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# Women's Center Site Review Summary Report

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Women's Center Operations:

This focus area refers to maintaining the daily operations of the center in order to fulfill the mission of the department.

Safe@Weber Violence Prevention and Advocacy Services Program

This area focuses on providing prevention education to the community as well as response to incidents that violate Title IX. Due to the increase in the number of Title IX cases, providing advocacy services has become the primary focus of the Advocate and Program Specialist.

Strength:

It is imperative that the WC respond to incidents of dating and domestic violence, stalking, harassment and sexual assault. This is the requirement of federal regulation. The staff of the WC has been doing an excellent job responding to the needs of victims and survivors throughout the past two years.

Challenges:

The Advocate and Program Specialist position requires both providing advocacy support to students as well as providing prevention education programming to the community. The current staffing of the center makes it challenging for one staff position to do both.

Recommendations:

Limited resources require thoughtful prioritization and boundaries. Until an additional staff position is provided for the WC, advocacy services should be limited to assisting students with navigating campus systems. External advocacy services, provided by community partners, should be used to navigate community systems including the legal system and accessing medical services. In addition, community advocates may be helpful with accessing social services for students.

This change may allow for the Advocate and Program Specialist to serve more students while also focusing more time on programming and outreach if at all possible.

Once a staff position is added to the WC, it is recommended that the advocacy services be part of one job description while the programming be part of another. It is clear that providing both prevention education and advocacy may be too time-consuming for one staff member.

Social Justice Education, Action, and Resource Program

This program includes providing workshops on feminist issues, stocking a media lending library, providing access to a lactation/advocacy room and, art gallery and resource pantry.

Strengths:

Providing workshops on feminist issues allows for students to learn about feminism and how to advocate for themselves and women on campus. The Generation F\* program provides a path to empowerment for both experienced feminists and young adults new to the beliefs and practices.

Having a lending library on-site allows for students to have access to education materials to supplement what they are learning through workshops and programs.

Access to a lactation/ advocacy room provides a safe, convenient private space for nursing mothers to pump and express during their time on campus. In addition, this room is available for students who may be reporting Title IX incidents and need a safe place to do so.

The art gallery adds charm and character to the space while also allowing for recognition of feminist artists on campus.

The resource pantry allows access to health and beauty aids that students may need for various reasons, including home displacement and exhausted resources.

#### Challenges:

Due the time that has been devoted to advocacy and prevention education, less time has been spent developing the Generation  $F^*$  program.

The lactation/advocacy room is currently used for two very different purposes. Use of the space is often in demand by more than one party at the same time.

The art gallery space is limited to various walls in the center as opposed to having a dedicated, labeled space.

The resource pantry takes up space in the center and also requires staff assistance to access. In addition, Tst

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## Leadership and Staffing

#### Professional Staff

-time staff positions, the Director and Advocate/ Program Specialist. At this time, these two positions manage the daily operations of the center, all advocacy, prevention education, outreach, training and programming. With the assistance of several student staff, these two positions serve a campus where women make up 53% of the student body.

The Director is responsible for providing supervision and oversight for all of the student workers in addition to providing all of the Safe@Weber training to the campus. In addition, she is responsible for daily center operation. The Director also serves on multiple committees, taskforces and boards on and off campus.

The Advocate/ Program specialist is responsible for providing advocacy services to the entire student body in addition to delivering prevention education programming. In addition, this position also requires regular contact with community partners which involves serving on boards and being part of various taskforces and coalitions.

### Strengths

Both the Director and Advocate/ Program Specialist positions are currently filled by two passionate, dedicated staff members. As a result, they have dedicated themselves to working 50-60 hours on average to meet the goals of the center. Their passion for advocacy, prevention and social justice is an asset to Weber State. This view seems to be consistent amongst campus and community partners as well as students.

## Challenges

Two staff positions and a fairly new part-time administrative support staff position are inadequate to meet the growing needs of the center. The Advocate/ Program Specialist position combines the work of what is ationwide. Some centers have one or two positions but serve a smaller student body.

#### Recommendations

Another staff position is crucial to continue the work of the center. With colleges and universities required to be Title IX compliant, prevention education and advocacy response are more important than ever.

Adding a Program Specialist or Outreach Coordinator position would allow for the WC Advocate to focus on advocacy and supporting the Safe@Weber initiatives that require collaboration with the community on a regular basis. This position may also be able to assist the Director in providing oversight to the invaluable student staff who coordinate much of the center programming.

funded for 10 to 20 hours per week. According to the organizational chart, 7 student positions are vacant at this time.

These student staff are participants in the leadership initiatives of the center. Student center users often become student staff of the center.

#### Strengths

The students that currently work in the center report a high level of satisfaction fulfilling their current duties. They find meaning and benefit from the professional development that comes from opportunities the center provides. The students are also responsible for much of the research conducted by the center. The student staff are also invaluable in delivering relevant programming to the WSU campus. Without the students, the Director and Advocate/ Program Specialist would not have been able to deliver the many quality programs that they have throughout the academic year.

#### Challenges

Hiring, training and supervising so many student staff is time-consuming for the Director. To ensure a quality leadership experience for a dozen or more students, weekly supervision is required for each position. This may be difficult to maintain, especially with the increasing demand for advocacy services. Also, hiring student users may create a dynamic in which the student becomes more emotionally dependent upon the professional staff, making boundaries regarding time and guidance difficult to maintain.

In addition, tuition-waiver funded positions create a unique problem when compared to hourly student

Nontraditional Student Centers is warm and inviting. It appears that both centers have made an effort to create a welcoming environment for student users.

## Challenges

The mission of the WC has changed significantly over the past two years. Title IX requirements have shifted the focus of many similar centers across the country. As a result, more time and resources are spent on violence prevention education and advocacy services.

The Nontraditional Student Center continues to serve the needs of nontraditional students, which often

Although the two centers often serve the same students, the goals of the two centers are no longer in alignment. As a result, the shared space has led to tension due to discussion of topics that are inappropriate for mixed company (adults and children for example). In addition, with increased demand for advocacy services, more students are accessing the WC to report Title IX offenses than in past years. Students in these circumstances would benefit from more privacy than the current setting provides.

The WC relies heavily on student staff to fulfill the mission of the center. These have adequate work spaces to perform their work duties. They also do not have adequate technology hardware or software.

Recommendations

itle IX/ Clery

reportable offenses, a separate advocacy office is ideal. The current configuration creates a barrier to reporting as survivors have to navigate a shared space that may be overwhelming with the lounge and high traffic areas. It is preferable that the WC and Nontraditional Student Center no longer share space to allow for privacy, the free expression of views and ideas, and a clear distinction between the two departments.

If separating the two offices is not physically possible at this time, reconfiguring the existing space may be

## Ethical and Legal Responsibilities

-confidential reporting location. The professional staff of the center must report any knowledge of Clery reportable incidents to the campus Title IX Coordinator.

The WC utilizes various software programs to manage data collection and maintenance in their office.

The EverFi Haven program is utilized to deliver training materials to WSU students. At this time, program completion is not mandatory.

## Strengths

The WC being a non-confidential reporting location ensures that the university is aware of Title IX violations and Clery reportable offenses in a timely fashion. This allows the Title IX Coordinator and Weber State University Police to assess the safety of the campus and take necessary action to ensure community safety.

The WC staff have been resourceful in using various programs to meet most software needs in their office.

The EverFi Haven program has been distributed to students which allows for additional access to educational materials. Program completion that is not backed by a hard mandate may be more appealing to non-traditional students who may not relate to the program content.

#### Challenges

Many survivors will not report a Title IX offense if they are reluctant to have their experience shared with authorities

designated as confidential. This fact creates a barrier to reporting, especially in cases involving domestic

and benefit from the

support the center can provide.

Utilizing multiple software programs creates confusion and additional data entry across multiple platforms.

EverFi Haven program completion is not required. The absence of a hard mandate means that students may choose not to complete the educational program and therefore not be exposed to the information contained therein.

#### Recommendations

Although designating the center a confidential advocacy center might be ideal for survivors, doing so does not appear to be in compliance with Utah State Law. In addition, some key stakeholders at WSU are not in agreement that this change is proper, ideal or incompliance with Clery. As a result, it is recommended that students desiring confidentiality continue to seek support from the Counseling and Psychological Services

Center. In addition, it is recommended that WC advocates continue to partner with community advocates who can ensure confidentiality at this time.

It is recommended that the WC receive the funding to purchase a software license for one software program that they can use for multiple purposes. It is recommended that the WC research software that will meet their needs and add this expense to their budget proposal for the upcoming academic year.

Although a hard mandate is ideal for the EverFi Haven program, it may not be realistic for the student body at Weber State University. It is recommended that student employees, leaders and athletes be required to complete the training. The rest of the student body should be strongly encouraged to complete the programs, with incentives provided, but not required. Although all students benefit from having access to this information, respect must be paid to the fact that the majority of WSU students are well into their adult years.

# Summary

professional staff and students who are addressing the needs of many at-risk students. The shift in mission has allowed for more prevention education, outreach and advocacy. The newest initiatives of the center, especially Safe@Weber, have contributed to a safer campus environment for all.

Campus and community partners support the goals of the staff of the center. They admire the integrity, passion and work ethic of the current Director and Advocate/ Program Specialist. At the same time, concerns for the health and well-being of both staff members was brought to the attention of the review team time and time again. There is concern that the staff are working too hard to meet ambitious goals that exceed what is reasonable and expected of the center. There is concern that both of them are doing too much, too fast, putting both of them at risk for burnout. It is the hope of the review team and stakeholders alike that a staff position be added to the center as soon as possible.

The current mission of the center focuses on educating the community and responding to the needs of survivors of violence. In addition, the emphasis on social justice is moving the center in a different direction with new goals and initiatives. At the same time, the majority of the students at Weber State continue to be nontraditional students. Many of these students have responsibilities that include caring for children and families. With the new mission of the center, concerns have been expressed

traditional users. Although the Nontraditional Student Center continues to provide some of the services targeted