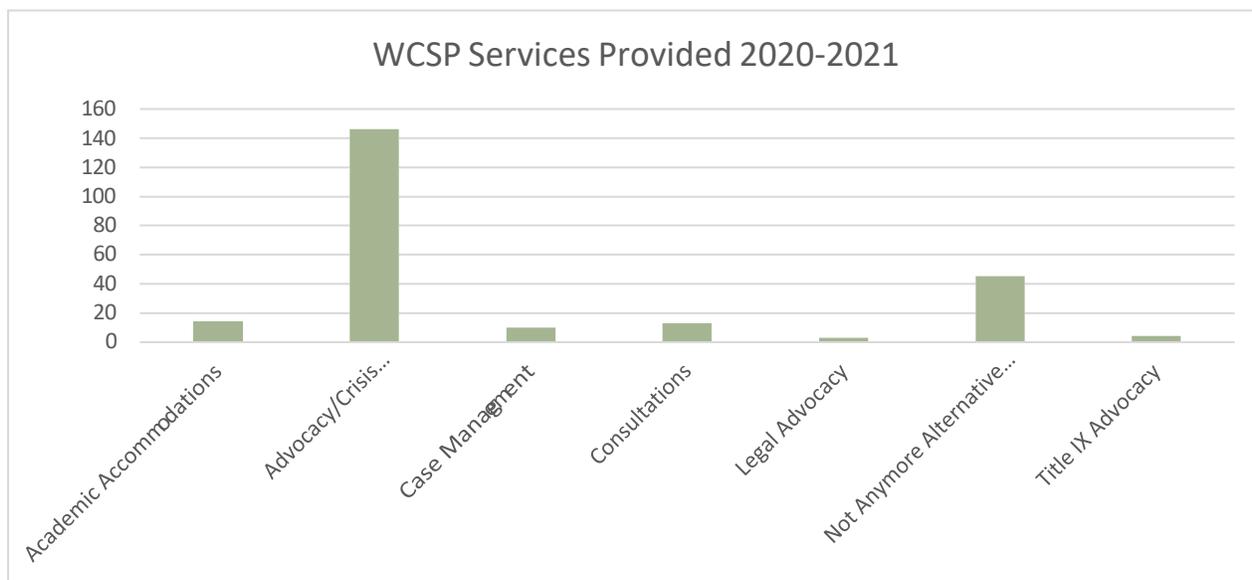
In collaboration with Counseling, WCSP offered an 8-week virtual student group in the Spring semester called Healing After Trauma (HAT). HAT focuses on holistic well-being and offer participants a safe space to build community and practice self-care. WCSP utilized social media and trending hashtags to draw in student’s attention. About 20 students inquired about the group, 12 students completed the intake, and 5-8 students attended the weekly group sessions. WCSP professional staff did not have access to their confidential record keeping system while working virtually, and many students did not have the capability to complete intake forms to collect demographics, so details are limited.

Figure 1: displays a list of services provided in 2020-2021, compared to 2019-2020.

Safe Place Services	2019-2020	2020-2021	%Increase/Decrease
Academic Accommodations	87	14	-83.9%
Advocacy/ Crisis Appointments (Telecommunications)	144	146	+1.4%
Case Management	15	10	-33.3%
Consultations	22	13	-40.9%

Legal Advocacy	10	3	-70%
Not Anymore Alternative Trainings	78	45	-42.3%
Title IX Advocacy	32	4	-87.5%

Figure 2: displays a chart of services provided in 2020-2021.



B. Outreach Efforts

WCSP reached 4,248 individuals over the 2020-2021 academic year, compared to 3,925 individuals in 2019-2020. While the COVID-19 pandemic negatively impacted confidential advocacy services, it allowed for creative and accessible outreach for the campus community through social media platforms. WCSP primarily utilized Instagram for social media engagement and Zoom for workshops and larger events.

1. Conversations on Respect and Equity (CORE)

Total engagement **871 views** on IGTV

WCSP Paraprofessionals hosted weekly programs on Instagram Live on a variety of topics that intersected with current events, awareness months, and student passion projects.

- Healthy Boundaries (13 views)
- Self-Love and Compassion during COVID-19 feat. Umatter (115 views)
- Impacts of COVID-19 on Domestic Violence (26 views)
- Your Voice Matters: Voting this Election (72 views)
- Navigating the Election (27 views)
- Supporting Someone Who’s Experienced Trauma (181 views)

- Self-care for Black Indigenous Communities of Color feat. Cross-Cultural Leadership Center (3 views)
- Self-Care during Finals (14 views)
- Healthy Relationships feat. Love Bug (19 views)
- Instagram Live CORE: Aggressive or Assertive Communication: How do I know? (89 views)
- What is #MeToo? (60 views)
- BLM & #MeToo: Connection between Anti-Violence Movements feat. CCLC (36 views)
- Reporting Outside of Law Enforcement- What is Title IX? (16 views)
- Supporting Someone Who's Experienced Trauma feat. WellCat Counseling Center (83 views)
- Anti-Violence Activism (61 views)
- Taking Care of Myself During Finals (56 views)

2. Awareness Month Events

- **Red Zone Awareness Campaign**
A national campaign dedicated to raising awareness and shattering the silence about college sexual violence, specifically by raising awareness on the period during fall semester where sexual assault is most prevalent (104 likes)
- **#YouAreNotAlone Pledge**
The pledge posted to WCSP Instagram account asking students to wear purple and team the pledge for DVAM (34 engagements)
- **Building a Healthy Relationship House: 7-Day Relationship Challenge**
This social media challenge was posted on Instagram, and for each comment, share, and tagging WCSP, students were entered into a giveaway for a self-care basket, including journals, affirmation cards, coloring books, and more. The relationship challenge provided a metaphorical example comparing building healthy relationships with building a home. Each day included a key component of building a healthy relationship house, content on that component, and a reflection question for students comment and engage through Instagram. (158 comments)
- **Green Flags Social Media Campaign: Signs of a Healthy Relationship**
Bachelor of Social Work Students created “Green Flags” to counter the usual narrative of “Red Flags.” Green Flags offered opportunity to highlight signs of a healthy relationship. Each green flag posted to WCSP Instagram Story with content about how to engage in these healthy practices.
- **Debunking Myths of Dating Relationships**
Bachelor of Social Work students also created myths and facts to highlight on WCSP Instagram Story to debunk common myths that college students are exposed to surrounding relationships.
- **Love Every Body Week**

WCSP collaborated with Chico State Panhellenic to offer events and engagement opportunities for body positivity and self-love. (40 participants)

- **Virtual Clothesline Project**

WCSP led and collaborated with CSU campuses across the system to create a virtual clothesline project. (196 engagements)

- **Career Paths in Sexual Violence Advocacy, Response, and Prevention** (61 participants)

- **Take Back the Night: Survivor Speak Out collaboration with GSEC**

WCSP facilitated Student Survivor Speak Out circle for female identified students (8 participants)

- **EndTAB Technology and Digital Safety Training**

WCSP hosted Adam Dodge, EndTAB Director, to CSUC to address pandemic trends, common forms of digital abuse on college campuses, and safe practices (15 participants).

- **Denim Day Events**

- Denim Day Solidarity Pledge (86 participants)
- More Than My Trauma: Thriving and Resiliency (20 participants)
- Poetry Event with Thea Monyee: Healing and Resiliency (95 views)

3. How to Thrive Series: Holistic Wellbeing (305 total views on IGTV)

WCSP Paraprofessional and BSW Intern created a series on Instagram Live highlighting eight dimensions of holistic wellbeing, inspired by the Wildcats Thrive Initiative. Each week highlighted one aspect of wellbeing: emotional, environmental, financial, intellectual, physical, relational, spiritual, vocational.

- How to Thrive: Emotional Wellbeing (51 views)
- How to Thrive: Environmental Wellbeing (44)
- How to Thrive: Financial Wellbeing (37)
- How to Thrive: Intellectual Wellbeing (39)
- How to Thrive: Physical Wellbeing (23)
- How to Thrive: Relational Wellbeing (5)
- How to Thrive: Spiritual Wellbeing (53)
- How to Thrive: Vocational Wellbeing (53)

4. General Trainings, Workshops, and Events

Trainings and workshops are requested by a variety of faculty, staff, and student groups on campus. WCSP Professional Staff also offer a variety of presentations for the campus community to engage in topics surrounding trauma and resilience.

- Healthy Leadership Student Training collaboration with CCLC and Adelante (46 participants)
- Wildcats A.C.T. (Alcohol and Consent Training) collaboration with WellCat Prevention (633 participants)
- Bro Talks: Rape is Wrong, but Why? (total 26)

- Healthy Relationships (8 participants)
- COVID-19 Impact on Domestic Violence (15 participants)
- Cultural Poetry Jam Messages of Hope: Healing through Expression collaborated with CCLC (50 participants)
- Dating and Domestic Violence Response Training for GSEC (8 participants)
- Sexual Assault Response Training for GSEC (8 participants)
- Affirmative Consent Training for C.A.V.E. (22 participants)
- Title IX Compliance Training for Fraternity and Sorority Affairs feat. WCSP (1052 participants)
- Healing Conference collaboration with CCLC (20 participants)
- Bro Talks: VulnerABILITY (total 12)
- Supporting Students in a Virtual World collaboration with Title IX (45 participants)
- BLM & #MeToo: An Intersectional Conversation about Sexual Assault on College Campuses (30 participants)
- Healing Conference: Kintsugi: The Art of Repair - 8 participants
- Collaborating for a Safer Campus: Title IX & WCSP (45 participants Resident Advisors)
- Collaborating for a Safer Campus: Title IX & WCSP (10 WellCat Prevention)
- Responding to Student Disclosures: Trauma Informed Practice Collaboration Title IX (30 faculty/staff)
- Supporting Students (and yourselves) in a Virtual World: Title IX & WCSP (45 Resident Advisors)
- Inclusive Practices for Students Experiencing Trauma (20 faculty/staff)
- Trauma Informed Practice and Healing Centered Engagement (15 participants)
- Keeping My Head Above Water: Strategies to Enhance Emotional, Physical, and Relational Wellbeing in this Virtual Era (30 faculty/staff)
- Decolonizing Trauma & Relationships (14 participants)
- Digital Abuse (17 faculty/staff)
- Digital Sexual Abuse (20 community members)
- Doing our part: Supporting Students' Digital Safety (26 faculty/staff)

C. Programmatic Assessments

Programmatic Assessments were limited due to the COVID-19 pandemic. Unprecedented times called for non-traditional student engagement, primarily through social media. WCSP team identified trends of [Zoom fatigue](#) with students, faculty, and staff participating in Zoom workshops. Adjusting to primarily Instagram Live, where videos were saved on IGTV, allowed participants to watch content on their own time, and it resulted in higher rates of engagement than Zoom workshops.

Two assessments facilitated by WCSP were with the new Healing After Trauma (H.A.T.) student support group and Bro Talks Male-Engagement Program. Both programs had limited participants and will continue into academic year 2021-2022 for a more accurate assessment.

Healing After Trauma (H.A.T)

- 100% of the students reported being pretty satisfied to very satisfied with the group
- 60% of the students reported the session to be pretty helpful
- 80% of the students reported they will very likely apply/integrate the various self-care practices
- One student shared “Being part of the group made my whole semester better. I’m very appreciative that we have opportunities like this.”

Bro Talks: Rape is Wrong, but Why? Post Assessment Data

- 100% of participants were rated that they were extremely familiar with affirmative consent and ways to use it with their partners.
- 100% of participants rated that they were extremely aware of how unwanted sexual activity impacts an individuals’ wellbeing and mental health.
- 100% of participants rated they extremely have empathy and awareness of safety and pleasure for all of their sexual partners.
- 100% of participants understood their role in preventing sexual violence and creating a culture of safety at Chico State.

Bro Talks VulnerABILITY Post-Assessment Data

- After participating in Bro Talks, 100% of participants understood how masculine gender norms impact their ability to be open and communicate authentically with others.
- 100% of participants recognized the positive impacts that can happen when they are vulnerable in their relationships and utilize resources.
- 100% of participants stated that allowing other men to be vulnerable without judgement was important to them.

VI. Analysis

WCSP provides a unique service, one unlike any other at CSU, Chico. The efforts of this department directly influence student, faculty, and staff success by providing confidential services and support to address extreme safety concerns, precise explanations of resources, and assistance in inaccessible paperwork and processes.

Along with the world and nation, CSU, Chico’s impact by COVID-19 no doubt influence WCSP path forward. With virtual services and a virtual semester, WCSP strives to continue to offer exceptional services to students, faculty, and staff in need. Our staff prepared and continues to adapt to the ongoing needs of the campus community.

VII: Program Objectives

Update on Program Objectives set for the academic year 2020-2021:

1. **Goal:** Identify and develop an assessment tool to use for all Outreach, Prevention Education, and training workshops.

Status: In-progress

Assessment is WCSP's primary priority heading into academic year 2021-2022. Virtual platforms for direct services and outreach did not reflect WCSP's service delivery of past years. WCSP expects for a hybrid of online and in-person programmatic efforts in 2021-2022, and assessments for those efforts are priority.

2. **Goal:** Partner with CSU Advocates Systemwide to develop Professional Development opportunities to engage in decolonizing advocacy services.

Status: Completed and ongoing

WCSP Coordinator of Advocacy Services played an active role in CSU Advocates and Preventionist Professionals (CSUAPP) to engage in training, networking, and collaboration across the CSU system.

3. **Goal:** Create a sexual assault and intimate partner support group to expand services for individuals impacted within the campus community.

Status: Completed

WCSP created and offered Healing After Trauma (H.A.T.) support group in collaboration with WellCat Counseling.

Program Objectives for 2021-2022

Goal: Identify and develop an assessment tool to use for all direct services, Outreach, Prevention Education, and training workshops.

WCSP will prioritize enhancing validity and assessing the impact of programs within the campus community.

Goal: Coordinate a WellCat Student Leadership training for all WellCat student employees and interns from each department.

WCSP will collaborate with WellCat Prevention, WellCat Counseling, and H.E.A.T. Coordinators to centralize core training for Paraprofessionals, student assistants, and intern placements.

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Goal: Update all engagement materials with new WellCat logo and WellCat Safe Place mission statement for campus distribution.

WCSP will redesign brochures, swag items, resource cards, and more to showcase the new WellCat Safe Place logo and mission statement.