

Center for Student Wellness

# 2019-2020

July 1, 2019-June 30, 2020

## Annual Report



*PREPARED BY BRITTANY KIYOKO BADGER*

CENTER FOR STUDENT WELLNESS

*2019-2020*

---

# MESSAGE FROM THE DIRECTOR

---

Reflecting on this year's annual report, I am both humbled by the talent and resilience of this team and inspired by the contributions and passion from our students. This past year was full of new opportunities as well as a slew of challenges that were unprecedented and unexpected. A global pandemic, the centering of social injustice and civil unrest, added layers of complexity. Through it all, one thing kept us grounded and focused and that was a genuine care for each other and a dedication to do our part to help our campus become more well, just and safe.

We began the year full of excitement and newfound energy. We had gained momentum throughout the year as we grew our programs, built capacity, and prioritized self-care and burnout prevention. We continued to brand our office and improve our visibility on campus. We valued the student experience and the student voice as we expanded engagement opportunities for our students. We were beginning to see the return from a large investment of time, energy and resources into our office. We supported each other in taking on new initiatives and growing as professionals. We were on a good trajectory for the year.

As we entered 2020, we had hired 3 new professional positions, elevated a current position, added 3 graduate student roles, and nearly tripled our student engagement programs. We were ready to take on new challenges. Then a pandemic forced a shutdown of campus. We, like many others, worked tirelessly to shift, respond, create, and innovate. There were no benchmarks and no blueprints. We were in uncharted waters and it was hard to navigate. Then we saw a spike in domestic violence reports in our communities and we were concerned for the clients we hadn't seen and even more worried about the students who were quarantining in unsafe environments. Then George Floyd was murdered and we learn of Breonna Taylor and the national conversation on racism in America was reignited. We couldn't stay silent and we knew we had to do better and be better. All of this was during a time when the work and the personal blended together and the roles we held as professionals, as caregivers, as mentors, as activists, and as family members became difficult to juggle and tease a part. We aimed to carry the emotional labor of our colleagues, of our students, and of our families all while trying to process what this new normal meant and how it was impacting our own wellness and safety. We hunkered down and we did the work and were exhausted every single day.

I share this because I think it is important to be transparent and direct of how this work and the climate of our country, communities and campus impact us as professionals. More simply, I share this because it's important to acknowledge the spectrum of our experiences this past year. As I reflect on what truly

helped this team to persevere, to persist in the face of such unknowns, I come back to something that we hold as a core and foundational value of how we operate as a team and that is this: we are humans first. What this means to us, is that before any other role we hold, we must value and respect that our needs as humans must always come first. We validate the full range of emotions and we support each other as we show up imperfectly, trusting that we are all doing the best we can. Some days we have a lot to give the world and others, we are running on empty. As a team, we truly respect one another and genuinely care for each other's wellbeing (I don't think any of us would be in this line of work if we didn't). We pushed each other, we carried the load when we were able, we requested support when we needed it most, checked in on each other, and asked for patience, grace and reminders to show compassion to ourselves as often as we could. We realized that while we were all in the same storm, we were not all in the same boat – and our vessels changed daily it seems.

In the midst of such opposition and struggle, I also saw (and continue to see) the strength within each team member and how that is amplified when we come together. The collective efforts from this team have built a strong foundation that we stand upon today. I see the pain and the rage that exists within each of us as we continue to witness injustice in our country, in our communities, and on our campus. I know that we are channeling that rage to do better and be better, even when it's hard and especially because it's what is right. We are all putting in the work and supporting each other every step of the way.

In this report, you will find the spectrum of services and programs we provide to improve wellness and safety on our campus. You will also learn about our new initiatives and plans for the future. Furthermore, you will also see how this team responded to unprecedented challenges and came together as one cohesive unit. As we reflect on this past year, we know there are areas for improvement and opportunities to strengthen what we do. I hope you see the tremendous efforts that come from this team and that it showcases the comprehensive programming that is provided to best support the campus community. These efforts align with the objectives and goals of Student Affairs and the University at large, and I am both proud and inspired by the work my team does to empower our students and support the campus community.

In gratitude and health,

A handwritten signature in blue ink, appearing to read "Brittany Badger".

***Brittany Kiyoko Badger Gleed, PhD(c), CHES***  
***Director***

---

# OVERVIEW

---

## CSW MISSION

CSW's mission is to cultivate a holistically well and safe campus community. We believe that wellness and safety is foundational for success and that equitable access to inclusive wellness services, education and support will create a more resilient, thriving University of Utah. We exist to promote campus wellbeing, provide support for victims and survivors of interpersonal violence, and engage the next generation in creating a more well, just and empowered campus community.

## THE TEAM

CSW is a small but growing team of prevention, education, and support specialists. We regularly engage students throughout the year for various opportunities including student internships and a cohort of peer health educators (ACES).

### **Professional Staff**

Benta Opiyo, Victim-Survivor Advocate

Brittany Badger Gleed, Director

Ellie Goldberg, Assistant Director of Advocacy/Victim-Survivor Advocate

Jenna Templeton, Assistant Director of Health Education\*

Katie Boonkrataung, Marketing and Communication Program Assistant \*\*

Lindsay Wetzels Polin, Health Educator\*\*

Mahalia Lotz, Victim-Survivor Advocate\*\*

Maya Jolley, Health Educator

Vivean Smith, Executive Secretary\*\*

*Maria Skedros, Victim-Survivor Advocate\*\*\**

### **Student Staff and Interns**

Kay Collins, Graduate Assistant/Wellness Coach

Cody Lockyer, MSW Victim-Survivor Advocate Intern

Char Leary, BSW Victim-Survivor Advocate Intern

Angie Maria Passey, Intern

John York, Intern

Olivia Buckner, Intern

### **ACES Peer Health Education Scholars**

Amuia Alford, ACES Peer Health Educator  
Tayler Bseiso, ACES Peer Health Educator  
Cloe Butler, ACES Peer Health Educator  
Marissa Castillo, ACES Peer Health Educator  
Colton Eusterman, ACES Peer Health Educator  
Cooper Gale, ACES Peer Health Educator  
Shalini Kasera, ACES Peer Health Educator  
Marina Knysheva, ACES Peer Health Educator  
Nene Maruta, ACES Peer Health Educator  
Lexy Nestel, ACES Peer Health Educator  
Johnny Rivera, ACES Peer Health Educator  
Elnaz Tahmassebi, ACES Peer Health Educator  
Cathleen Zhang, ACES Peer Health Educator  
Linda Derhak, ACES Peer Health Educator \*\*\*

*\*Position changed with CSW during FY19-20*

*\*\*Started position with CSW during FY18-19*

*\*\*\*Ended position with CSW during FY19-20*

## **ACCOMPLISHMENTS**

In FY20, the Center for Student Wellness (CSW) took great strides in expanding service, building capacity, and creating efficient and innovative programming. Prioritizing staff wellness and sustainability allowed for new programs to take root and when COVID-19 required us all to pivot, CSW staff were able to do so efficiently by taking care of their well-being as they shifted energy and focus towards supporting the emergent needs of our campus community.

The CSW addresses a spectrum of wellness and safety-related needs for the campus community including primary prevention education, intervention programs, and direct support services for the campus community. The team consists of educators, victim-survivor advocates, prevention specialists, and a team of students. Established in 1988 as the Alcohol and Drug Education program the office has evolved, developed, and expanded to address a more comprehensive variety of collegiate wellness concerns remaining committed to best practices and innovation in its delivery. With the impact of COVID-19, CSW has shown immense adaptability and responsiveness to avoid disruption in service and support for the campus and new opportunities to reimagine programming have emerged. CSW's core responsibilities continue to include wellness education, trainings and workshops; victim-survivor advocacy services and support; STI/HIV testing for students; and student involvement opportunities. CSW strives to support the mission of the University of Utah by prioritizing student safety, wellness, and success through each of our initiatives and programs.

In order to meet a growing demand for service and to more efficiently delivery wellness education programs to the campus community, building capacity was a priority for FY20. In the previous year, CSW was able to successfully ***add 2.5 FTE staff positions (3 unique positions), 2 MSW practicum interns, 1 graduate assistant, and a team of 15 peer health educators.***

As the primary education and wellness resource office, the CSW team addresses relevant and increasingly more concerning collegiate wellness topics such as violence prevention and response, impacts of trauma, bystander intervention, sexual health, low-risk alcohol and drug use, stress management and healthy relationships. During the previous year, ***119 workshops, trainings and presentations were provided to over 8,000 students, faculty and staff.***

The home of the Victim-Survivor Advocacy program, for students, faculty and staff who have experienced interpersonal violence (e.g., sexual assault, rape, sexual harassment, stalking, dating and domestic violence), the VSAs provides free, confidential and trauma-informed support services and resources. During the previous fiscal year, ***CSW supported 144 students, faculty and/or staff and provided over 1,250 support services.***

Students are encouraged to take charge of their sexual wellness by attending CSW's mobile STI testing clinics for gonorrhea and chlamydia (walk-in hours for HIV testing), utilize free and low-cost access to barrier methods, and discuss communication, consent, contraception, and healthy sexuality with peer counselors. ***During the previous fiscal year, over 4,000 protective barriers (e.g., condom, oral dam) were distributed to students and 5 mobile STI testing clinics were provided free of charge.***

Student involvement within CSW is a growing priority. Throughout the year, students can fulfill undergraduate and graduate internships that focus on wellness and safety, volunteer with CSW-hosted events, serve as wellness ambassadors and liaisons to improve programming, or apply to join the ACES Scholars program to become a trained peer health educator. These opportunities help advance the mission of CSW while working side by side with students to create a safe and well campus. In the previous year, ***over 3,300 hours from volunteers, interns and peer health educators were dedicated towards CSW initiatives.***

As we reflect on this previous year, we are encouraged by the investments we've made to enhance our programming and adhere to best practices as we set up our team for success in the upcoming years.

## ONE UNIVERSITY

Throughout the year, CSW identified various opportunities to partner and collaborate with campus entities to best serve the campus community at large. We recognize that in order to solve the complex problems we face at the U we must find new ways to work together to optimize resources, share ideas, and break down silos of service. CSW is committed to and engages in collaborative opportunities year-round. A few ways that we have fostered One University include:

- CSW is a prevention partner with the recipients of the OVW grant at the U to better address interpersonal violence on our campus. This interdepartmental group includes representatives from Department of Public Safety, Academic Affairs, Utah Domestic Violence Coalition, and the Office of Equal Opportunity.
- Staff serve on various interdisciplinary committees to address many wellness and safety concerns including the Center for Violence Prevention, Behavioral Intervention Team, the SafeU Month Planning team, The Title IX Processing Group, the Alcohol and Drug Network, and more.
- Graduate internships have been created in partnership with the College of Social Work and the College of Health. Ongoing recruitment from these two academic departments helps to provide relevant training opportunities for future graduates while also supporting the larger advocacy and health education goals of CSW.
- The annual Wellness Fair aims to bring a number of wellness resources together to provide education and direct services to students. Casting a wide net for collaboration, partners include representatives from Student Affairs, U of U Health, various academic departments and colleges, student clubs and organizations, and community agencies.
- CSW supports a number of wrap-around support initiatives across the campus. One such program is the new Basic Needs Center. Evolving from efforts of the Homeless Student Task Force, this new program initiative required support and collaboration from various offices campus-wide. CSW serves on the taskforce which is aiming to bringing a number of resources and services to students in a convenient one-stop shop.

## EQUITY, DIVERSITY & INCLUSION

Equity, diversity and inclusion initiatives have been an active area of focus for CSW. As systemic racism and deeply rooted inequities within our communities have become centralized in the national conversation and exposed more publicly due to a global pandemic, CSW acknowledges that we must act more intentionally, proactively and unapologetically. In June, 2020 we shared the following public statement:

*We hold space to mourn the constant murder and violence against black and brown humans. We recognize that our campus community is processing a vast range of emotions - fear, outrage, exhaustion, pain, despair, hope. Our hearts are heavy.*

*Silence is no longer an option. Inaction is no longer an option. The burden of ending racism and injustice can no longer be carried only by our students, colleagues, and community members of color. We kneel in solidarity and must now stand united.*

*Our team is committed to our mission of creating a holistically well and safe campus community and that can't be accomplished without centering social justice, power, and equality in that work. Racism is a public health crisis. As the Center of Student Wellness, we are working each day to address this challenge. We hold ourselves accountable and so can you, because #BlackLivesMatter.*

*We acknowledge that we can do better and we must do more.*

*We remain committed to learning, listening, and growing. We will continue to take action and will find meaningful and important ways to disrupt the system during this critical time as individuals, as a team, and as an office within Student Affairs. We know that change begins within and we are looking deeply at how we can be better.*

*To our black students, members of the community, and individuals everywhere, we see you. We see your courage. We hear you. We support you. We are taking action.*

CSW is actively prioritizing efforts to better center EDI and anti-racism work within our office. Some highlights of new initiatives and focal areas include:

- Up to 4 hours a week can be dedicated specifically to anti-racist, equity, diversity and inclusion work, professional development, and education for full-time staff members. Staff are encouraged to block this time out on their calendars
- During FY20, 2 staff members served on the Student Affairs Diversity Committee (one co-chaired for a portion of the year)
- Two EDI Interns were selected to complete projects for CSW. This internship will continue to be offered
- Graduate EDI Intern completed a CSW team assessment areas of focus to address anti-racist and EDI efforts internally and externally
- Undergraduate EDI Intern assisted in the translation of critical marketing and communication assets into Spanish
- CSW has calendared EDI Action meetings 2x a month for all staff to workshop projects, share research, and discuss EDI and anti-racist work together
- All social media communications have been altered to include alt text captions and are continually assessing these channels to identify areas of improvement to create more inclusive and accessible messaging

We acknowledge that this is just a start and there is much more to be done to better serve and centralize the needs of our campus community members more equitably, inclusively, and diversely.

## COVID-19 IMPACTS

COVID-19 brought unprecedented challenges that tested our resilience and ability to be responsive to an ever-changing situation. A reduction in service and program requests have been seen but this has created opportunities to expand and prioritize new areas for growth to better reach students, and especially students who historically may not utilize our services. Additionally, prioritizing staff well-being was essential as the impacts of COVID-19 were far-reaching. Many of these changes will be continued as a sustainable program or initiative within CSW. Some examples of efforts prioritized and developed in response include:

- Development and extension of virtual Tele-Advocacy Services (TAS) via HIPAA-compliant Zoom



- Development and extension of virtual wellness workshop offerings including discussion and facilitation guides for lay facilitators and faculty members to utilize
- Development of a Virtual Services page via website
- A complete conversion of Sexual Assault Awareness Month campaign to online and virtual programming
- Creation of new wellness programs that focus on mental health, social connections, and more
- Peer-led social connection opportunities for students including Zoom dance parties, movie nights, Minecraft and other gaming events
- Utilization of new technology platforms including chat and text features to provide additional options for student communication channels
- Remote work setups have temporarily alleviated the physical space limitations CSW staff have been facing over the previous year
- Investment into mobile remote workstations for staff
- Staff wellness prioritization by creating a buddy check-in programs, self-care workshops, and flexible work schedules

---

# DEPARTMENTAL CORE OBJECTIVES

---

The CSW strategically aligns their departmental core objectives, goals, and outcomes to both the Student Affairs Strategic Objectives and the University of Utah Four Big Goals. These goals and objectives are listed here and described in more detail through the hyperlinks provided.

## STUDENT AFFAIRS STRATEGIC OBJECTIVES

Read more about Student Affairs strategic plan and objectives [here](#).

- 1) Student engagement and support
- 2) Student health and wellness
- 3) Strategic enrollment management
- 4) Inclusivity and equity
- 5) Facilities and resource management
- 6) Staff excellence

## UNIVERSITY OF UTAH FOUR BIG GOALS

Read more about the University's goals [here](#).

- 1) Develop and transform new knowledge
- 2) Promote student success to transform lives
- 3) Engage communities to improve health and quality of life
- 4) Ensure long-term viability of the University

## CENTER FOR STUDENT WELLNESS CORE OBJECTIVES

CSW aims to elevate the safety and wellness of the campus community through the alignment of the following core objectives: 1) Wellness Education and Outreach, 2) Direct Service and Support, 3) Student Involvement and Development, 4) Equity, Diversity and Inclusion Efforts, and 5) Coordinated Partnerships. Goals and outcomes for each core objective are described in their respective sections.

## CORE OBJECTIVE #1: WELLNESS EDUCATION AND OUTREACH

### SA STRATEGIC OBJECTIVES ALIGNMENT

- Student Engagement and Support
- Student Health and Wellness
- Inclusivity and Equity

### U OF U GOALS ALIGNMENT

- Develop and Transform New Knowledge
- Promote Student Success to Transform Lives
- Engage Communities to Improve Health and Quality of Life

### CSW PROGRAMS & INITIATIVES

- Wellness Workshops, Presentations & Trainings
- Awareness Events & Campaigns
- Marketing & Communication Outreach Efforts

Comprehensive wellness education and outreach is an essential focus of this office. While there are many wellness topics that impact a student's health, safety and well-being, CSW has strategically identified key areas of educational focus including violence prevention, sexual health, low-risk alcohol and drug use, healthy relationships, bystander intervention, and supporting peers through crisis and times of distress. Furthermore, proactive outreach to the campus community to raise awareness of these issues and share how to access these services confidently and safely is also a central goal. Tabling at events, presenting during orientations, and effective marketing and communication strategies are key in disseminating this information to the campus.

Data informs the development of these educational programs and the services provided to best support students, faculty and staff. CSW conducts the National College Health Assessment (NCHA)<sup>1</sup> biennially, and the 2019 survey revealed the following trends among University of Utah students:

- Stress is the most common factor that negatively impacts academic performance (40% of students report) and 93% of students report that in the past year, they have felt overwhelmed by everything they needed to do
- 4 out of 5 students have experienced at least one event this past year that they describe as being traumatic or extremely difficult to handle
- While only 41% of students consume alcohol, students perceive that 95% of their peers drink

---

<sup>1</sup> The National College Health Assessment (NCHA) is a nationally recognized research survey designed to assist schools in collecting precise data about their students' health habits, behaviors, and perceptions.

- Over half of students surveyed, report experiencing something negative when consuming alcohol (i.e., did something you regretted, had unprotected sex, physically injured yourself or another)
- Only 45% of students used a condom or protective barrier during vaginal intercourse (29% for anal intercourse)

Furthermore, the 2020 Campus Climate Survey<sup>2</sup> revealed that our undergraduate students report experiences of harassment (36%), stalking (8%), interpersonal violence/domestic violence (8%), sexual assault (13%) and sexual misconduct (12%). Unfortunately, for students who shared that they had experienced sexual misconduct or sexual assault, the majority did not seek support or resources because they did not think it was serious enough to report but did disclose the experience to a close friend, roommate or partner.

Coupled with national wellness and safety trends, this evidence integrally informs and drives the development of new educational programs and provides justification for expanding current initiatives to reach a broader campus community. Staff, peer health educators and student volunteers dedicate thousands of hours in providing wellness education and outreach. Furthermore, strategic wellness events throughout the year raise awareness for important collegiate topics such as sexual assault and domestic violence and help educate the campus community on resources, support services, and the impacts on safety and wellness. While students are the primary audience for this education and outreach, staff and faculty workshops are offered to improve trauma-informed and compassionate support for students who have experienced a traumatic event such as sexual assault.

**GOAL 1A: PROVIDE COMPREHENSIVE AND EVIDENCE-BASED WELLNESS WORKSHOPS AND EDUCATION TO THE CAMPUS COMMUNITY**

- ✓ **OUTCOME: Provided 119 educational workshops and trainings for the campus and greater Salt Lake community**
- ✓ **OUTCOME: Dedicated 139.75 CSW staff hours to direct wellness education presentations**
- ✓ **OUTCOME: Reached over 8,000 campus community members**
- ✓ **OUTCOME: Presented to 50+ campus entities by request**

Over the previous fiscal year (FY20), CSW fulfilled requests for **119 presentations**, workshops or trainings on a variety of topics. Through those requests, we reached over **8,000 campus community members with 50+ specific requests from campus entities**. CSW dedicated almost 140 direct presentation hours for these workshops but that does not include the development and preparation time needed for each workshop. Hundreds of hours are dedicated to educational workshop creation and preparation through evidence-based teaching and facilitation strategies. Routine evaluations of these programs allow CSW to adjust the delivery and content of these workshops to engage attendees through active learning pedagogies. Details for CSW educational workshops and trainings are provided in Table 1.

<sup>2</sup> For the 2020 administration of the Campus Climate Survey on Sexual Assault and Misconduct, the University of Utah administered the American Association of Universities (AAU) Survey to allow benchmarking with Pac-12 peers.

Table 1  
Total CSW Presentations for FY20

	# EVENTS	# HOURS	# SERVED
<b>MISSION &amp; SERVICES</b>	15	10	333
<b>BYSTANDER INTERVENTION*</b>	34	51.5	2,645
<b>JOINING THE COMMUNITY</b>	21	13	3435
<b>HEALTHY RELATIONSHIPS</b>	4	5.5	85
<b>SAFE(R) PARTY CULTURE</b>	5	7	140
<b>CHALLENGING RAPE CULTURE</b>	2	2.5	45
<b>STRESS CARE</b>	4	4	79
<b>STUDENTS IN DISTRESS</b>	13	21.5	577
<b>COMPASSIONATE RESPONSES</b>	8	10.5	220
<b>HARM REDUCTION 1:1 SANCTIONS</b>	2	2.75	2
<b>OTHER/TAILORED</b>	11	11.5	506
<b>TOTAL</b>	119	139.75	8,067
	<i>*This includes students who completed the online recorded version of Bystander Intervention in compliance with SB134 (an additional 1,939 students)</i>		

The expansion of the ACES Peer Health Education Scholars program expanded the capacity and offerings of these wellness workshops for the campus community through a peer-to-peer education model. The ACES program and the associated impacts are described in Core Objective #3.

While students are the primary participants for these educational workshops, staff and faculty trainings are also provided to raise awareness for student support services and to foster skill-building to better support students, especially during times of distress and need. As staff and faculty often serve as first responders for students of concern, there is a growing demand to provide this education to raise awareness of issues that impact students and empower staff and faculty through trauma-informed, best practices in providing support. Requests for workshops and trainings that teach practical skills, provide education, explore roles and duties, and strengthen the resource referral process increased during the previous year. Having a growing number of campus employees feeling more confident to offer support, will no doubt, impact a student’s ability to succeed academically by supporting them as they access and utilize support resources that will influence school retention.

Workshops are provided through CSW-hosted events but are primarily requested by campus entities. Throughout FY20, 50+ unique departments and groups requested CSW workshops and trainings. A few of these departments include:

- Fraternity and Sorority Chapters
- Department of Athletics
- Beacon Scholars
- Bennion Scholars
- BlockU
- College of Business
- College of Chemical Engineering
- College of Civil and Environmental Engineering
- College of Health

- College of Law
- College of Math
- College of Nursing
- College of Social and Behavioral Sciences
- College of Social Work
- College Student Council for CSBS
- Department of Communications
- Department of Computing
- Department of Dance
- Department of Educational Psychology
- Department of Education, Leadership and Policy
- Department of ELI
- Department of Entertainment Arts
- Department of Psychology
- Campus Recreation Services
- CSBS Grad & Undergrad students
- Debate Team
- Office of Financial Aid
- Graduate School
- Housing and Residential Education
- International Student and Scholar Services
- LGBT Resource Center
- Office of Admissions
- Office of Equal Opportunity
- Office of Equity & Diversity
- Office of Global Engagement
- Office of Orientation & Transition
- Planning, Design, & Construction
- Print & Mail
- SA Professional Development Committee
- Sandy Campus
- TRIO
- U of U Spirit team
- Urban Institute for Teacher Education
- USA housing

Workshop descriptions are included below.

### **CSW Mission and Services**

This short presentation serves to increase the campus community's understanding of the office, how it functions, and what services and resources it provides. In FY20, CSW offered **15 "Mission & Services" presentations for 333 campus community members**. Providing these presentations clarifies students' expectations of the services CSW offers.

### **Bystander Intervention**

This training is our most requested workshop and aims to empower students to intervene in problematic situations (such as interpersonal violence, high-risk alcohol consumption, discrimination, emotional distress, and more) to de-escalate harm. Through discussion and practicing with scenarios, attendees build confidence in the skill of intervention. For FY20, Student Organizations were required to complete a Bystander Intervention training in compliance with SB134, the new Campus Safety bill. Recognizing that in-person workshops would not be feasible to meet this need, a recorded version was offered. During the previous year, **34 live trainings were provided to 706 campus community members and an additional 1,939 students representing various student organizations, viewed and completed the recorded training**.

### **Joining the Community**

CSW co-facilitates an interactive presentation (“Joining the Community”) alongside representatives from the Office of the Dean of Students for every Orientation session (New Student, Transfer, and International Student Orientations). Topics include an overview of common collegiate wellness challenges (mental health, alcohol and other drug use, relationship violence), associated resources, an introduction to bystander intervention, and student rights and responsibilities. In FY20, CSW participated in **21 Orientation sessions for an estimated 3435 students**. During FY20, the Office of Orientation and Transition began shifting orientation presentations to an online forum and a recorded version of Joining the Community was also offered to replace some existing in-person presentations. At the time of this report, CSW did not have that supplemental data for the total reach of the virtual version but it can be expected that more students are being reached through this medium. This is CSW’s largest outreach to students on campus.

### **Healthy Relationships**

A new 2-part workshop series (It’s a Match! and Breakin’ Up) was **provided 4 times and reached 85 students**. In this presentation, attendees learn about relationships, any relationship, through its natural trajectory. Attendees learn how to identify what makes a relationship “healthy,” what you want out of your relationships, and how to respectfully and safely end a relationship.

### **Safe(r) Party Culture**

Alcohol and drug misuse can have lasting impacts on a student’s wellness. This workshop takes a harm reduction lens by providing education about low-risk use and how to create a safer party culture. This workshop aims to empower students to make safer decisions around drugs and alcohol. Over the fiscal year, it was offered **5 times and reached 140 students**.

### **Challenging Rape Culture**

This workshop aims to educate attendees on how rape culture exists in our society, methods to unlearn harmful myths, and the reality of sexual violence on college campuses. This workshop was provided **twice and reached 45 students**.

### **Stress Care**

CSW offers a stress management presentation to support students in learning how to identify personal stressors, how to cope with them in the moment and manage them long-term, and different resources available at the University of Utah. The University Counseling Center also provides stress management presentations and due to the increase in demand for other wellness topic presentations this past year, we referred many requests to our partner office but still provided this workshop **4 times for 79 students**.

### **Supporting Students in Distress (formerly Intervening with Distressed Students)**

In partnership with the Office of the Dean of Students and the University Counseling Center, faculty and staff can receive training by request to learn more about identifying students in distress, explore strategies to intervene, and how to report disruptive behaviors to the proper office or resource. This collaborative presentation was given **13 times and reached 577 campus community members**.

### **Compassionate Responses to Disclosures of Interpersonal Violence**

Staff and faculty regularly share that it can be difficult to know what to do and how to feel when someone shares that they have or are experiencing interpersonal violence such as sexual assault, domestic or dating violence, sexual harassment, or stalking. To improve self-efficacy among staff and faculty to support students in a trauma-informed way, this presentation aims to help participants:

- Understand how interpersonal violence impacts wellness
- Understand how to compassionately respond (and what not to say) when someone tells you they have experienced interpersonal violence
- Know whether they are a University of Utah mandatory reporter and how to report if they are
- Be familiar with resources available for survivors
- Be able to access the resources and support for themselves

During the previous year, **8 presentations were provided and reached 220 campus community members.**

### **AOD 1:1 Education Training**

The University of Utah is a dry campus and does not allow consumption of alcohol on university grounds, even for those who may be legally allowed to drink. For those who engage in alcohol use on campus, an educational sanction may be applied by our referring partners (e.g., Housing and Residential Education, Office of the Dean of Students). CSW provides a sanctioned alcohol education course or one-on-one educational sessions for students who receive this sanction or are referred to the program by our partners. During the previous fiscal year, additional AOD sanctioning tools were used by campus partners as a first-level sanction including EVERFI's AOD Sanction Course which reduced the number of referrals to CSW. Staff or ACES peer educators provided **2 alcohol education sessions for individual students.** During these education classes and/or session, health education staff provided information on high-risk drinking, tolerance, signs of alcohol poisoning, and resources. Staff also worked with each student to assess their individual drinking behaviors and create a custom low-risk drinking plan to keep themselves and their community safe.

Future assessment strategies will continue to determine evidence-based and effective options to support students who exhibit higher risk behaviors

#### **GOAL 1B: IMPLEMENT AND PARTICIPATE IN EDUCATIONAL AWARENESS INITIATIVES CAMPUS-WIDE**

- ✓ **OUTCOME: Planned and implemented Domestic Violence Awareness Month (DVAM) campaign hosting 11 events**
- ✓ **OUTCOME: Coordinated the Wellness Fair with nearly 600 students attending**
- ✓ **OUTCOME: Collaborated to bring a Drug Takeback event to campus**
- ✓ **OUTCOME: Co-planned and co-hosted Evening of Hope event for male survivors for 70+ attendees**
- ✓ **OUTCOME: Planned and implemented Sexual Assault Awareness Month (SAAM) campaign with over 62,000 impressions**
- ✓ **OUTCOME: Participated in an additional 37 events to raise awareness of CSW programs and resources**



In partnership with other offices and departments, students, and community agencies, large-scale events and campaigns are coordinated strategically throughout the year. Elevating awareness for key wellness and safety issues that students face is a challenge but coordinating broadly and working in partnership with students, enhanced CSW's ability to reach a larger audience.

### **Domestic Violence Awareness Month (DVAM) Campaign**

October is the nationally recognized month to raise awareness for domestic violence. During October, CSW developed and implemented the second campus-wide Domestic Violence Awareness Month (DVAM) campaign with a theme of Love Better. This month-long campaign focused on awareness and education for the campus community about domestic and dating violence (DV). Information about DV as well as prevention and support resources were shared throughout October with daily social media posts, content in @theU, and several campus events. Highlighted events included CSW-hosted Healthy Relationships workshops and Bystander Intervention trainings, Meet and Greet with the Office of the Dean of Students, presentations from the Utah Domestic Violence Coalition, and a film screening of Escalation in partnership with the U's Counseling Center and ASUU. ***In total, 11 unique CSW-hosted events were offered to the campus community in addition to a month-long social media campaign utilizing #UofUDVAM.***

### **Wellness Fair**

Wellness Fair is an annual event that encourages students and our larger campus community to consider their wellness holistically. It inspires students to think about what they need to maintain their wellness and raises their awareness around the resources available on campus to support their wellness needs. Each year, the fair brings in 500+ students who are eager to utilize free services, health screenings, and learn about local wellness resources. For 2019's fair, 21 campus and community partners tabled and/or provided direct wellness services for students including free STI testing, free flu shots, depression screenings, mindfulness sessions, and free fitness classes. A few partners included the School of Pharmacy, Personal Money Management Center (currently the Financial Wellness Center), CESA, Rape Recovery Center, SafeU, Women's Resource Center, Utah Poison Control, Learning Success Center, University Counseling Center, Student Health Center, Student Success Advocates, FeedU Pantry, Campus Contraceptive Initiative, PEAK, and more.

***It is estimated that nearly 600 students participated in the Wellness Fair with 365 flu shots provided (funded by ASUU) and 61 provided samples for gonorrhea and chlamydia (GCCT) testing.*** Those who received GCCT testing opted into peer-based sexual health counseling to address questions around safer sex practices, protection, testing, consent, and communication.

### **Drug Takeback Event**

In partnership with the Department of Public Safety, Utah Poison Control and College of Pharmacy, a Drug Takeback event was organized. During this event:

- DPS collected unused drugs, medications, and vape pens
- College of Pharmacy students educated attendees on how to dispose of medications safely outside of a formal event

- Utah Poison Control provided resources and information on drug overdose and the opioid overdose reversal drug, Naloxone
- CSW's ACES peer health educators educated about alcohol and other drug use (AOD) myths and overdose including harm reduction strategies as they apply to AOD

### **Evening of Hope**

In partnership with the Women's Resource Center and the Rape Recovery Center, an event titled Evening of Hope was brought to campus. The community came together from a place of support and learning to help the healing of men who have experienced traumatic interpersonal violence in their pasts. The event allowed a space for vulnerability, compassion and learning about these topics. This event was ***co-hosted and co-planned by one of CSW's VSA interns and over 70 attendees participated in this event.***

### **Sexual Assault Awareness Month (SAAM) Campaign**

Every April, CSW coordinates a campus wide initiative to raise awareness for sexual assault. Throughout the month, a number of educational events, resource information and more is shared to the campus community. The 2020SAAM initiatives were guided by a committee co-chaired by an ACES peer health educator and a VSA Intern. The planning team included members from Fraternity and Sorority Life, Bennion Scholars, and It's On Us student group. These team was advised by a staff health educator from CSW. The 2020 campaign was themed #UASK, to spread awareness of sexual assault and encourage people to practice consent – a key step in preventing sexual violence. While the COVID-19 pandemic did interrupt the planning process, it showcased the resilience and adaptability of the team as they converted all content and activities into a virtual format within a matter of weeks. ***For April, nearly 62,000 impressions were seen via social media, reaching 4,569 accounts with over 1,000 actions taken.***

Virtual events during the month included a social media competition (275 actively participated), Instagram stories, #UAskForConsent photo challenge, and peer-led wellness workshops that focused on healthy relationships and challenging rape culture. Multiple blog posts were created during SAAM to help share additional education to the campus community.

### **Other Events & Tabling Outreach**

CSW participates in other events throughout the year. Many are wellness and safety-related but any opportunity to raise awareness for CSW to advertise services and familiarize students with the office is prioritized. Over the last academic year, CSW participated in ***37 separate outreach/tabling events reaching an estimated 1500 students.*** A sampling of outreach events that CSW participated in over the previous year:

- Coffee with Cops
- Quick Answer Desk
- Fall into Safety
- SADC Speaker Series Panel
- Rivkin Ovarian Cancer Workshop
- SafeU Month Activities

- Campus Safety Panel – Spring event (ASUU)
- New Student Orientation
- Transfer Student Orientation
- International Student Orientation
- College of Law Orientation
- Welcome Week
- Plazafest
- Crimson Nights
- University Farmers’ Market
- USA Block Party
- Major Expo
- Basic Needs Center Outreach

These tabling and outreach opportunities help raise awareness and educate the campus community on resources available. These events are prime opportunities to build campus partnerships and reach more students. We intend to grow our participation in these events, improve our data collection strategies, and increase our marketing to reach a larger campus community.

**GOAL 1C: IMPLEMENT AN ACTIVE AND COMPREHENSIVE COMMUNICATION AND MARKETING PLAN**

- ✓ *OUTCOME: Hired a half-time Marketing and Communication Program Assistant*
- ✓ *OUTCOME: Built a comprehensive communication and marketing guide*
- ✓ *OUTCOME: Maintained an active social media presence via Facebook, Instagram and Twitter*
- ✓ *OUTCOME: Increased social media followers by 23% on Instagram*
- ✓ *OUTCOME: Reached 102,000 individuals via social media*
- ✓ *OUTCOME: Published 25 blog posts and 173 social media posts on various wellness topics*

CSW is committed to providing accurate and engaging wellness announcements, information and education via our various communication channels. As the U campus community engages with information in a number of different ways, employing a comprehensive, coordinated and responsive marketing and communication strategy is important.

In November, 2019, CSW prioritized the hiring of their first professional staff member to oversee all communication and marketing efforts. Prior to this hire, these efforts were delegated among several staff members which limited the office’s ability to roll out a cohesive communication plan. Furthermore, this strategic hire allowed for other CSW staff to better prioritize and focus on their respective roles, leading to more efficient and strengthened health education and advocacy programs. The hiring of this role has also accomplished the following:

- Increased CSW brand awareness
- Formalize best practices for marketing and communication efforts including content calendars
- Developed a comprehensive Marketing and Communications Guidebook
- Improved accessibility and inclusivity of CSW marketing and communication efforts
- Strengthened campus partnerships for seamless information sharing
- Participated in CSW’s first U-Giving Day fundraising event and raised over \$3,000

- Developed and implemented the Wellness Blog and maintained CSW's website
- Developed a streamlined listserv and subscription platform
- Developed digital asset toolkits for all CSW campaigns for campus partners to utilize
- Regular feature articles in @theU
- Increased social media following for Instagram by 23%

CSW social media channels are the primary route for communication with students and during FY20, we were able to **increase our social media following by 23% in 6 months** (December 2019-June 2020). Even during a campus-wide shutdown due to COVID-19, we gained an additional 52 followers during our SAAM campaign. **During the year, over 100,000 were reached via social media.**

Other avenues for disseminating wellness information included through CSW's newly established Wellness Blog and through @the U announcements and featured articles. During FY20, **25 blog stories were posted** focusing on various safety and wellness topics including wellness in the time of COVID-19, financial wellness, campus partner feature stories, the Black Lives Matter movement, healthy relationships and hookup culture, violence prevention and more. In addition to regular communications through @theU announcements, **CSW provided 2 featured articles and 1 collaborative spotlight to @theU** focusing on HPV and Cervical Cancer; #UofUSAAM; and a VSA spotlight.

As CSW continues to leverage the power of social media to share information with a larger audience, improved analytic data will be collected to assess our reach and impact. The previous year, CSW more intentionally focused our efforts online and team members dedicated more time in curating content and messaging. The initial impact we've seen from better utilizing our social media channels has encouraged us to seek out additional strategies to improve.

## COVID-19 IMPACTS FOR CORE OBJECTIVE 1

CSW was responsive to abrupt changes from COVID-19 on the ability to provide wellness workshops and trainings in a presence-free way. As the campus transitioned to virtual and online engagement and education, CSW worked to seamlessly transition all currently scheduled workshops to online platforms (e.g., Zoom). In the meantime, CSW prioritized converting all wellness workshops and trainings into a recorded format for ease of access for faculty and staff to utilize for their students. No workshop deliveries were halted due to COVID-19 though new presentation requests did decline.

While CSW was able to convert all existing workshop requests to a virtual and online format, participation did drop as expected. With an entire campus community now facing various challenges and unexpected wellness concerns due to COVID-19, CSW decided to shift priorities to support student's foundational needs for safety and wellness. This included adjustments to the social media calendar (e.g., highlighting emergency services, food pantries, and mental health crisis supports), holding virtual office support hours, and proactive outreach to students about virtual service provision as we anticipated an uptick in student safety issues who may have been forced to quarantine in unsafe home environments.

Events and campaigns were also impacted by COVID-19 as all in-person activities had to be shifted to virtual and online platforms. Fortunately, the only remaining large-scale campaign for FY20 (Sexual Assault Awareness Month), was able to transition fully to online mediums and was still able to reach a large audience via social media and virtual engagement opportunities.

With the increase in online events and Zoom engagements being provided for students on a broader level, CSW saw a drop in attendance as the fiscal year came to an end. This was to be expected as participation in wellness events in a virtual space can be both time and energy-consuming and many students were already showing signs of screen fatigue by the end of the semester. Encouraging students to attend optional events in general can be challenging but proved to be even more difficult during the associated closures of the University and the chronic stress experienced by our campus community. CSW is strategizing other ways to connect and engage with students to continue providing outreach and raise awareness for services that are provided.

As FY20 concluded, new opportunities for programming emerged and CSW staff and student interns worked to develop new wellness and safety presentations and facilitation guides. These new topics include supporting mental health, maintaining social connections, relationship safety, and healthy communication.

Furthermore, the addition of a professional staff member to focus specifically on marketing and communication efforts was critical in navigating and mitigating the impacts of COVID-19 as 100% of all education and service provision had to shift to virtual and online platforms. Within days of the campus shutdown, this position was able to successfully create a Virtual Support website page, shift all content for SAAM to virtual and online platforms, and coordinated an efficient and concise communication strategy to inform the campus community of these changes.

Without this strategic hire in place prior to COVID-19, the transition to online would have been far more challenging and demanding of other staff's time and energy. Opportunities have continued to emerge as the fiscal year concluded for CSW to continue leveraging the strengths from online and virtual platforms including adding virtual office hours, providing virtual advocacy support, and researching other communication channels including chat and text features.

## RETENTION AND GRADUATION

CSW believes that wellness and safety are foundational for student's academic success. Being exposed to healthy messages about wellness and safety during college is incredibly important as students are navigating new experiences, new relationships, and new independence. Cultivating a foundational culture of wellness at the University is key to support students in their academic pursuits. Holistically supporting students is a growing value within institutions of higher education as it is recognized that students who are safe and well, are more likely to succeed academically and ultimately complete graduation. Students who are able to engage in healthy behaviors, recognize early signs of distress, and feel confident in accessing wellness and safety resources are better equipped to navigate stressful experiences in a healthy and positive way.

## CORE OBJECTIVE #2: DIRECT SERVICE AND SUPPORT

### SA STRATEGIC OBJECTIVES ALIGNMENT

- Student Engagement and Support
- Student Health and Wellness
- Inclusion and Equity

### U OF U GOALS ALIGNMENT

- Develop and Transform New Knowledge
- Promote Student Success to Transform Lives
- Engage Communities to Improve Health and Quality of Life

### CSW PROGRAMS & INITIATIVES

- Victim Survivor Advocacy Program
- Pleasure Pack Delivery Service
- STI/HIV Testing
- Wellness Coaching

The Center for Student Wellness (CSW) supports the campus community through direct service and support programs. The Victim-Survivor Advocacy (VSA) program is dedicated to providing trauma-informed, confidential support services for students, faculty and staff who have experienced interpersonal violence. The Health Education program provides free STI/HIV testing for students, safe(r) sex supplies, and wellness coaching for students. All CSW programs adhere to evidence-based best practices and utilize a client and student-centered approach with all service delivery. Strong coordination with partners ensures wrap-around support and warm handoffs with every student, faculty and staff member who seek service.

### GOAL 2A: PROVIDE DIRECT ADVOCACY SUPPORT AND SERVICES FOR STUDENTS, FACULTY AND STAFF WHO HAVE EXPERIENCED INTERPERSONAL VIOLENCE

- ✓ *OUTCOME: Provided timely outreach to 428 referrals and inquiry emails within 2 business days*
- ✓ *OUTCOME: Provided 144 VSA client intake appointments*
- ✓ *OUTCOME: Provided trauma-informed, confidential support for clients who experienced various forms of interpersonal violence*

The Victim-Survivor Advocacy program is a free, confidential and trauma-informed service for students, faculty and staff who have experienced interpersonal violence (i.e., rape, sexual assault, sexual harassment, stalking, dating and domestic violence). This program provides comprehensive support services to victims and survivors as they access and navigate any resources, processes, and/or services that they feel would be relevant and helpful to them. Empowering clients to make informed decisions around their healing and justice is foundational to this program.

In the past year, **428 students, faculty and staff were referred** to our office to provide outreach of VSA services. The majority of referrals come from the Office of Equal Opportunity (OEO) who receive mandatory reports for sexual misconduct, but can also come from self-referrals (through website, email, phone call or walk-in), U of U's Department of Public Safety, and other Student Affairs partner offices. Any referral that is sent to CSW is provided outreach within two business days. A follow-up for those individuals who have not engaged with the VSA program is provided a second outreach 10 days later. Procedurally during FY20, any report of sexual misconduct to OEO was submitted to the VSA program for streamlined, direct, and trauma-informed outreach. This outreach included information regarding student rights, services, and resources available if they choose to engage with our office or a partner office and meets the regulatory requirements for Title IX.

Of these referrals, **144 clients engaged with our office and completed an advocacy intake appointment with a VSA staff member.** The number of clients that engaged with our office only minimally decreased from the previous fiscal year which was anticipated due to the impacts of COVID-19 and the abrupt shift for the University of Utah to switch to virtual and online service provision beginning in March, 2020. Like many service providers for victims and survivors of interpersonal violence, we saw a mirrored delay in clients reaching out during the transition.

Overall, in the past 6 years (since the inception of the Victim-Survivor Advocacy program in 2014) there has been a **200%+ increase** in total clients completing an intake with our office. See Figure 1. As awareness and utilization of this service increases, we are confident that providing this free and confidential service to the campus community positively impacts academic success, student retention and graduation.

Primarily, clients identified as students (N = 125), female-identified (86.5%), and white (62%). Sexual orientation and a variety of affiliation data are also collected. See full demographic and affiliation information below in Table 2. Because this data were self-reported and optional, not all totals equal 100%. Continued improvements in data collection and assessment are being prioritized for the upcoming year to identify trends and improve service delivery to the campus community.

Figure 1  
Victim-Survivor Advocacy Client Intakes by Fiscal Year

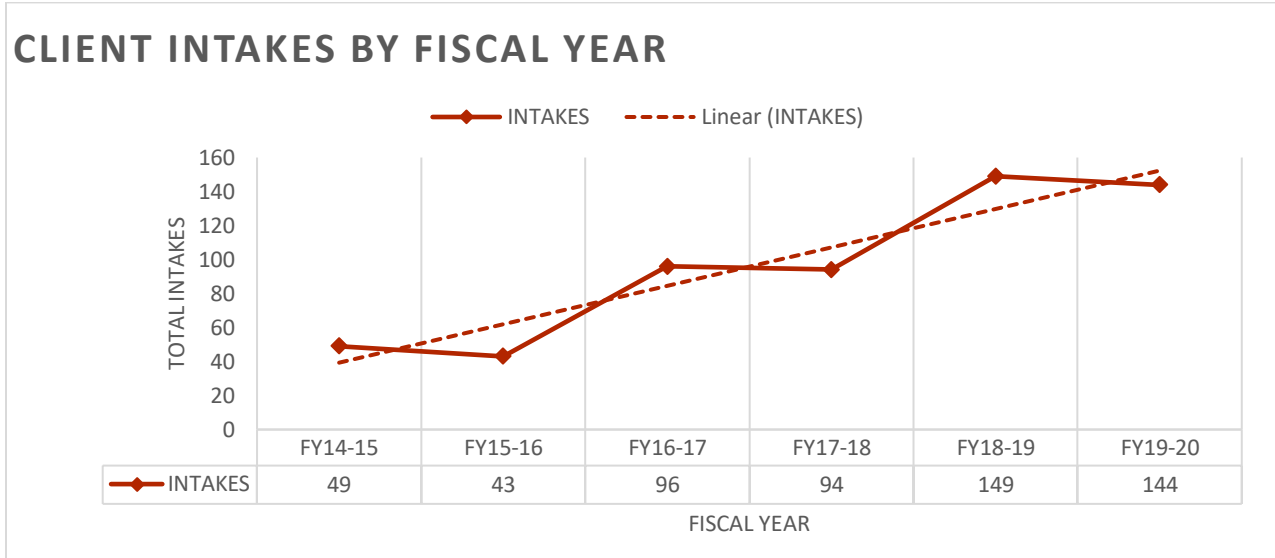


Table 2  
Victim-Survivor Advocacy Client Demographics and Affiliations for FY19-20

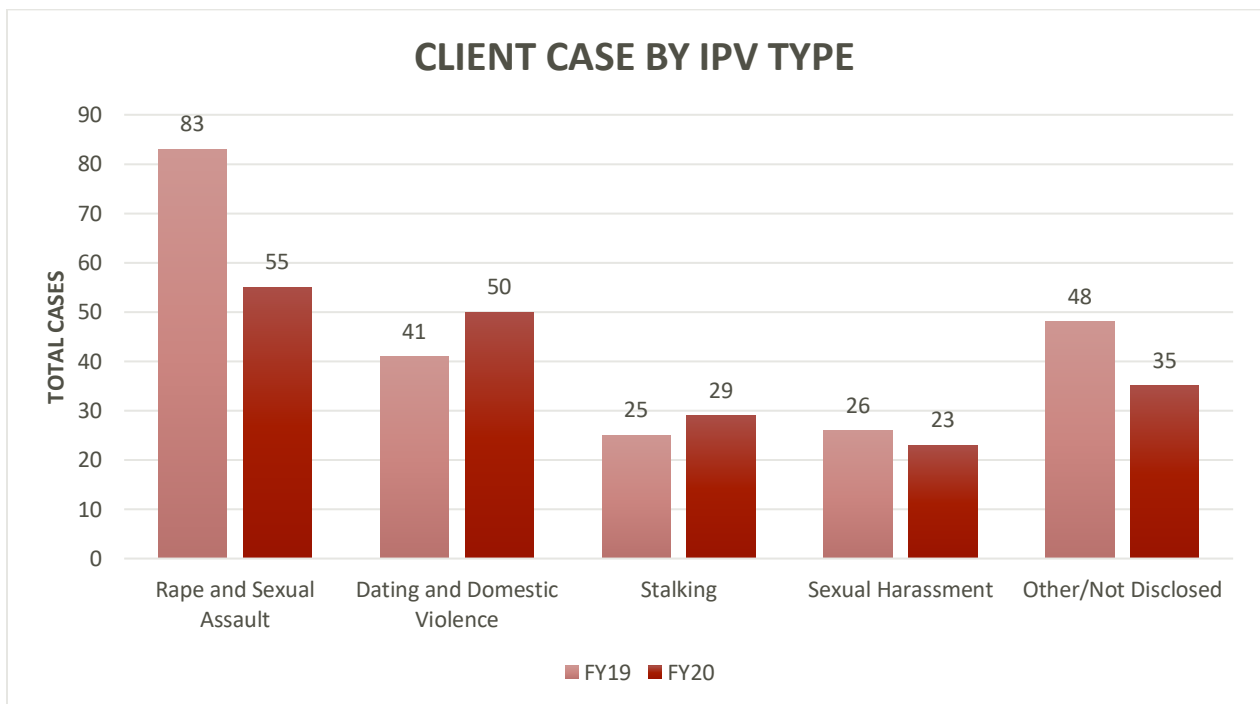
CLIENT DEMOGRAPHICS*	#	%	AFFILIATIONS	#	%
<b>GENDER</b>			<b>CAMPUS AFFILIATION**</b>		
FEMALE (INCLUDES TRANS WOMAN)	115	86.5	STUDENT ONLY	125	87.4
MALE (INCLUDES TRANS MAN)	12	9.1	STAFF/EMPLOYEE	40	28.0
NON-BINARY OR OTHER	3	2.3	FACULTY	3	2.1
PREFER NOT TO DISCLOSE	3	2.3	OTHER	2	1.4
<b>SEXUAL ORIENTATION</b>			<b>OTHER AFFILIATIONS+</b>		
STRAIGHT	70	56.5	VETERAN/ACTIVE DUTY	4	3.1
LESBIAN	5	4.0	ATHLETICS AFFILIATED	3	2.3
GAY	5	4.0	GREEK (SORORITY/FRATERNITY)	12	9.2
BISEXUAL	20	16.1	INTERNATIONAL STUDENT	7	5.3
QUEER OR OTHER	13	10.5			
PREFER NOT TO DISCLOSE	11	8.9			
<b>RACE</b>			<b>NOTES</b>		
AFRICAN AMERICAN/BLACK	3	2.3	*CLIENT DEMOGRAPHICS ARE COLLECTED DURING INTAKES AND ARE OPTIONAL TO COMPLETE. TO PROTECT THE PRIVACY AND SAFETY OF OUR CLIENTS, FOR DEMOGRAPHIC COUNTS BELOW 2% THEY ARE INCLUDED IN AN INDICATED CATEGORY. CLIENTS ARE ALSO ABLE TO SELECT MORE THAN ONE IDENTITY SO TOTALS MAY EXCEED 100%		
ASIAN AMERICAN	11	8.5	**CLIENTS MAY IDENTIFY AS BOTH A STUDENT AND EMPLOYEE SO TOTALS MAY NOT EQUAL 100%		
HISPANIC/LATINX	11	8.5			
NATIVE AMERICAN	3	2.3	+AFFILIATIONS ARE SELF-REPORTED BY CLIENT DURING INTAKE		
PACIFIC ISLANDER	3	2.3			
WHITE	80	62.0			
2+ RACES	3	2.3			
OTHER	12	9.3			
PREFER NOT TO DISCLOSE	10	7.8			



Client cases ranged in the type of interpersonal violence (IPV) they experienced. Rape and sexual assault were the most frequently reported experience (N=55) but closely followed by a growing rate of dating and domestic violence (N=50). Other types of IPV reported included stalking (N=29), sexual harassment (N=23), and other (N=35). “Other” includes violation of protective orders and/or no contact directives; retaliation, secondary survivor, family violence, sex trafficking, sexual exploitation, childhood sexual abuse, retaliation, fondling or undisclosed forms of IPV. Reporting the type of interpersonal violence experienced is not required in order to seek service and some clients reported more than one type of IPV so totals do not necessarily equal 100%. See Figure 2.

The impacts of trauma on wellness, healing and academic success, can be nuanced and complex. Encouraging students, faculty and staff to seek support after an IPV experience can provide urgent case management support and trauma-education so that clients feel empowered to make individualized decisions to begin/continue their healing, support their wellness and safety, and maintain their academic pursuits.

Figure 2  
Interpersonal Violence Type Reported by Clients FY19 and FY20 comparison



CSW plans to prioritize improvements in our data collection and assessment strategy to determine long-term impacts of this program including student retention and graduation, wellness, and resiliency. Additionally, as we continue to assess our current data, our prevention and education programs can better tailor workshops, trainings to address trends we are seeing. This information will also be utilized over the coming year to identify new areas of program development.

**GOAL 2B: PROVIDE COMPREHENSIVE ADVOCACY SUPPORT AND SERVICE PROVISION FOR STUDENTS, FACULTY AND STAFF**

- ✓ **OUTCOME: Provided 1,257 unique comprehensive advocacy supportive measures and services**
- ✓ **OUTCOME: Provided 341 partner referrals to clients**
- ✓ **OUTCOME: VSA staff and interns completed comprehensive training**

The VSA program provides several supportive measures and services that include education regarding trauma, safety planning, information and support for reporting, academic support, employment support, medical and mental health referrals, campus or community resources, and secondary survivor support. These support services are critical for students, faculty and staff, who have experienced IPV to safety plan, to seek healing, and continue their academic careers at the University of Utah.

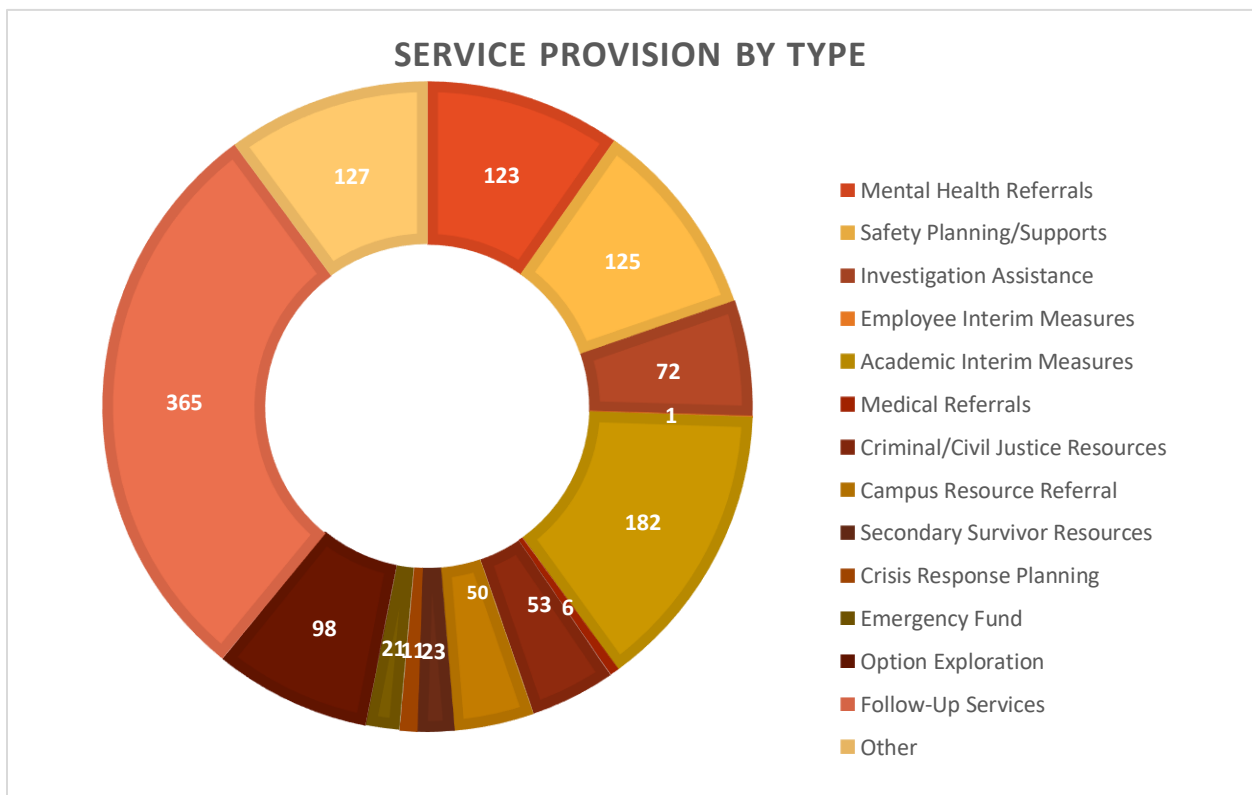
During FY20, **1,257 unique comprehensive advocacy supportive measures and services were provided to clients**. Detailed descriptions of each type of support service include:

- 182 academic interim measure requests were provided. Examples include faculty requests, retroactive withdrawal, late withdrawal, tuition reimbursement, scholarship reinstatement, re-admission, academic advising, and request for incomplete class status.
  - 1 employee interim measure request was provided
- 123 mental health referrals were provided to both on-campus (e.g., University Counseling Center, Women's Resource Center) and off-campus providers.
- 53 criminal and/or civil justice resources and referrals were provided. Examples include referrals to Legal Aid or Utah Office for Victims of Crime, assisting with stalking injunctions and protective orders.
- 125 safety planning and support services were provided. This includes both campus-based and community measures.
  - 75 campus safety planning supports were provided. Examples include general safety planning, assistance with No Contact Directives, emergency housing, and referrals to UUPD's Courtesy Escort program.
  - 25 community-based safety planning supports were provided. Examples include off-campus housing needs, emergency shelter, and referrals to the Family Justice Center, YWCA, or South Valley Sanctuary.
- 72 investigation assistance services were provided. Examples include reporting and investigation assistance for Title IX (OEO), law enforcement, and student conduct (ODOS).
- 50 campus resource referrals were provided. Examples include referrals to LGBT Resource Center, Center for Disability and Access, the Student Success Advocates, and the Learning Success Center.
- 6 medical referrals were provided. Examples include referrals to the Student Health Center, sexual assault forensic exams, strangulation forensic exams, pregnancy testing, STI testing, and abortion services.
- 23 secondary survivor resources were provided. Examples include education about trauma and referrals for support in processing.

- 11 crisis response planning services were provided. Examples include supporting students in crisis with mental health crisis referrals.
- 21 emergency fund services were provided. Examples include financial assistance for security cameras, key/lock changes, short-term service needs, and academic tutoring.
- 98 option exploration services were provided. Examples include education about investigative processes.
- 365 follow-up services were provided. Examples include checking in on inactive or unengaged clients, following-up for information by request of other partners, sharing updated information from a process or investigation.
- 127 services categorized as “other” were also provided.

The vast majority of services focus on various areas of wellness and safety including mental health, academic support, safety planning, investigation assistance and following-up regularly with clients. This is depicted in Figure 3. Navigating these processes and services can be complicated and overwhelming, especially for individuals who have experienced violent trauma. The support from the VSAs helps empower clients to make informed decisions and offer stability and structure throughout their time at the U. Clients are able to utilize the VSA program at any time throughout their academic or professional time at the University as it is recognized that the impacts of trauma are far-reaching and can be unpredictable.

Figure 3  
Victim-Survivor Advocacy Services Provided by Type During FY20



CSW maintains strong partnerships with both campus and community agencies to provide efficient and coordinated client support through the VSA program. During FY20, **341 referrals were made to campus and community-based partners to provide efficient and coordinated service provision for VSA clients.** In addition to providing direct service support and case coordination, these partners, and many more, have also participated in educational campus events (e.g., Coffee with Cops, Domestic Violence Awareness Month) and provide training for CSW and other campus partners (e.g., Lethality Assessment Program, 40-hour Sexual Assault Advocacy Training).

Coordination with these partners assist CSW with mental health and medical referrals, strangulation and sexual assault forensic exams, hospital response, community-based advocacy, support with criminal and civil justice processes, expedited divorce, emergency shelter, protective orders, stalking injunctions, legal representation, and assistance with immigration issues. CSW also coordinates strongly with off-campus law enforcement agencies (e.g., SLPD, Unified, Murray, Midvale, Bountiful, Herriman) to provide streamlined support for clients. In addition, when pertinent, we partner with agencies in other states for case coordination, safety planning and support with criminal justice processes.

Partners included, but are not limited to:

#### **Campus Partners**

- Office of the Dean of Students
- Office of Equal Opportunity
- Department of Public Safety
- Housing and Residential Education
- USA Housing
- University Counseling Center
- Women's Resource Center
- Center for Disability and Access
- Student Health Center
- LGBT Resource Center
- Veteran Support Center
- Office of Equity and Diversity
- Office of Inclusive Excellence
- Center for Ethnic Student Affairs
- Financial Wellness Center
- Student Success Advocates
- Learning Success Center
- Commuter Services
- Human Resources
- Employee Assistance Program

#### **Community Partners**

- WSU, USU, SLCC, BYU, UVU Victim Advocates
- FBI Victim Advocate
- Jewish Family Service
- Rape Recovery Center
- Salt Lake District Attorney Victim Services
- Salt Lake Police Department Victim Services
- South Valley Services
- Utah Domestic Violence Council
- Utah Crime Victim Legal Clinic
- Utah Office for Victims of Crime
- Legal Aid
- Utah Attorney General Office
- Utah Coalition Against Sexual Assault
- Family Justice Center + YWCA
- Wasatch Forensic Nurses

The VSA program has implemented standardized protocols and procedures to improve efficiency for outreach, assessment and service provision. VSA staff and interns undergo extensive and ongoing training and professional development. As awareness for this campus service continues to grow, the VSA program will continue evolving and reassessing to best meet the needs of the campus community. To date, all advocates are required to complete the following trainings:

- 40-hour Sexual Assault Counselor (Utah Confidential Communications Act)
- Lethality Assessment Protocol (includes DV case management and strangulation)
- Clery Act: Campus Security Authority and internal protocol
- FERPA
- Crisis Response Planning
- Active Shooter
- Tele Advocacy Service
- Bystander Intervention
- Responding Compassionately to Disclosures of IPV
- Safety Planning
- Title IX investigation and hearing process navigation
- REDcap database
- Facilitating support groups (will begin Fall 2020)

**GOAL 2C: OFFER ACCESSIBLE AND FREE/LOW-COST SEXUAL HEALTH SERVICES**

- ✓ *OUTCOME: Launched the student-led Pleasure Pack Delivery Service with 436 orders and distributed over 5,000 protective barriers to the campus community*
- ✓ *OUTCOME: Provided 297 sexual health peer education sessions*
- ✓ *OUTCOME: Administered 9 STI mobile testing clinics*
- ✓ *OUTCOME: Provided 326 Gonorrhea/Chlamydia tests free to students*
- ✓ *OUTCOME: Provided 64 HIV tests free to students*

According to the 2019 National College Health Assessment, 58% of University of Utah students were sexually active in the past year. However, only 45% of students report using a condom during vaginal intercourse and only 29% during anal intercourse. In 2018, Campus Contraceptive Initiative (CCI) completed an assessment to learn more about students' sexual behaviors and attitudes. It revealed that 61% of sexually active students would use barrier methods (like condoms and oral dams) if they were available for free. The assessment also identified many obstacles to accessing barrier methods. These barriers were: money, time, stigma, embarrassment, and availability.

Furthermore, sexually transmitted infection (STI) rates have increased dramatically over the last 4 years (UDOH, 2019). Barrier methods are the only type of contraception that can prevent the spread of STIs. To lessen the risk of transmission among students, it is important to increase access to safer sex supplies, testing services, and information about sexual health. Research also shows that providing comprehensive sexual health education programs (based in medically and scientifically accurate information) to young people has far-reaching positive impacts. More specifically, those who participate in such programs are "more likely to: delay initiation of sexual intercourse; have fewer sex partners;

have fewer experiences of unprotected sex; and increase their use of protection, specifically condoms” (CDC).

For students who are already sexually active, access and education encourages safer sex practices and for those who are not currently sexually active, provides an opportunity to become more informed and therefore make safer decisions when it comes to their sexual health when they do choose to become sexually active.

To encourage safer sex practices, CSW is the primary distributor of protective barriers (e.g., condom, dental dam) for low cost or free of charge, offers free STI/HIV testing for students through the mobile clinic service, and provides sexual health peer counseling and education for the campus community

### **Safer Sex Supplies**

Protective barriers (e.g., external condoms, dental dams) have historically been sold through CSW at a low cost or are provided free of charge to campus partners to disseminate with their student communities (e.g., Residence Halls). From July 1, 2019 to December 31, 2019, the condom sales continued with 680 being sold but in January, 2020 a new program titled the Pleasure Pack Delivery Service (PPDS) was launched. ***From January 1, 2020 to March 9, 2020, 436 orders were placed through the new online ordering system which translates to 4,360 free safer sex supplies being distributed to campus. To put this in perspective, for FY19 4,000 safer sex supplies were distributed to campus for the entire year.*** This benchmark was exceeded in 2 months.

Starting as a student-designed program through the Campus Contraceptive Initiative, CSW came on as the sustainability partner to oversee its continued growth and expansion. This pilot program aimed to make barrier methods more easily accessible for students, to promote safer sex practices, and provide educational resources about sexual wellness. The current program allows for students to order a customized package of 10 safer sex supplies (external condoms, internal condoms, oral dams) including lubricant. Packages are delivered discreetly to their campus mailbox or are picked up at specified locations on campus. This free service for students has proven to be a success and will continue with CSW being the primary host of this program.

Included in every order is information about healthy relationships, consent, upcoming STI testing, PrEP (HIV prevention medication), and instructions for use. Customizable packages allow for students to access safer sex supplies that best fit their lifestyle so all students can practice safer sexual practices. Pleasure-based sex education is also an important element of this program as it provides evidence-based education to encourage students to have healthy conversations with their partner(s) about boundaries and communicate more openly about what they want and what they don't want. It allows room for a more honest conversation around consent, which ultimately encourages healthier and safer relationships at the University of Utah.

## STI/HIV testing

CSW provided STI testing for **198 students for Gonorrhea and Chlamydia during 5 mobile clinics** and offered free HIV testing during walk-in hours in the Student Life Center. Encouraging sexually active students to complete regular testing (every 3-6 months) is important for their sexual wellbeing, helps curb the spread of STIs, and normalizes and de-stigmatizes STI testing and conversations about sexual health. CSW uses an OraQuick ADVANCE® Rapid HIV test and a urine sample to test for Gonorrhea and Chlamydia.

Drop-in HIV testing is provided free for students as a confidential service in the Eccles Student Life Center suite. **During FY20, 32 students were provided this service.**

All students who received a free STI/HIV test received a sexual health peer education session with a certified peer sexual health counselor to discuss their questions and/or concerns regarding their sexual health. Students are given resources and safe sex supplies (e.g., lubrication, condom, dams). Students who test positive and need STI treatment or a confirmatory test for HIV can do so at the Student Health Center, free of charge (fees covered by CSW).

### **GOAL 2D: OFFER WELLENESS COACHING SERVICES FOR INDIVIDUALS AND GROUPS**

- ✓ **OUTCOME: Developed a standardized Wellness Coaching program**
- ✓ **OUTCOME: Provided 19 individual wellness coaching sessions**
- ✓ **OUTCOME: Provided 4 group wellness coaching sessions**

For FY20, CSW added a full-time Graduate Assistant to their team to provide part-time wellness coaching services to the campus in addition to fulfilling other responsibilities. Historically, the Wellness Coaching service had lacked standardization and this new position prioritized formalizing this service for FY20. By spring semester of 2020, this free service began to be offered to the campus community and **23 students submitted interest inquiries. Of these inquiries, 4 students scheduled Wellness Coaching sessions and by the end of the fiscal year, 19 sessions had been completed.**

Wellness Coaching is designed to be a one-on-one or group format session where a coach supports their clients in achieving self-defined health and wellness goals. This growth-promoting relationship elicits motivation, increases the capacity to change, and facilitates a change process through visioning, goal setting, and accountability. The job of the coach is not clinical in nature but rather serves as an ally and resource for their clients. The wellness coach does refer to other medical, psychological, nutritional, and other health-related services if appropriate. Students in need of more in depth or clinical support are referred to other partners for service.

Group wellness sessions were also developed and offered during the year and these focused on group discussion and support through sharing experiences, participating in a focused group activity, and creating a plan to achieve an actionable wellness goal. Group sessions leverage the strengths of the group by sharing experiences which creates a sense of community, builds social connections, encourages self-efficacy, and lessens loneliness. The group format encourages others to share ideas for support and strategies to overcome wellness barriers with other attendees. Participation in the group

activity is intentionally designed to provide tools/resources related to the session's wellness focus. Lastly, each attendee creates an actionable wellness goal that can be completed in a week to promote wellness in the topical area and build confidence.

As the group sessions were being rolled out, COVID-19 caused severe disruptions in both programming and the wellness of students. In response to these student wellness challenges, CSW's GA redesigned the group focal areas to address more timely concerns that students were facing. In March and April, they offered the following 4 group sessions:

- The COVID-19 Experience and Impact of Media
- Financial Wellness
- Mental Health and Social Connection
- Staying Focused during Finals

These group sessions were able to provide necessary support for students as they were attempting to navigate the conclusion of a very difficult semester. This new group format has also helped inform the development of additional topical areas for the upcoming fiscal year.

## COVID-19 IMPACTS FOR CORE OBJECTIVE 2

The impacts of COVID-19 on direct advocacy support included both challenges and new opportunities. In alignment with national trends, victims and survivors of IPV faced unique concerns as the country quarantined. In particular those who resided in unsafe and unhealthy at-home environments were more at risk to experience continued or more lethal forms of violence. Leaving an abusive home is difficult. Interpersonal violence, and in particular domestic violence, is complex and in times of high stress, such as during a pandemic, rates of violence increase. Coupled with the Stay Home, Stay Safe measures from state leadership, factors that contribute to domestic violence are exacerbated. Isolation, inability to reach out for help safely, and financial instability are just a few of the byproducts of the COVID-19 pandemic that made it even more challenging to reach those in need and for those in need of support to reach out. Furthermore, for university community members who had limited or insufficient access to technology and internet, getting connected to resources was even more challenging. In April, the VSA office received zero referrals for outreach and many proactive outreach strategies were met with non-response.

As service provision stalled with the transition to virtual platforms and the delayed communication from clients we recognized the very serious concern with those clients who were in contact needing more in-depth and creative safety planning supports and requests for emergency funding. As many other agencies were also navigating their own processes and restrictions due to the pandemic, coordinated service provision was more challenging. However, the VSA team leveraged the strengths from established partnerships to continue supporting clients in new ways.



Determined to shift service provision as quickly as possible to virtual platforms, the VSA team also created the structure necessary to provide virtual and confidential advocacy support within a couple weeks. A HIPAA-compliant Zoom license was secured within days of the University closure and CSW's VSA management coordinated Tele-Advocacy Service (TAS) trainings for staff and interns and shifted all intake forms to secure online platforms. TAS is now a streamlined and sustainable service option for students, faculty and staff. The development of online service provision enhances the ability of the VSA program to better meet client needs.

The campus closures also cancelled all HIV testing and the remaining 2 STI mobile testing clinics. The PPDS program was also placed on hold but condoms were still available for students to pick up at the Union front desk and in the residence halls, free of charge. These program cancellations removed a critical service for students and with similar closures throughout the state, very few testing services were available for students through May. The funding costs typically associated to provide these services were redirected for the remainder of the fiscal year to prioritize other urgent projects pertaining to student support and need due to the pandemic. To date, the STI and HIV testing program are on hold but the PPDS program has re-launched.

The wellness coaching service was also shifted to online and virtual platforms. For students who had inadequate access to technology and internet, this posed significant challenges. The focal areas for the wellness coach moving through the remainder of the semester, shifted greatly to include addressing the impacts of COVID-19 on students wellness goals but allowed for the group format to help students find a sense of community during a very difficult time.

## RETENTION AND GRADUATION

The direct services that CSW provides to the campus community have both direct and indirect impacts on student retention and graduation. In particular for students who have experienced IPV, having trauma-informed support services available greatly assists them as they navigate their individualized path for healing and justice. The impacts of trauma are far-reaching and academic success can be in jeopardy. The VSA program consistently receives feedback from clients sharing that without the support of this program, they may have dropped out of school or performed poorly in their classes. Being able to coordinate wrap-around support for students who are most in need is a primary function of the VSA program.

With other services that CSW provides such as PPDS and other safer sex programs, the impacts on retention and graduation are also positive. Students are more likely to drop out of school when they experience unintended pregnancies as the stress and financial costs can be overwhelming. When students are able to lead healthy and safe sexual lifestyles, they are better equipped to excel in their academic pursuits.

## STUDENT QUOTES

Students, faculty and staff who utilize the VSA program and its services have shared how the program has supported them as they navigate a traumatic and challenging time. Both former and current clients have shared that:

*"I was in a horrible and stressful situation, and these individuals were able to provide a calm and relaxing environment that helped me to overcome what I faced. "*

*"I felt welcomed, I never felt judged and most importantly I felt heard and believed."*

*"The meeting helped validate and heal a lot of emotions I was having through my healing process and gave me a safe space to turn to."*

Students who have utilized the new Pleasure Pack Delivery Service have also shared:

*"I think it's a swell idea! Especially when the closest grocery store (Smith's) hides all their sexy stuff behind a literal giant pillar like it's shameful. Pff. We're all adults here, Smith's."*

*"Thanks again for providing this service. Love to see people promoting an openness about sex and how to safely have it!"*

*"Honestly, I think it's great! You guys offer the perfect types of protection for safe sex. Thanks a lot!"*

## CORE OBJECTIVE #3: STUDENT INVOLVEMENT & DEVELOPMENT

### SA STRATEGIC OBJECTIVES ALIGNMENT

- Student Engagement and Support
- Student Health and Wellness
- Inclusion and Equity

### U OF U BIG GOALS

- Develop and transform new knowledge
- Promote student success to transform lives
- Engage communities to improve health and quality of life
- Ensure long-term viability of the University

### CSW PROGRAMS & INITIATIVES

- ACES Peer Health Education Scholars Program
- VSA MSW Practicum Internships
- CSW Internships

- SHAC Student Volunteering

Engaging students in CSW initiatives amplifies the impact and reach of these programs. Equally important, student voices are essential in informing new programs, providing relevant feedback for improvement, and identifying gaps in programming and services. Furthermore, CSW is committed to engaging the next generation of professionals, leaders, and advocates by offering skills-based training opportunities for experiential learning within real-world settings under the supervision and mentorship of professional staff.

**GOAL 3A: EXPAND EVIDENCE-BASED PEER HEALTH EDUCATION PROGRAM**

- ✓ **OUTCOME: Evolved program into ACES Peer Health Education Scholars program with cohort of 15 students**
- ✓ **OUTCOME: ACES completed 1800 hours of educational programming**
- ✓ **OUTCOME: ACES provided 79 peer-led wellness events, workshops and services**
- ✓ **OUTCOME: ACES reached an estimated 1,560 students through workshops**

The ACES Peer Health Education Scholars Program first began with 6 students funded by the Parent Fund during FY19. The pilot program's success signaled its ability to expand and the Student Mental Health Fee allowed for the creation of a more robust Scholars Program that included a cohort of 15 students for FY20. This program follows evidence-based models for peer to peer programs. ACES provide a range of educational opportunities for their peers, in the form of workshops, tabling outreach, and campus-wide events. The team is broken into 3 subgroups that focus on sexual wellness, alcohol and other drug (AOD) harm reduction, and violence prevention and meet weekly for their ACES class. Weekly course topics included developing facilitation skills, the Utah opioid crisis and public health approach (Utah Naloxone), implicit bias and its impact on Bystander Intervention, intro to mindfulness, LGBTQIA+ inclusive practices, building our brand, and fake news vs reality.

Once trained, ACES facilitated workshops (e.g., Safe(r) Party Culture, Bystander Intervention Training), events (e.g., Drug Takeback, STI Testing Clinics), and outreach (e.g., tabling) across campus. ACES members were asked to co-chair the Sexual Assault Awareness Month (SAAM) planning committee, which helped create a student-driven campaign for the campus community. Even with a disruption in their wellness offerings due to COVID-19, **ACES provided 45 educational workshops, participated in 29 campus events, facilitated 5 mobile STI testing clinics, and reached 1,560 students through workshops. It is estimated that hundreds of additional students were reached through social media Instagram takeovers, virtual programs and education, and other outreach opportunities. This team dedicated over 1800 hours to the campus community.**

The success of this program has allowed for a continued expansion for the upcoming year with three additional members and an extended focus on mental health.

Data collection and assessments are being tied closely to this program to determine our impact in extending outreach, improving wellness outcomes among students, and building leadership and wellness skills among the ACES team members.

**GOAL 3B: DEVELOP VICTIM-SURVIVOR ADVOCACY INTERNSHIPS THROUGH THE COLLEGE OF SOCIAL WORK MSW PRACTICUM PROGRAM**

- ✓ **OUTCOME: Piloted VSA Internship with two MSW Practicum students**
- ✓ **OUTCOME: Interns completed 900 hours of advocacy-related services and education**
- ✓ **OUTCOME: Interns served 22 clients**
- ✓ **OUTCOME: Assisted in planning Men's Healing event with 70+ attendees**
- ✓ **OUTCOME: Interns co-chaired SAAM campaign**

In FY19, CSW identified an urgent need to expand capacity within the advocacy program to best serve the needs of the campus community, to better prioritize and support staff well-being, and aid in burnout prevention. For FY20, CSW launched a Victim-Survivor Advocate training program that allowed for two graduate students from the College of Social Work to complete their practicum requirements through the CSW VSA program. These two interns added valuable support to the VSA program including expanded service provision, IPV education, and outreach efforts. This program also provided a cost-effective way to generate capacity for the program while providing a high-level training opportunity for graduate students.

In its inaugural year of this training program, the interns **contributed an additional 900 hours (450 per student) to direct service, outreach and IPV education efforts. These interns were able to support 22 clients providing 190 advocacy services.**

Additionally, one intern led efforts to bring a Men's Evening of Hope event for male survivors of sexual violence to the University campus in partnership with the Rape Recovery Center and the Women's Resource Center. This night of healing event brought 70+ attendees and was featured in @theU. Additional programs were developed and supported through this new training opportunity including the creation of the first CSW support group for male survivors (could not be launched due to COVID-19); office safety assessment with guidance from the Department of Public Safety; and planning for CSW's annual Sexual Assault Awareness Month campaign. Additional details for these campaigns are included under Core Objective #1.

**GOAL 3C: OFFER STUDENT INTERNSHIP OPPORTUNITIES**

- ✓ **OUTCOME: Four student internships were fulfilled by 10 students**
- ✓ **OUTCOME: Internship programs provided 900 intern hours dedicated to CSW programming**

CSW developed and offered semester or full-year internships to graduate and undergraduate students during FY20. Student interns were mentored by professional staff and strategic goals and objectives were developed to serve CSW's mission and the personal or academic goals of the student. This past year, 10 interns fulfilled 4 internships and provided **900 intern hours.**

**Diversity and Inclusion Internship**

During the summer semester of FY20, two internships were awarded for an undergraduate and graduate student. Each internship was a 75-hour commitment and was funded by an award through the Parent Fund. These internships were an extension from the Language Access Program internship from FY19.

The graduate internship focused on conducting an internal assessment of the CSW team to identify areas of strength and opportunities for growth to better center equity, diversity and inclusion in the department's programmatic and administration efforts. This assessment has helped support CSW in taking meaningful and actionable steps over the coming year.

The undergraduate internship focused specifically on translating key marketing and branding materials into Spanish and collecting feedback from strategic partners on diversity and inclusion needs of the center. This internship project has helped CSW identify a number of opportunities to more clearly advertise and communicate services and programs for the campus community, in particular for students who hold marginalized identities.

### **Mental Health Internship**

Two semester-long internships were awarded to address mental health-related efforts at the U. Both of these internships were funded by the Student Mental Health Fee.

During the spring semester, a 300-hour internship was completed focusing on the intersections of mental health and nutrition. Specifically, this internship project contributed blog posts, social media content, and aimed to share content during March's National Nutrition month. Unfortunately, due to COVID-19, this project was disrupted and the remaining hours of the project focused on researching nutrition-related projects for their impacts on student's academic success.

During the summer semester, a new mental health internship project began for a 75-hour commitment. This project conducted an assessment of campus partners for their comfortability, awareness, and understanding of mental health resources available for students. This project is ongoing and will continue through FY21.

### **Graduate Engagement Internship**

A 75-hour internship focused on identifying best practices and barriers for graduate student engagement was completed during the summer semester of 2020. Specifically, this internship focused on developing a framework to collect graduate student experiences and conduct a literature review that could be utilized during the upcoming fiscal year.

These internship opportunities will continue to be offered for the upcoming year as we continue building capacity within CSW. These student projects contribute greatly to CSW's mission and these intern's dedication towards wellness, resilience, and safety of our campus community are foundationally integrated within each internship.

### **ACES Summer Internships**

In response to the COVID-19 pandemic, 2 new internship opportunities were created and filled by 5 ACES members. These internships focused on Social Connections and COVID-19 Communications. Each intern completed 60 hours (300 hours) over the summer semester which spanned across FY20 and FY21.

Three interns focused on Social Connections and conducted research into how other universities planned to build a sense of community and belonging during a physically distant, largely virtual time. With this information, the interns built a needs assessment to evaluate their peers' attitudes towards COVID-19 and social connection. Additionally, the interns hosted 2 back-to-campus events to foster connection virtually: a transcription event through the Smithsonian and a "recreate the U" Minecraft game. Finally, the interns developed social media content to use through the fall semester on topics ranging from monitoring technology consumption, how to safely socialize, and important campus resources.

Two interns focused on a COVID-19 Communications campaign for returning students in the fall and conducted research on physical distancing, connection, technology platforms, and education related to COVID-19 guidelines at other universities. With this information, the interns helped create virtual plans for ACES peer education training, programs, and group development. They also developed plans and created social media content demonstrating how to model positive health and wellness behaviors during Fall semester, including physical distancing, motivation tips, and ideas for staying connected while still following guidelines for disease prevention.

For both internships, students reviewed current workshop materials and recommended changes based on a diversity, equity and inclusion lens and opportunities for Zoom engagement. For their final project, interns did an Instagram takeover where a representative from each internship went "live" on Instagram to discuss how to safely socialize, build community, and communicate boundaries during COVID-19 and return to campus.

#### **GOAL 3D: OFFER WELLNESS VOLUNTEER OPPORTUNITIES FOR STUDENTS**

- ✓ **OUTCOME: CSW recruited and trained 13 SHAC volunteers**
- ✓ **OUTCOME: SHAC volunteers provided 33 hours of wellness volunteering**
- ✓ **OUTCOME: SHAC volunteers participated in 12 unique wellness events**

The Student Health Advisory Committee (SHAC) is a student club housed under CSW. This student group aims to promote physical, social, emotional, intellectual, financial, environmental, and spiritual health on campus. SHAC members assist with health education events, like STI testing clinics, tabling events, and the Wellness Fair; educate students on basic health and wellness information; and conduct outreach through tabling opportunities and social media support. SHAC members met monthly to engage in wellness training, learn about campus resources, and to build community. During the previous year, SHAC members provided volunteer support for 12 unique events, including general tabling opportunities during fairs and events, mobile STI testing clinics, and CSW-hosted events (e.g., DVAM, Wellness Fair). ***This student club included 13 members who volunteered 33 hours during the previous year.***

With the expansion of the ACES program, the volunteering needs of SHAC have been drastically reduced. CSW plans to re-assess this program over the upcoming year to determine adjustments to still provide meaningful wellness experiences to expand their health and wellness education.

## COVID-19 IMPACTS FOR CORE OBJECTIVE 3

The abrupt transition and closure of campus had various impacts on our student involvement programs with many scheduled opportunities cancelled for the remainder of the year. For many of our students, we found that balancing the roles as both student and student leader/intern was challenging. Prioritizing self-care, completing coursework as a student and still fulfilling the commitments of the student role within CSW had to be evaluated and rebalanced as the fiscal year came to a conclusion. For the MSW practicum students, the College of Social Work adjusted their practicum requirements which ended their internships early and required a transfer of all clients to professional staff. In addition, the summer internships were refocused to include a focus on COVID-19 and its impacts on student wellness and safety.

## RETENTION AND GRADUATION

CSW's student involvement opportunities directly supports the retention of students and ultimately their graduation. The ACES Peer Health Education Scholars program and MSW internships include a scholarship that supports their academic efforts financially which can help to offset the rising cost of a higher education degree. Furthermore, these programs provide relevant training and mentorship for the next generation of professionals and leaders. Students who are engaged and find value in extracurricular opportunities tend to be more likely to continue their academic pursuits.

## CORE OBJECTIVE #4: EQUITY AND ACCESSIBILITY OF SERVICES

### SA STRATEGIC OBJECTIVES ALIGNMENT

- Student Health and Wellness
- Inclusivity and Equity

### U OF U BIG GOALS

- Develop and transform new knowledge
- Promote student success to transform lives
- Engage communities to improve health and quality of life
- Ensure long-term viability of the University

### CSW PROGRAMS & INITIATIVES

- Student Internships
- Language Access Program

Addressing accessibility barriers to our services and programs and exploring strategies to build equitable access for underserved campus community members, has been a major focus for CSW this previous year. Program assessment has helped staff identify gaps and barriers and to determine steps needed to create more inclusive practices and approachable services. Centering CSW's work on equity and access prioritizes efforts that will better serve campus community members whose identities or lived

experiences are underrepresented. We recognize that there is much work to be done and are excited about the initial steps that have been taken to improve.

**GOAL 4A: IDENTIFY WAYS TO EXPAND EQUITY, DIVERSITY AND INCLUSION WITHIN CSW PROGRAMS**

- ✓ *OUTCOME: Created two internships for 150 total hours of EDI-focused work*
- ✓ *OUTCOME: Expanded efforts from FY19 Language Access Program*

The Center for Student Wellness received a \$5,000 award through the Parent Fund to expand FY19's Language Access Program and to expand equity, diversity and inclusion efforts of CSW. This funding allowed for two interns to assist the CSW in identifying opportunities to better center EDI needs. These internships are discussed in more detail under Core Objective #3 but these interns contributed 150 hours (75 hours each) directly towards these efforts.

Notable outcomes include:

- Translating key marketing for CSW into Spanish including the primary print advertisement for outreach and social media assets for general support reminders
- Printed 800 #SafeSix infographic cards in Spanish
- Contributed wellness information and #SafeSix buttons for EDI's Back to School bash care packages for students
- 75-hour graduate EDI internship conducted a CSW assessment to identify gaps, challenges, and opportunities for growth within the team
- 75-hour undergraduate EDI internship identified opportunities to better reach students from various immigration statuses and assessed CSW communications and website for accessibility issues
- Added closed captioning to all pre-recorded wellness workshops including Bystander Intervention
- Included option for ASL or other accessibility needs for all workshop requests

These efforts have supported CSW in identifying additional areas to prioritize over the coming year.

**GOAL 4B: UTILIZE BEST PRACTICES FOR EQUITABLE, INCLUSIVE AND ACCESSIBLE PROGRAM EFFORTS**

- ✓ *OUTCOME: Developed alternatives to law enforcement options for Victim-Survivor Advocacy program*
- ✓ *OUTCOME: Standardized guidelines for accessible social media communications*
- ✓ *OUTCOME: Provided all safer sex supplies free of charge*
- ✓ *OUTCOME: Provided all wellness coaching services free of charge*

Identifying best practices for equitable, inclusive and accessible program efforts is ongoing within CSW. As the spring semester concluded, CSW began to reassess areas for growth and challenges to address. One such concern that emerged was the discomfort experienced by a growing number of VSA clients who did not feel comfortable reaching out to law enforcement with safety concerns. With the Black Lives Matter movement illuminating the continued murder and violence against black and brown



bodies, it became evident that alternatives to law enforcement needed to be prioritized. Throughout the summer semester, the VSAs created a new guide for alternatives that included crisis support specialists, crisis link lines, and additional safety planning considerations for clients.

While it is acknowledged that law enforcement may be the best choice in certain situations, having alternative support options ready is key to empowering clients to make informed and safe decisions for their wellness and safety. Conversations within CSW regarding this topic are ongoing.

Other areas to implement best practices included standardizing guidelines and practices for social media to center inclusive and accessible communication. To date, all social media posts include alt text, language is reviewed for inclusivity, and continued research into best practices for accessible communication continues.

Lastly, CSW made the decision during FY20 to remove all fees for service. Condoms and safer sex supplies no longer have a charge associated to remove the financial barriers often cited by students. Wellness Coaching services are also now provided free of charge for all students.

CSW recognizes that improving accessibility of programs and services and centering our work on diversity, equity and inclusivity is a never-ending mission. We recognize that campus community members who are underserved typically experience some of these wellness concerns more frequently and deeply. We are committed to continue assessing our work and our impact to improve and create more approachable and relevant services.

## COVID-19 IMPACTS FOR CORE OBJECTIVE 4

The impact of COVID-19 unearthed and brought to the forefront inequities within our campus community and the accessibility gaps for many students. Students impacted more deeply by COVID-19 often experienced compounding concerns of racism and inequitable access to resources. The pandemic revealed gaps in CSW programming and service provision for students who hold marginalized identities and a renewed commitment to address these issues was prioritized. Additional information can be found in CSW's Anti-Racism Action Plan.

## RETENTION AND GRADUATION

Centering equity, diversity and inclusion efforts is critically important for retention and graduation of our students. While CSW aims to prioritize initiatives that create more equitable and inclusive resource access, there is much to be done to ensure that we are best serving students and supporting them as they achieve academic success.

## CORE OBJECTIVE #5: COORDINATED PARTNERSHIPS

### SA STRATEGIC OBJECTIVES ALIGNMENT

- Student Health and Wellness
- Staff Excellence

### U OF U BIG GOALS

- Promote student success to transform lives
- Engage communities to improve health and quality of life

### CSW PROGRAMS & INITIATIVES

- Membership in Student Wellness Committees, Networks, and Working Groups
- Creation of Student Wellness Committees, Networks, and Working Groups

Strong partnerships are essential for the success of CSW's services and programs. Recognition that one office alone cannot efficiently and effectively support the campus community requires a collaborative and strategic approach. CSW invests in developing and maintaining coordinated networks and partnerships to strategically attend to campus community needs.

#### GOAL 5A: PARTICIPATE IN STUDENT WELLNESS COMMITTEES

- ✓ *OUTCOME: CSW team members served in 34 unique committee roles*

Active participation in committees that serve student's wellness and safety needs is encouraged among staff members. CSW team members served in 34 unique committee roles throughout the previous year. All professional staff are encouraged to maintain membership on at least one professional committee and staff referrals for new roles are identified regularly. A full committee list is included on page 44.

#### GOAL 5B: DEVELOP COORDINATED NETWORKS FOR MORE EFFECTIVE AND EFFICIENT SERVICE PROVISION, OUTREACH AND EDUCATION

- ✓ *OUTCOME: CSW has developed and facilitated the AOD Network (formerly Working Group)*
- ✓ *OUTCOME: CSW co-chaired the Interpersonal Violence Prevention and Education Collective*
- ✓ *OUTCOME: CSW has helped develop the new state-wide Utah Higher Ed Wellness Network*

CSW proactively assesses area to create opportunities for networking with colleagues, students, and community members. During FY20, CSW developed and facilitated a number of networking and partnership-building opportunities.

#### **Alcohol and Drug Network (formerly Working Group)**

In August of 2018, CSW began efforts to bring together other campus professionals and representatives to establish the Alcohol and Drug Working Group. Moving forward, it was determined that shifting to a University Network was more appropriate. Currently, there are **16 active members who represent 12 different campus agencies** including:

- Center for Student Wellness
- Office of the Dean of Students
- UNI Outpatient Recovery Services
- University Counseling Center
- College of Social Work
- Mountain Plains Prevention Technology Transfer Center
- Educational Psychology, College of Education
- PARCKA
- Utah Poison Control Center, College of Pharmacy
- Fraternity and Sorority Life
- Housing and Residential Education
- Student Health Center

The AOD Network meets once a semester to provide updates about programs and research opportunities, request support from members, and discuss areas for growth in regards to AOD prevention, intervention and recovery for the campus community.

#### **Interpersonal Violence Prevention and Education Collective**

In January of 2020, the director of CSW was invited to co-chair with Dr. Chris Linder, faculty member and Special Assistant to the President for Relationship Violence, a new initiative on campus that aimed to prioritize interpersonal violence prevention and education. The collective is an open group that encourages any campus community member (student, faculty and staff) to join as long as they have an interest in ending relationship violence at the U. The collective was launched with a full day retreat and three working groups were developed. These groups focused on faculty and curricular initiatives; affinity groups; and men and masculinities. To date, over 80 members are a part of the collective.

#### **Utah Higher Ed Wellness Network**

Throughout FY20, it was discussed of the importance to foster the sharing of best practices, innovative programming, and campus challenges as it relates to campus wellness and safety. Acknowledging the unique structure of prevention and advocacy programs throughout the state, the Assistant Directors of the VSA and Health Education program, connected with colleagues from Weber State University to explore formalizing a statewide network. While still in its early stages of development, nearly all colleges and universities in Utah have expressed interest in participating.

## COVID-19 IMPACTS FOR CORE OBJECTIVE 5

The impact of COVID-19 stalled and postponed many committee meetings as efforts within individual departments had to be prioritized to best meet student needs. However, the pandemic also revealed an important need for partners to come together to collaborate and coordinate new directions and programs. The creation of the Utah Higher Ed Wellness Network is one example of how the pandemic encouraged partners to join together in solidarity and support.

## RETENTION AND GRADUATION

Coordinated efforts are critically important in supporting students in need as they aim to succeed academically. The various roles that CSW holds on campus committees, networks, and working groups have a primary focus of better prioritizing student wellness and safety. For example, the Behavioral Intervention Team is specifically designed to bring strategic partners together to explore wrap-around support for students in distress so that they can continue their journeys to complete graduation.

---

# PLANS FOR THE FUTURE

---

As the Center for Student Wellness continues to evolve and innovate, we are excited for what the future holds. We are eager to launch new initiatives, expand current programming, and engage more students in our office. As we address the anticipated challenges, we do so optimistically and strategically. We believe that with each challenge, an opportunity emerges for growth and innovation. Rather than discuss challenges and opportunities separately, we discuss them collectively to share our actionable strategies to use our strengths and opportunities to minimize weaknesses and attend to challenges. As a new office with new leadership, this upcoming year is being met with optimism and confidence.

## ***ANTICIPATED CHALLENGES AND OPPORTUNITIES***

### **Changes in Division, Administration or Political Priorities**

The Student Affairs division is undergoing major changes in leadership, development of new offices and requests for accountability and measurable impacts. For some, change can feel intimidating when it challenges the status quo. For CSW, as a newer office developed because of the necessity for change and innovation, we are in the midst of identifying continued areas for improvement, new directions, and opportunities to tell our story and the impact of our work for students and the campus community. With change, comes opportunities to reflect on what is working and what is not, to revisit best practices, and re-center our work on those we serve and those we need to be serving better. As the division moves forward under new leadership, we are excited to improve our data collection practices and strengthen our partnerships across campus to be more effective.

Beyond the division of Student Affairs, the political landscape is ever-changing and CSW must remain responsive yet advocate for best practices and resource allocation to best support students and the rest of the campus community. For example, the Department of Education released changes to the Title IX regulations which brought a wave of concern as campuses were asked to implement changes within a short period of time and while in the midst of a pandemic. Throughout the implementation process, CSW was identified as an important partner to provide feedback on the changes and offer reasonable suggestions.

Furthermore, as the primary office that addresses interpersonal violence, sexual health, and alcohol and drug use, there is recognition that these topics may evoke strong feelings and that CSW's approach may contradict the personal belief and ideology for some. We feel strongly in our approach to these topics through a public health, harm reduction, student-centered and evidence-based lens but understand that our approach may not align with the beliefs of others who are not practitioners in the field. As CSW utilizes best practices in order to reduce harm and empower personal choice, we will remain advocates for what we know is in the best interest of the student for their wellness and safety and will continue educating and showing our impact through robust data collection.

### **Increase in Utilization of Services**

This previous year has seen a sustained utilization of service and programming requests. With a campus of over 30,000 students, meeting the demand has been challenging and we anticipate a continued increase in need. Prioritizing building sustainable capacity, addressing staff burnout, and setting the office up for success has been a key focal area during FY20. The expansion of the ACES Peer Health Education Scholars program has greatly helped to secure sustainable capacity within health education and allowed for the development of new programs within the office. Furthermore, identifying more efficient platforms for program and service delivery has helped meet the campus need without overwhelming staff. Strategies have included shifting to virtual/online forums, train-the-trainer programs, and hiring key staff positions. These challenges, we meet with self-compassion and confidence as we analyze and pilot new mediums for service delivery, expand student initiatives to extend our reach, and advocate for additional resources to support this growing demand.

To date, we have been able to hire a new Health Educator, add an Assistant Director of Health Education, add a 0.8 FTE support staff, and a 0.5 FTE marketing and communications staff member. In addition, we have added a full time Graduate Assistant and 2 MSW 1<sup>st</sup> year students to serve as VSA interns. These key positions have greatly added to our ability to more efficiently manage a growing demand for services. We are also working to convert content to online platforms, investing the resources and time needed for an extended ACES Peer Health Education Scholars program, and using technology to simplify and streamline data collection. The continued piloting of new initiatives adds to the excitement of innovating our programs. New opportunities arise to build partnerships with academic departments and leverage the ideas of students in creative ways to maximize the use of existing resources. Building capacity in our office through these key hires, expanding student training programs, building graduate internships with academic departments, and identifying new sources of funding for new staff will continue to be a primary focus of ours over the coming years.

### **Increased Complexity and Severity of Service Provision**

As seen in previous years, more complex case coordination continued to emerge within our Victim-Survivor Advocacy program. The pandemic has mirrored an uptick in cases of domestic violence within our campus community. Clients have been seeking our services more frequently with complex and highly dangerous cases that required ongoing and long-term support, strong coordination from multiple partners (both campus and community), and urgent attendance to safety planning needs. The commitment needed to manage these heavily involved cases left our advocates with little time to recoup between cases, prioritize other projects, and focus on self-care.

We anticipate that this trend in coordinating more complex cases will continue as the campus community learns more about our office, our services and red flags of interpersonal violence. However, we are hopeful for opportunities to raise awareness, expand efforts to reduce violence on our campus, and train student leaders, faculty and staff in being trauma-informed active bystanders to support their campus community members. Furthermore, while challenging to attend to these complicated cases, new partnerships have been forged and we continue to seek out opportunities to enhance current partnerships and build new ones to better serve our clients. An invigorated dedication and commitment

to self-care also emerges as an opportunity to foundationally support the culture of our office and the expectations we hold for our team.

### **Staff Burnout**

The nature of working with victims and survivors of interpersonal violence can have an emotional, physical and mental toll on practitioners in the field. Burnout, compassion fatigue, secondary trauma, and vicarious trauma are very real challenges that CSW continues to face. While efforts have and continue to be made to address these challenges, the impacts of staff burnout coupled with a pandemic have left CSW stretched thin as they aim to continue programmatic efforts while simultaneously being responsive to the urgent needs of the campus community. We recognize that these challenges will likely continue through FY21 but strategic and proactive steps can be taken to minimize the impacts and build resilience among staff and student team members.

Opportunities exist to improve our data collection and assessment; to encourage and support work-life balance; and develop self-care plans for both the team at large and for individual staff. Currently, encouragement and normalization of self-care as a team value, and structured opportunities for team building and process supervision for difficult cases are being developed and prioritized. Within health education, encouragement of new program development and increasing capacity through student involvement programs has shown promise.

### **Dual Location and Physical Space Limitations**

CSW experiences a very real and tangible challenge of being co-located on opposite sides of campus and having difficulty building capacity (even if funding is present) because of office space limitations. These physical limitations pose challenges to build team cohesiveness, to cultivate informal platforms for program development and cross-learning across teams, and to streamline communication and marketing to the campus community on how to seek resources. We recognize that these challenges may not be ideally resolved in the short term, but in order to continue meeting the requests and demands charged to our office, overcoming this barrier is necessary. Creative opportunities exist to explore flexible schedules, consider expanding hours to accommodate flexed schedules, or mobile “workstations”. We will continue looking into creative solutions to support a growing team in the short term and actively advocate for more support for an alternative office space option to house the entire CSW. Improvements in signage and communication strategies will also be prioritized over the coming year to attend to this challenge.

### **Duplication of Services**

As many of the areas of focus from CSW are integrally connected within other office’s missions, we recognize that duplication of services is always a challenge. The University of Utah is a large institution and though efforts are being made to de-silo and align with the mission of One U, duplication of efforts is almost expected. CSW understands there are limitations to the work we do and the reach we have across a larger campus. However, we see these challenges of service duplication as an opportunity to build partnerships strategically so that fellow offices and programs can coordinate intentionally to better serve all students, faculty and staff. As CSW identifies duplicated services, we proactively seek out opportunities to build relationships so that we can mutually support other program missions and learn

from others to avoid “recreating the wheel”. Additionally, as CSW continues to expand our marketing and communication channels, we hope that other partners will seek us out to start conversations to enhance what we all do to better serve the campus community.

### **Gaps in Data Collection**

As a newer independent office, improvements to our data collection strategies are still needed. It can be difficult to share the impact that an office like CSW has on long-term wellness and safety outcomes because of the complexity of behavior change, impacts of trauma, and challenges quantifying attitudes and beliefs regarding these wellness topics. As practitioners, we recognize that many of these impacts aren’t always captured through quantifiable data or may not be seen until long after a student leaves the university. As we strive to tell our story and build support for the initiatives we provide and hope to provide for the campus community, there is opportunity to innovate and elevate our data assessment plans. For the upcoming year, CSW is prioritizing our data collection plans and will be working closely with the Assessment, Evaluation and Research office to provide recommendations.

### ***NEW GRANTS OR CONTRACTS***

No new grants or contracts were secured during FY20.

### ***GIFTS AND NEW REVENUE***

**Community Gifts:** The Center for Student Wellness received \$3250 in donations from local community members during the previous year.



---

# STAFF EXCELLENCE

---

## **AWARDS AND RECOGNITION**

The Center for Student Wellness' Maya Jolley was recognized and received the Student Affairs Staff Excellence Award. This prestigious award recognizes superior service and ongoing contributions by the University's full-time staff. Nominees for these awards must have at least 3 years of continuous service to the University of Utah. This award recognizes superior performance specifically related to the University's 4 Major Strategic Goals: 1) Promote Student Success to Transform Lives; 2) Develop & Transfer New Knowledge; 3) Engage Communities to Improve Health & Quality of Life; and 4) Ensure Long-Term Viability of the University.

<b>Staff Member</b>	<b>Award</b>
Maya Jolley, Health Educator	Student Affairs Staff Excellence Award

## **COMMITTEE MEMBERSHIPS**

CSW team members served in 34 different committee membership roles during the previous year.

<b>Staff</b>	<b>Membership 2019-2020</b>
<b>Brittany Badger</b>	U of U: IPV Prevention and Education Collective (Co-chair)
<b>Brittany Badger</b>	U of U: Center for Violence Prevention (Advisory Board Member)
<b>Brittany Badger</b>	U of U: Blue Sky Mental Health Committee (member)
<b>Brittany Badger</b>	SA: Student Affairs Diversity Committee (co-chair)
<b>Brittany Badger</b>	U of U: Resilient U (member)
<b>Brittany Badger</b>	U of U: Safe U Month Planning Committee (co-chair)
<b>Brittany Badger</b>	SA: Budget Review Committee (member)
<b>Brittany Badger</b>	U of U: Alcohol and Other Drug Network (Chair)
<b>Brittany Badger</b>	U of U: Healthy Campus Initiative (member)
<b>Brittany Badger</b>	U of U: Title IX Process Team (member)
<b>Brittany Badger</b>	U of U: BIT (ad hoc member)
<b>Ellie Goldberg</b>	U of U: BIT (inner circle member)
<b>Ellie Goldberg</b>	SA: CSW Search Committee (chair/member)
<b>Ellie Goldberg</b>	Utah: Utah Higher Education Wellness Network (Co-Chair)
<b>Ellie Goldberg</b>	SA: ODOS Search Committee (member)
<b>Ellie Goldberg</b>	U of U: Racist and Bias Incident Response Team (member)
<b>Ellie Goldberg</b>	UDVC: CSW Liasion
<b>Ellie Goldberg</b>	U of U: U of U College of Social Work Community Advisory Board (member)
<b>Ellie Goldberg</b>	U of U: Title IX Process Team (member)
<b>Ellie Goldberg</b>	U of U: Clery Compliance Team (member)
<b>Jenna Templeton</b>	U of U: Alcohol and Other Drug Network (member/chair)
<b>Jenna Templeton</b>	Utah: Utah Higher Education Wellness Network (Co-Chair)
<b>Jenna Templeton</b>	NASPA Strategies Conference SVPR track planning committee (member)
<b>Jenna Templeton</b>	SA: Bennion Scholars Advisory Committee (member)

<b>Jenna Templeton</b>	SA: CSW Search Committee (chair)
<b>Jenna Templeton</b>	SA: LGBT RC Search Committee (chair)
<b>Jenna Templeton</b>	SA: Student Affairs Diversity Committee (member)
<b>Maya Jolley</b>	U of U: Basic Needs Taskforce (member)
<b>Maya Jolley</b>	U of U: Sexual Assault Awareness Month Planning Team (chair)
<b>Maya Jolley</b>	U of U: Women's Leadership Summit (co-chair)
<b>Maya Jolley</b>	SA: CSW Search Committee (member)
<b>Benta Opiyo</b>	SA: Professional Development Committee (member)
<b>Benta Opiyo</b>	SA: ODOS Search Committee (member)
<b>Mahalia Lotz</b>	UCASA: Sexual Assault Response Team (member)

## **CONFERENCES ATTENDED**

Professional development opportunities are encouraged among staff members. During the previous year, the following conferences were attended by staff.

<b>Conference</b>	<b>Staff Members Attended</b>
NASPA Region V	4 (Jenna Templeton, Maya Jolley, Benta Opiyo, Maria Skedros)
NASPA Strategies	3 (Ellie Goldberg, Jenna Templeton, Brittany Badger)
Solving the Campus Sexual Assault & Dating Violence Puzzle National Conference	1 (Ellie Goldberg)
Campus Prevention Network	3 (Jenna Templeton, Maya Jolley, Lindsay Wetzel Polin)

## **TRAINING**

Ongoing staff training is offered and encouraged throughout the year. The following trainings were completed by staff during FY20.

<b>Training</b>	<b>Staff Attended</b>
40-Hour Sexual Assault Counselor Training	3 (Vivean Smith, Char Leary, Cody Lockyer)
Lethality Assessment Protocol Training	2 (Maria Skedros, Mahalia Lotz)
UDOH Harm Reduction Navigator	1 (Lindsay Wetzel Polin)
Mental Health First Aid Instructor Training	2 (Jenna Templeton, Brittany Badger)

## **NEW HIRES**

The Center for Student Wellness hired one 1.0 FTE Victim-Survivor Advocates during the previous year to fill a vacant position. Mahalia Lotz joined CSW in January of 2020.

Additionally, CSW expanded their current team to hire the following new positions:

- Assistant Director of Health Education: Jenna Templeton promoted November, 2019
- Executive Secretary: Vivean Smith hired November, 2019
- Marketing and Communications Program Assistant: Katie Boonkrataung hired November, 2019
- Graduate Assistant: Kay Collins began August, 2019

- MSW Practicum Student Interns: Cody Lockyer began August, 2019 and Char Leary began January, 2020

Student involvement opportunities grew to include 10 interns and an expanded ACES Peer Health Education Scholars program with 15 students.

Other notable accomplishments have been outlined and shared in this annual report. As we move into the upcoming year, we are energized and motivated to continue this trajectory as we build capacity, innovate our programming, build partnerships, and improve our visibility and recognition on campus and in the larger community.

**Contact the Center for Student Wellness**

wellness.utah.edu

801-581-7776

wellness@sa.utah.edu