

Center for Student Wellness

2018-2019

July 1, 2018-June 30, 2019

Annual Report



PREPARED BY BRITTANY KIYOKO BADGER

CENTER FOR STUDENT WELLNESS

2018-2019



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MESSAGE FROM THE DIRECTOR

As a newly independent office with new leadership, this past year was both challenging and exciting for the Center for Student Wellness. As we worked to bring the different programs, services and initiatives together under one mission and one vision, we were able to identify opportunities for growth and sources of strength and support. I see the individual and collective efforts from each team member as a tremendous investment in building the framework for our office so we can continue moving forward strategically and intentionally to best serve the campus community.

In this first year, we improved our visibility on campus and expanded our impact in improving the wellness and safety of our campus community. We prioritized student involvement opportunities with new internships, graduate student positions, and the development of a new Peer Health Education program which will ultimately, improve our ability to reach a larger audience. We invested in improved marketing and communication platforms including revamping our website, developed a new CSW brand, and extended our utilization of various social media channels. We took strategic steps to build a more robust assessment and data collection strategy to better demonstrate our impact and identify areas for improvement. We began efforts to assess and implement strategies to improve equitable access of our services. We intentionally focused our energy and time to prioritize diversity and inclusivity of our programs, messages, hiring practices, and services. We encouraged and supported our team in piloting new programs such as Domestic Violence Awareness Month, Healthy Relationships workshops and events, Bystander Intervention train-the-trainer, language access programs, and more. We increased our involvement on campus and community committees and workgroups to improve coordination and bolster partnerships. We did all of this, and so much more.

As we continue identifying new areas for growth and focus on cultivating our collective strengths as an office, I am excited for what the future holds for us. We faced this past year with grace, enthusiasm and determination and I am honored to serve in this role as we continue moving forward.

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. As this first year required us to reflect on our programming and critically consider how we can improve, we made several changes to our data collection process, areas of focus, and resource allocation. These changes will ultimately strengthen our programs and services and our ability to demonstrate our programmatic impacts, but for this report, it was challenging to include comparative data. However, what is included in this report showcases the comprehensive programming that comes from this office and the potential impacts it has on the students, faculty and staff we served in this past year. 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.



Brittany Kiyoko Badger, Ph.D. Candidate, CHES
Director

ABOUT THE CENTER FOR STUDENT WELLNESS

In 2018, the Center for Student Wellness (CSW) was established as its own independent wellness office. CSW consists of prevention specialists, educators, victim-survivor advocates, and a team of students who provide comprehensive wellness and safety services to the campus community. Established in 1988 as the Alcohol and Drug Education program, as this office evolved, developed, and expanded, it was clear that an autonomous and independent structure was needed to better serve the campus community. As an entity within Student Affairs, this office is committed to supporting the campus community through various programs, support services, and engagement opportunities. CSW's core responsibilities 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.

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, **123 staff-facilitated workshops, trainings and presentations were provided to nearly 7,200 students, faculty and staff.**

For students, faculty and staff who have experienced interpersonal violence (e.g., sexual assault, rape, sexual harassment, stalking, dating and domestic violence), the Victim-Survivor Advocacy program provides free, confidential and trauma-informed support services and resources. During the previous fiscal year, **CSW supported 149 students, faculty and/or staff and provided over 1,100 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) and discuss communication, consent, contraception and barrier methods, and healthy sexuality with a peer counselor. **During the previous fiscal year, over 4,000 protective barriers (e.g., condom, dental dam) were provided to students and 337 STI/HIV tests were provided free of charge.**

Student engagement within CSW is a growing priority. Throughout the year, students can fulfill undergraduate and graduate internships that focus on wellness, 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 safer and more well campus. In the previous year, **over 1,000 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.

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, and engage the next generation in creating a more well, just and empowered campus community.

OUR TEAM 2018-2019

CSW is a small team that consists of a Director, Assistant Director of Advocacy, two Health Educators and two Victim-Survivor Advocates (Assistant Director also serves as a part-time advocate). Our student team for the 2018-2019 fiscal year included a student office assistant, a wellness coach, four interns, and seven peer health educators.

Professional Staff

Brittany Badger, Director

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

Jo'D Petersen, Victim-Survivor Advocate*

Darrah Whitman Jones, Victim-Survivor Advocate*

Jenna Templeton, Health Educator

Maya Jolley, Health Educator

Benta Opiyo, Victim-Survivor Advocate**

Maria Skedros, Victim-Survivor Advocate**

Student Team

Holly Williams, Graduate Wellness Coach

Taylor Hawk, Student Office Assistant

Alexis Baker, Intern

Angie Maria Passey, Intern

Erika Koernig, Intern

Brenda Santoyo, Intern

Alix Ford, Lead Peer Health Educator

Nene Maruta, Peer Health Educator

Marissa Castillo, Peer Health Educator

Lexy Nestel, Peer Health Educator

Linda Derhak, Peer Health Educator

Cathleen Zhang, Peer Health Educator

Kirsten Gorski, Peer Health Educator

**Ended employment with CSW during FY18-19*

***Started employment with CSW during FY18-19*

STUDENT AFFAIRS STRATEGIC OBJECTIVES

The Center for Student Wellness is an office within the Student Affairs division. Our core objectives, goals and outcomes align with the Student Affairs strategic objectives detailed here.

STUDENT ENGAGEMENT AND SUPPORT

Student Affairs educates students through co-curricular programs and employment opportunities that support sense of connection and belonging to the University of Utah Campus community. Students develop leadership and transferable skills necessary to become civically engaged, productive members of our society. Students feel valued and gain navigational strategies for their academic success when they consult with our team.

STUDENT HEALTH AND WELLNESS

Student Affairs provides education, prevention and intervention to support student health and wellness. We create environments that promote a healthy lifestyle, which is tied to success both in and beyond college. We cultivate an ethic of care and concern for each other.

STRATEGIC ENROLLMENT MANAGEMENT

Through the leadership of Student Affairs, strategic enrollment management principles are utilized across the institution, to achieve and maintain optimum enrollments, to support student success, that will ensure institutional vitality and fulfill the University of Utah's mission.

INCLUSIVITY AND EQUITY

Student Affairs values that an inclusive and equitable environment for students, staff and faculty. We strive to create this through fostering a culture of inclusion, providing education and skills-based training and evaluating our success in these endeavors.

FACILITIES AND RESOURCE MANAGEMENT

Student Affairs strives to build, maintain, and repurpose buildings, equipment and space within the University to best fulfill the goals of each department and the division's long-range plan.

STAFF EXCELLENCE

Student Affairs cultivates and maintains an exceptional team who provide key services and programs for students and the University of Utah community. Our staff demonstrate professional knowledge of national best practices, leadership, and an ethic of care for our community.

CENTER FOR STUDENT WELLNESS CORE OBJECTIVES

The Center for Student Wellness aims to elevate the safety and wellness of the campus community through these core objectives: 1) Wellness Education and Training, 2) Direct Service and Support, 3) Student Development, 4) Equity and Accessibility, 5) Campus Outreach, and 6) Coordinated Partnerships. Goals and outcomes for each core objective are described in their respective sections.

CORE OBJECTIVE #1: WELLNESS EDUCATION AND TRAINING

SA STRATEGIC OBJECTIVES ALIGNMENT

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

Comprehensive wellness education and training 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 sexual health, low-risk alcohol and drug use, healthy relationships, bystander intervention, and violence prevention. CSW conducts the National College Health Assessment (NCHA)¹ 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
- 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 2018 Campus Climate Survey² revealed that our undergraduate students are not immune to experiences of harassment (45%), stalking (7%), interpersonal violence/domestic violence (11%), sexual assault (19%) and sexual misconduct (17%). Unfortunately, for students who reported experiencing sexual misconduct or sexual assault, the majority did not seek support or resources because they did not think it was serious enough to report (62%) but did disclose the experience to a close friend (nearly 70%).

¹ 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.

² For the 2018 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.

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 hundreds of hours in providing wellness education and trainings. 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 impacts on safety and wellness. While students are the primary audience for training and education, staff and faculty trainings 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 EDUCATION TO STUDENTS

- ✓ **OUTCOME: Provided 123 staff-facilitated workshops and trainings for the campus and greater Salt Lake community**
- ✓ **OUTCOME: Provided 11 distinct workshops and trainings to the campus community**
- ✓ **OUTCOME: Dedicated 1,475 staff hours to wellness education presentations**
- ✓ **OUTCOME: Reached over 6,430 students and 787 staff/faculty**

Over the previous fiscal year (FY18-19), CSW fulfilled requests for **11 distinct presentations**, workshops or trainings on a variety of topics. In total, this translated to **123 presentations** for the campus and greater Salt Lake Community. Through those requests, we reached over **6,400 students**, and over **780 faculty and staff** members. We also provided Bystander Intervention and Mission & Services presentations to the community outside of campus. Bystander Intervention was provided for advocates-in-training at the Rape Recovery Center and Mission & Services was provided for high school students to highlight services available at the University of Utah. CSW dedicated nearly **1500 hours** to providing educational presentations, workshops, and trainings.

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, you will build confidence in the skill of intervention. During the previous year, **21 trainings were provided to the campus community**.

Healthy Relationships

The previous year, CSW began development of a Healthy Relationships workshop series and **provided 4 unique presentations** to the campus community. 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. This workshop series will be expanded for the upcoming year.

Sexual Wellness

Marketed as a “Come get the sex-ed you wish you could’ve had in high school!” this presentation helps students learn about healthy communication strategies, consent, protection methods, STI prevention and treatment, and more. During the previous year, **4 unique presentations were provided** on this topic.

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.

Wellness Advocate

One of our certificate presentations, our Wellness Advocate training aims to make attendees aware of campus resources, practice empathetic communication, and connect their peers to the appropriate supports. In this training, students become familiarized with the resources the U has to offer, practice communication skills, and learn how to empathize and refer peers when they're in need of support. This training was revamped during the past year and provided primarily to SHAC student volunteers as a membership requirement. Efforts to expand this offering are planned for the coming year.

Trainings and education for staff/faculty and high-risk education (e.g., Sanctioned Alcohol Ed, Trauma-Informed Response, Students in Distress) and general outreach presentations (e.g., Joining the Community, Mission and Services) are discussed in more detail later in this report. Total reach including these presentations are outlined in Table 1.

Table 1
Total CSW Presentations from July 1, 2018-June 30, 2019

	# Events	# Staff Hours	Students served	Staff served	Community members served
<i>Bystander Intervention</i>	21	52	265	172	30
<i>Healthy Relationships</i>	4	6	99	0	0
<i>Joining the Community</i>	37	23	4655	0	0
<i>Mission & Services</i>	17	1313	453	117	30
<i>Sanctioned Alcohol Ed.</i>	6	30	45	0	0
<i>Sexual Wellness</i>	4	7	315	0	0
<i>Stress Care</i>	5	6	150	0	0
<i>Students in Distress</i>	8	16	30	230	0
<i>Trauma-Informed Response</i>	12	12	115	268	0
<i>Wellness Advocate</i>	3	6	25	0	0
<i>Other/Tailored</i>	6	7	278	0	0
Total	123	1475	6430	787	60

During the previous year, CSW health education staff were tasked with re-development of old workshops with new content and to explore innovative methods for educational delivery. Many of these workshops were overhauled and learning outcomes to compare with previous years was not feasible. Furthermore, as the previous year was a development year for CSW, the health education team spent considerable time revisiting best practices for wellness education, identifying wellness topics to prioritize with educational development, and investment in capacity building programs (e.g., Peer

Health Educator program). This upcoming year, staff will be training a larger cohort of peer educators to expand presentation offerings and building a more robust assessment plan to determine impact.

Future assessment strategies will be tying learning outcomes from these wellness trainings more intentionally with changes in behavior and attitudes, impacts on academic success, and student retention.

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

- ✓ **OUTCOME: Planned and implemented first Domestic Violence Awareness Month (DVAM) campaign with a social media reach of over 10,500 users**
- ✓ **OUTCOME: Coordinated comprehensive annual Wellness Fair for over 500 students**
- ✓ **OUTCOME: Planned and implemented Healthy Relationships campaign**
- ✓ **OUTCOME: Planned and implemented Sexual Assault Awareness Month (SAAM) campaign**
- ✓ **OUTCOME: Participated in collaborative wellness and safety events**

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 first campus-wide Domestic Violence Awareness Month (DVAM) campaign. 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 2018 with daily social media posts, content in @theU, a Marriott Library literature display, and several campus events. **For all #UofUDVAM posts on Instagram alone, 10,544 users were reached.** CSW collaborated with student leaders from Alpha Chi Omega, the *It's On Us* student organization, and other university departments such as the Department of Public Safety, LGBT Resource Center, Women's Resource Center, University Student Apartments, University Counseling Center and University Marketing and Communications.

Wellness Fair

Wellness Fair is an annual collaboration between CSW and Campus Recreation Services. It is an opportunity for all wellness-related departments on campus (and a few off-campus organizations) to share their services and resources with students. A few featured services are: depression screenings (University Counseling Center), food pantry drive (FeedU), flu shots (Student Health Center), STI screening (CSW), blood-glucose screening (School of Pharmacy), skin cancer screening (Huntsman Cancer Institute), and dental hygiene screening (School of Dentistry). Specifically, we had 23 campus and community partners tabling and/or providing a direct service to our students. CSW provided 111 gonorrhea and chlamydia tests and 423 flu shots (funded by ASUU, provided by School of Nursing, Pharmacy, and Student Health Center). **In total, we saw over 500 students attend the Fair.**

Healthy Relationships Campaign

February is designated as Teen Dating Violence Awareness Month nationwide. Recognizing that for many college students, dating violence may appear more nuanced and subtle, CSW piloted a Healthy Relationships campaign to raise awareness. As the campus community was in the midst of healing after the tragic murders of Lauren McCluskey and Sarah Hawley, CSW's goal was to provide opportunities to focus on healthy relationships and supporting peers. During the month, in partnership with University Counseling Center, a communal art event that focused on highlighting aspects of healthy relationships was curated. ***Over 500 statements, written on hearts planted in the ground, were created with the help of students, faculty and staff.*** Additional activities included a Healthy Relationships newsletter distributed via email listserv and social media, distribution of Valentine's cards with healthy relationships messages in partnership with the SHAC volunteer team, and an active social media presence. Via social media, daily challenges, healthy relationships messages, and resource awareness were shared throughout the month.

Sexual Assault Awareness Month (SAAM) Campaign

SAAM initiatives were guided by a committee co-chaired by two ACES peer health educators and advised by a staff health educator. The committee increased awareness of the event by sharing a teal awareness "square" on social media on April 1st. The square was teal with a footer including CSW's logo, contact information, and the hashtag #UofUSAAM. ***Departments and offices across campus joined in the effort with 36 partners utilizing the Teal Square campaign on Instagram and over 100 unique posts using #UofUSAAM were shared.***



The co-chairs (see image to right) led the planning of a kick-off event, hosted on Marriott Plaza, called "Teal Space". The event featured a teal walkway to draw attention, provided students an opportunity to sign the It's On Us pledge, pick up teal awareness stickers, and add a note to one of 3 teal boxes as a part of a mobile art installation (see photo). Students and other passersby were encouraged to write a note (a message of support and solidarity to survivors, their definition of consent, the importance of healthy relationships, etc.), and then tie the note to the teal boxes.

The boxes were then moved across campus each week in April (Marriott Library, Gardner Commons, Student Union, and Eccles Student Life Center) to showcase the notes across campus. The boxes were full of notes of solidarity, compassion and support by the month's end. As the campaign concluded, the notes were saved in a scrapbook, displayed in the Victim-Survivor Advocacy office.

With a strategic focus on better leveraging social media for the 2019 campaign, 3 SAAM Live Stories were created to feature partner offices and their services. These "SAAM Live" events featured: LGBT

Resource Center, Victim-Survivor Advocates, Women’s Enrollment Initiative, University Counseling Center, Office of the Dean of Students, and the Office of Equal Opportunity & Affirmative Action. During these live streams, the offices talked about their role in sexual assault prevention, education, and response. They gave information on the different processes in which students and survivors can engage, what to expect, and how each office works to support survivors. ***An estimated 600 people were reached through these SAAM Live events.***

SAAM efforts were largely online, and as a result, we saw an uptick in social media engagement for our office (see social media section). Leveraging social media in a more intentional way allowed CSW and other partners to better share information, statistics, support resources, and SAAM-related events with new followers, increasing awareness about the impact of sexual assault on our campus. Another highlight of the month was the success of a student-run committee. The students felt empowered by their independence and creativity to run events they designed.

Other Wellness and Safety-focused Events

CSW participates in other wellness and safety-focused events in partnership with other offices and departments. Other events including the primary host of the event that CSW actively participated in are listed here (does not include general outreach/tabling which is discussed under Core Objective #5):

- Coffee with Cops – Fall event (Department of Public Safety)
- U Bike Week (Office of Sustainability)
- Pride Week – STI testing clinic (LGBT Resource Center)
- Fall into Safety (Department of Public Safety)
- CODE – ST testing clinic (ASUU)
- Coffee with Cops – Spring event (Department of Public Safety)
- Campus Safety Panel – Spring event (ASUU)

These wellness and safety-focused events aimed to 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 these events, improve our data collection strategies, and increase our marketing to reach a larger campus community.

GOAL 1C: OFFER EDUCATION FOR IDENTIFIED HIGH-RISK STUDENTS

- ✓ ***OUTCOME: Provided Alcohol and Drug education and training for 53 students designated as high-risk or referred to CSW via sanctioning body.***

Students and other campus community members who have been identified as high-risk for safety and wellness concerns are offered more tailored educational offerings as appropriate. For students who have receive a code of conduct violation (e.g., alcohol use on campus) they may be referred to CSW to provide educational trainings to meet a student sanction. Providing education in one-on-one or small group format, allows for tailored educational opportunities to better meet the needs students who exhibit more problematic behaviors.

AOD 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, **CSW provided 6 alcohol education classes and 8 individual education sessions, reaching a total of 53 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.

GOAL 1D: PROVIDE WELLNESS AND SAFETY-FOCUSED TRAINING FOR STAFF AND FACULTY TO ASSIST THEM IN SUPPORTING STUDENTS AND THE CAMPUS COMMUNITY

- ✓ **OUTCOME: Provided 12 Compassionate Responses to Disclosures of Interpersonal Violence trainings**
- ✓ **OUTCOME: Provided 8 Intervening with Distressed Students trainings**
- ✓ **OUTCOME: Provided 13 Bystander Intervention trainings**

The 2018-2019 academic year was fraught with tragedy and an increased desire from staff and faculty to build skills among their departments to better support students in need. As staff and faculty often serve as first responders for students in distress, there is a growing demand to provide training to raise awareness of issues that impact students and 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.

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, **12 presentations were provided** to the campus community, reaching 383 campus community members.

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 **8 times and reached 30 students and 230 faculty/staff members.**

Bystander Intervention for Staff

A tailored version of student Bystander Intervention is provided once a semester for staff and faculty. In this training, employees learn about how to intervene in problematic situations (such as interpersonal violence, discrimination, emotional distress, and more) to de-escalate harm. Through discussion and practicing with scenarios, attendees build confidence in the skill of intervention. Bystander Intervention trainings were offered for staff during fall and spring breaks and as otherwise requested. Over the academic year, **13 trainings were offered, reaching a total of 172 faculty and staff members.**

Providing these trainings to faculty and staff, helps build the skills necessary to better support students, especially during times of need. Having a growing number of campus employees feeling more confident to offer support, will no doubt, impact a student's ability to succeed academically and seek additional resources to retain them in school.

CORE OBJECTIVE #2: DIRECT SERVICE AND SUPPORT

SA STRATEGIC OBJECTIVES ALIGNMENT

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

The Center for Student Wellness (CSW) supports the campus community through direct service and support. Whether within the Victim-Survivor Advocacy (VSA) program or during STI mobile testing clinics, adherence to best practices and using a student-centered approach are integral with 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

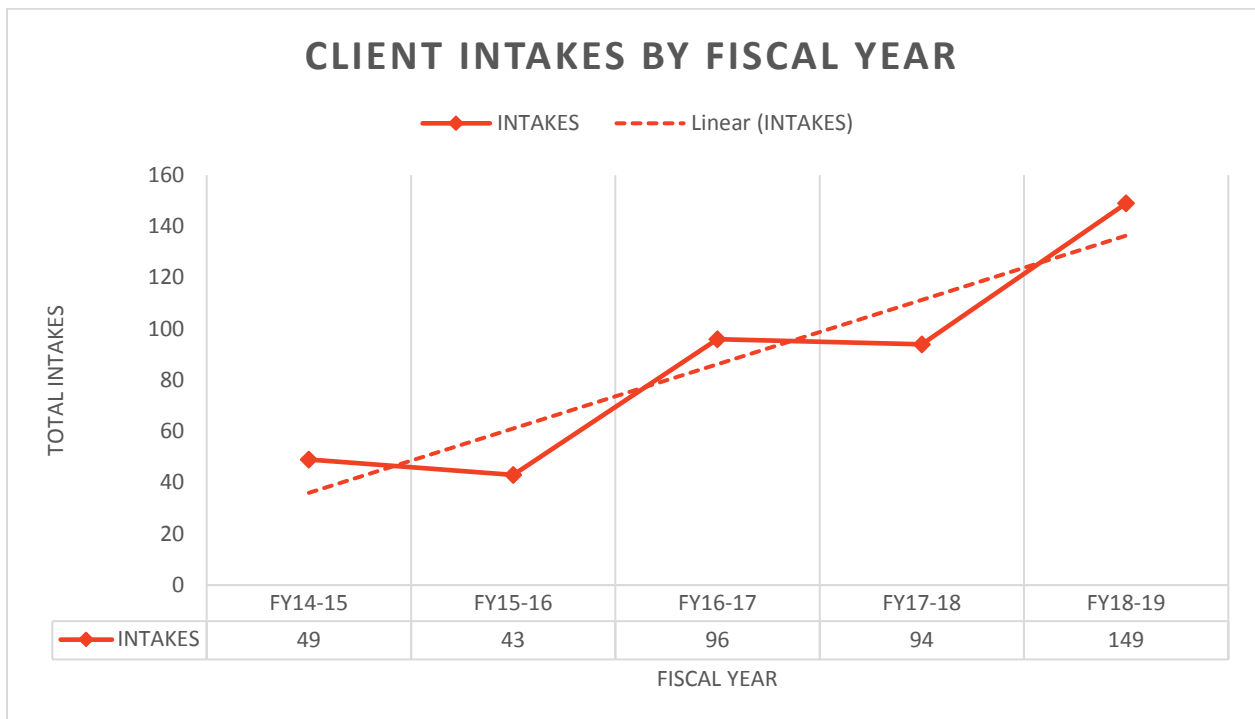
- ✓ **OUTCOME: Provided timely outreach to 382 referrals and inquiry emails within 2 business days**
- ✓ **OUTCOME: Completed 149 VSA client intakes**
- ✓ **OUTCOME: Provided support for clients who experienced various forms of interpersonal violence**

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 excellence in service by assisting clients to access and navigate any resources, processes, and/or services that they feel would be relevant and helpful to them. Empowering our clients to make informed decisions around their healing and justice is foundational to this program.

In the past year, **382 students, faculty and staff were referred** to our office to provide outreach. Most referrals come from the Office of Equal Opportunity (N=224). Other primary sources of referrals come from clients self-referring through our website, email, phone call or walk-in (N=77), U of U’s Department of Public Safety (N=15), and Student Affairs partner offices (N=28). Any referral that is sent to CSW is provided outreach within two business days. This outreach provides information regarding student rights, services, and resources available if they choose to engage with our office or a partner office.

Of these referrals, **149 clients engaged with our office and completed an advocacy intake appointment**. The number of clients that engaged with our office increased **59% from the previous fiscal year**. In the past 5 years (since the inception of the Victim-Survivor Advocacy program in 2014) there has been a **204% increase** in total clients completing an intake with our office. See Figure 1. As utilization of this service increases, we are confident that providing this free and confidential service to the campus community impacts academic success, student retention and graduation.

Figure 1
Victim-Survivor Advocacy Client Intakes by Fiscal Year



Primarily, clients identified as students (N = 147), female (89%), and white (66%). Sexual orientation and a variety of affiliation data were also collected. See full demographic and affiliation information below in Table 2. Data collected during intakes has changed from the previous fiscal year and comparisons in client demographics are not possible at this time. Furthermore, because 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.

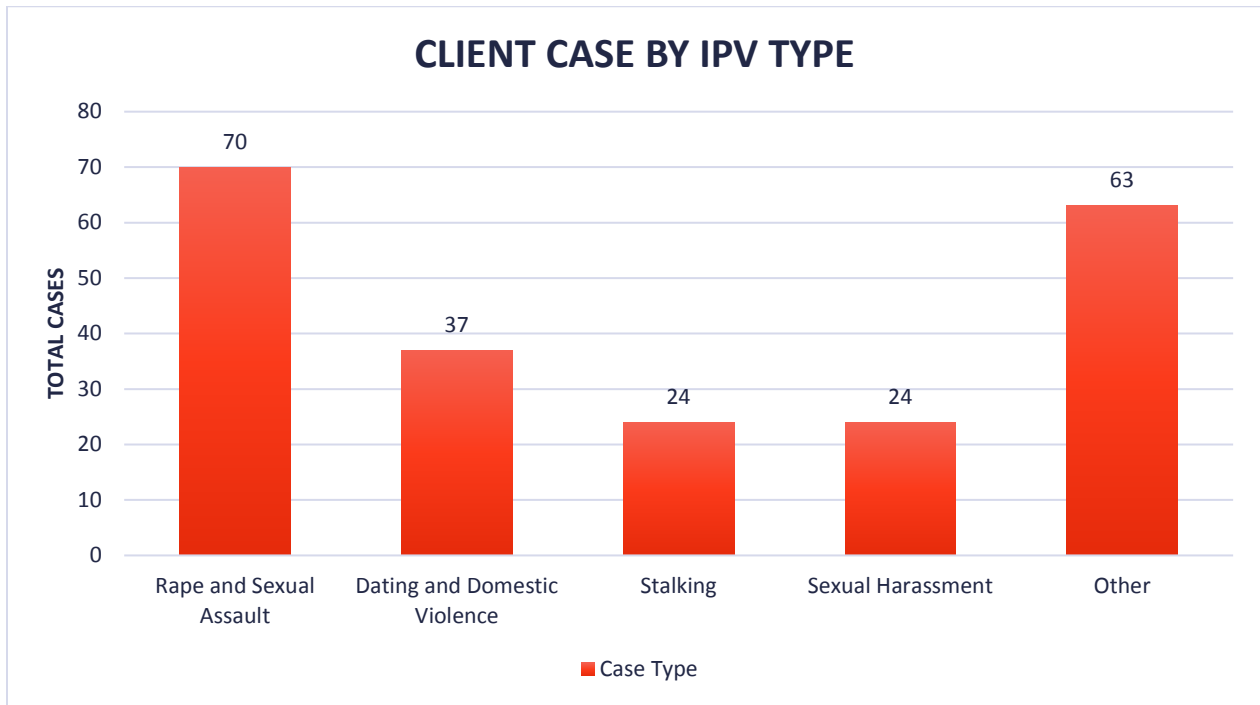
Table 2
Victim-Survivor Advocacy Client Demographics and Affiliations for FY18-19

CLIENT DEMOGRAPHICS*	#	%	AFFILIATIONS	#	%
GENDER			CAMPUS AFFILIATION**		
FEMALE (INCLUDES TRANSGENDER WOMEN)	130	89.0	STUDENT ONLY	137	91.9
MALE (INCLUDES TRANSGENDER MEN)	7	4.8	STAFF/EMPLOYEE	45	30.2
NON-BINARY OR OTHER	4	2.8	FACULTY	2	1.3
PREFER NOT TO DISCLOSE	5	3.4	OTHER AFFILIATIONS+		
SEXUAL ORIENTATION			VETERAN/ACTIVE DUTY	1	<1.0
STRAIGHT	75	53.9	ATHLETICS AFFILIATED	6	4.0
LGBTQ+	26	18.7	GREEK (SORORITY/FRATERNITY)	16	10.7
OTHER	13	9.4	INTERNATIONAL STUDENT	2	<1.0
PREFER NOT TO DISCLOSE	25	18.0	REFUGEE AFFILIATION	3	<1.0
RACE			NOTES		
AFRICAN AMERICAN/BLACK	6	4.2	*CLIENT DEMOGRAPHICS ARE COLLECTED DURING INTAKES AND ARE OPTIONAL TO COMPLETE		
ASIAN AMERICAN	11	7.6	**CLIENTS MAY IDENTIFY AS BOTH A STUDENT AND EMPLOYEE SO TOTALS MAY NOT EQUAL 100%		
HISPANIC/LATINX	20	13.9	+AFFILIATIONS ARE SELF-REPORTED BY CLIENT DURING INTAKE		
NATIVE AMERICAN	4	2.8			
PACIFIC ISLANDER	1	0.7			
SOUTH ASIAN	1	0.7			
WHITE	95	66.0			
2+ RACES	6	4.2			
OTHER	7	4.9			
PREFER NOT TO DISCLOSE	10	6.9			

Client cases ranged in the type of interpersonal violence (IPV) they experienced. Rape and sexual assault were the most frequently reported experience (N=70). Other types of IPV reported included dating and domestic violence (N=37), stalking (N=24), sexual harassment (N=24), and other (N=63). "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. 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. 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 the best decisions to begin/continue their healing.

Figure 2
Interpersonal Violence Type Reported by Clients



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 1,112 unique comprehensive advocacy support services**
- ✓ **OUTCOME: Provided 336 partner referrals to clients**

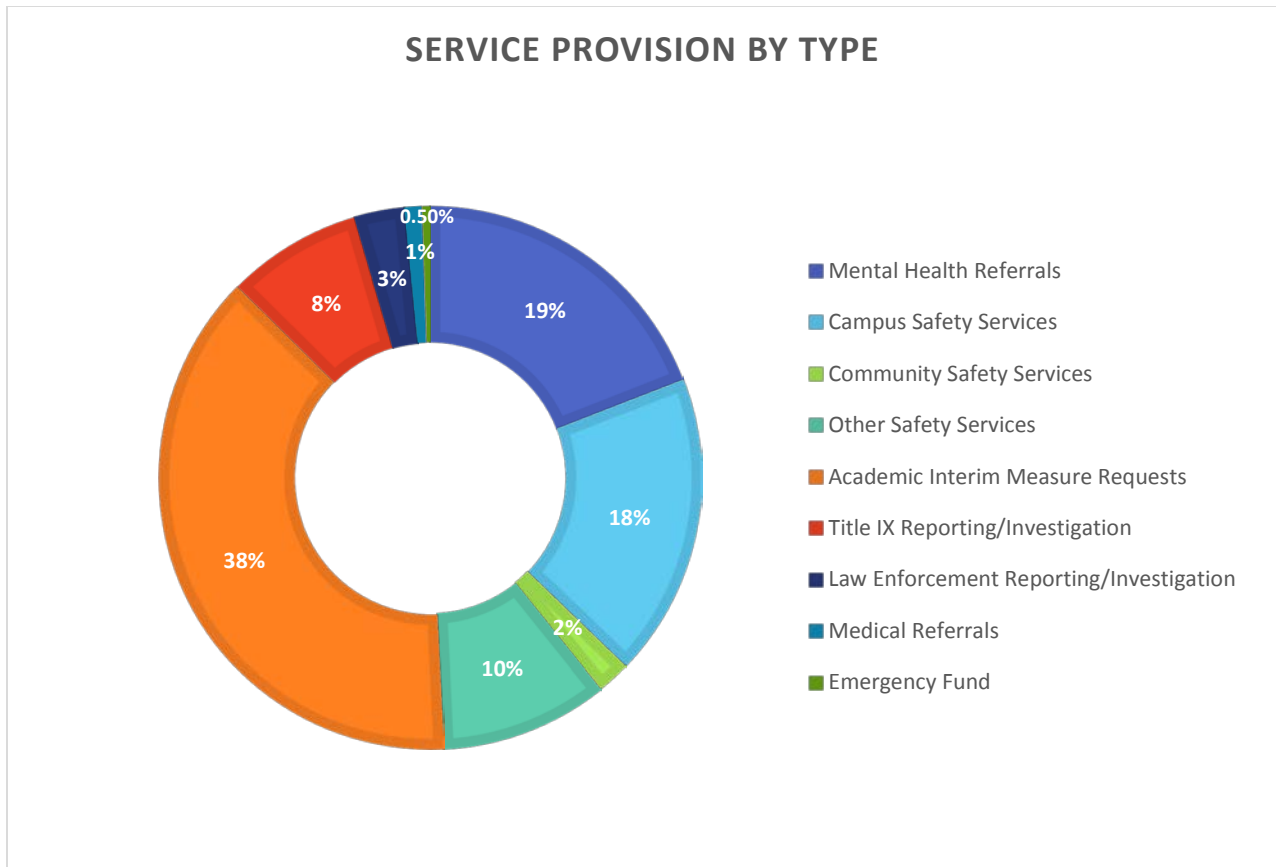
The VSA program provides several services that include education regarding trauma, safety planning, information and support for reporting, academic support, employment support, medical and mental health referrals, campus or community resources, and secondary survivor support. These support services are critical for students, faculty and staff, who have experienced IPV to stay safe, to heal, and continue their academic careers at the University of Utah. During the previous fiscal year:

- 425 academic interim measures were requested (faculty requests, retroactive withdrawal, late withdrawal, tuition reimbursement, scholarship reinstatement, re-admission, academic advising, request for incomplete)
- 216 mental health referrals were provided (includes referrals to campus or community mental health agencies)
- 329* safety supports and services were provided

- 201 Campus Safety Services (Safety planning, No Contact Directive, campus housing, commuter services, UUPD courtesy escort)
- 21 Community Safety Services (Off-campus housing, emergency shelter, protective order, stalking injunction)
- 107 Other Safety Services (Referrals to Family Justice Center, YWCA, South Valley Sanctuary, UDVC Link Line)
- 85 Title IX reporting or investigation assistance supports were provided
- 35 Law Enforcement reporting or investigation assistance supports were provided
- 16 medical referrals were provided (Student Health Center, sexual assault forensic exams, strangulation forensic exams, pregnancy testing, HIV/STI testing, abortion referrals)
- 6 emergency fund supports were provided

See Figure 3 for service provision by type.

*Figure 3
Victim-Survivor Advocacy Services Provided by Type During Fiscal Year 18-19*



CSW maintains strong partnerships with both campus and community agencies to provide efficient and coordinated client support through the VSA program. During the previous fiscal year, **336 referrals to other campus partners** were provided to clients to seek other campus-based services (does not include

clinical or safety-related referrals reflected in Figure 3). Other campus referral partners included, but are not limited to:

- Center for Disability and Access (115 referrals)
- LGBT Resource Center (23 referrals)
- Women’s Resource Center/Women’s Enrollment Initiative (38 referrals)
- Office of Inclusive Excellence (12 referrals)
- Personal Money Management Center (18 referrals)
- Center for Student Wellness (Wellness Coach – 43 referrals)
- Childcare and Family Resources (12 referrals)
- Student Success Advocates (59 referrals)
- Learning Success Center (16 referrals)

CSW also partners with organizations and agencies in the community who work to prevent and respond to interpersonal violence. Partners have included:

- Utah Coalition Against Sexual Assault
- Utah Domestic Violence Council
- Domestic Violence Link Line
- Rape Recovery Center
- Family Justice Center
- YWCA
- Wasatch Forensic Nurses
- Utah Office of Victims of Crime
- Legal Aid

These partners, and many more, have participated in educational campus events (e.g., Coffee with Cops, Domestic Violence Awareness Month); provide training for CSW and other campus partners (e.g., Lethality Assessment Program, 40-hour Sexual Assault Advocacy Training); and provide direct service support, case coordination, and service provision. 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.

Former clients have shared that

"I was so grateful to meet my advocate. Speaking with her helped me come to terms much better with what happened to me and made me feel capable of handling it."

Another student has shared that

"[This program] has allowed me to continue successfully as a student and start the healing process."

GOAL 2C: CONDUCT EFFECTIVE AND EFFICIENT TRAUMA-INFORMED ADVOCACY INTAKES

- ✓ **OUTCOME: Assessed clients for potential harm or lethality using standard protocols**
- ✓ **OUTCOME: Assessed and created individualized service plan using standardized forms**
- ✓ **OUTCOME: Provided high-quality, trauma-informed advocacy to clients**

The VSA program has implemented standardized protocols and procedures to improve efficiency for outreach, assessment and service provision. As awareness for this campus service increases, being able to provide high quality advocacy services in a timely manner is necessary. Major improvements in this arena have been achieved through strategic partnership coordination, enhanced training of staff, and standardization of forms and intake process. To date, outreach to all referrals and inquiries via email are responded to within two business days.

To ensure that clients are properly assessed for potential harm or lethality, advocates asked all intake clients whether they have experienced physical abuse or harm. This initial question helped the advocates to navigate further questions about strangulation and the needed or recommended medical care if they do disclose. In the previous year, this initial pre-screening question revealed that 53% of clients had experienced physical harm and were provided resources and education. Additionally, advocates are trained to administer the Lethality Assessment Program (LAP) when a client discloses physical intimate partner violence. The LAP is used to identify victims of domestic violence who are at the highest risk of being seriously injured or killed by their intimate partners, and immediately connecting them to a local community-based domestic violence service program (additional information under Core Objective #6).

All advocates complete comprehensive training. To date, mandatory training for staff include:

- 40-hour Sexual Assault Counselor Training (Utah Confidential Communications Act)
- Lethality Assessment Program Training (this includes basic domestic violence case management)
- Clery Act Training
- Title IX Mandatory reporting, university policies
- FERPA
- Confidentiality
- Crisis Response Planning
- Brief Cognitive Behavioral Therapy training
- Campus safety and emergency response
- Campus Security Authority

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

- ✓ **OUTCOME: Distributed over 4,100 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. To encourage safer sex practices, protective barriers (e.g., condom, dental dam) are 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). Over 1,500 protective barriers were provided to campus partners to distribute or offered free of charge during STI testing clinics during the previous year. During the previous fiscal year, 2,610 protective barriers were sold to students for low-cost³.

CSW provided STI testing for students for Gonorrhea and Chlamydia during **9 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.

During the previous year, **297 students 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, dam). Gonorrhea and Chlamydia tests were provided to 326 students and HIV tests were provided for 64 students. 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).

CORE OBJECTIVE #3: STUDENT DEVELOPMENT

SA STRATEGIC OBJECTIVES ALIGNMENT

- Student Engagement and Support
- Inclusion and Equity

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. CSW is committed to engaging the

³ Protective barriers are sold for a very low cost to students as a best practice to build self-efficacy and a sense of responsibility to one's sexual well-being. If cost is a barrier, CSW will provide these protective barriers for no charge.

next generation of professionals, leaders, and advocates by offering skills-based trainings, opportunities to apply these skills in real-world settings, and provide mentorship with professional staff.

GOAL 3A: DEVELOP EVIDENCE-BASED PEER HEALTH EDUCATION PROGRAM

- ✓ **OUTCOME: Piloted PHE program and trained 7 peer health educators (PHEs)**
- ✓ **OUTCOME: PHEs completed 100 hours of educational programming**
- ✓ **OUTCOME: PHEs provided 30 additional wellness services**
- ✓ **OUTCOME: Pilot program reached 986 additional students through programming**

CSW was awarded \$5,000 through the Parent Fund to build a peer health education program during FY18-19. In spring of 2019, the U’s first comprehensive peer health education program was launched. Applicants were recruited via social media, general outreach, email listservs, and nominations (i.e., staff/faculty members would complete a short form explaining why they believed their student would be a good peer health educator. CSW then emailed the student directly with the application). CSW **received 25 applications, interviewed 15, and accepted 6**. These 6 students made up CSW’s pilot Peer Health Educator program, ACES (self-named by this cohort, see image below). Additionally, we recruited a Lead Peer Health Educator who served as a liaison, fellow ACES member, and advisor for this group. This lead position dedicated additional time and energy to support the Health Educators in developing training, assisting with recruitment, and providing additional outreach and education with this team. This position is described in more detail under Goal 3B.



ACES focused on three different areas of wellness: sexual health, violence prevention, and harm reduction (alcohol and other drug). At the start of Spring semester, ACES completed an intensive 20-hour training based on NASPA’s nationally recognized Bacchus Certified Peer Education (CPE) training. Additional training provided by CSW staff included content-specific training for their areas of focus, social justice training, facilitation skills training, and more.

Once trained, ACES facilitated workshops (e.g., Safe(r) Party Culture, Bystander Intervention Training, Birds and the Bees), events (e.g., Pop-Up Condom Sales, STI Testing Clinics), and outreach (e.g., tabling) across campus. Two ACES members co-chaired the Sexual Assault Awareness Month (SAAM) committee, which helped create a student-driven campaign for the campus community. In two months, **ACES reached 650 students via workshops and an additional 336 students via STI clinics**. This team provided

30 unique services (e.g., tabling events, STI clinics, Pop-Up Condom Sales, ACES Information Sessions, and workshops), and **dedicated 100 hours** over the spring semester. This successful pilot program was a success and set up CSW to expand the program and, subsequently, CSW's reach on our campus.

Because of the investment in training this new team and piloting this program, staff-facilitated outreach was reduced during the previous fiscal year. This intentional reallocation of staff time has already proven to be a strategically sound decision as the framework for an enhanced program is already underway which will build educational capacity and allow CSW to address other collegiate wellness concerns more strategically.

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: OFFER STUDENT INTERNSHIP OPPORTUNITIES

- ✓ **OUTCOME:** *Five student internships were fulfilled during the previous fiscal year*
- ✓ **OUTCOME:** *Internship programs provided 685 intern hours dedicated to CSW programming*

CSW developed and offered semester or full-year internships to graduate and undergraduate students during FY18-19. 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, 5 interns worked with our office and provided **685 intern hours**.

Diversity and Inclusion Internship

A 200-hour internship was completed that primarily focused on race-related stress and the impacts on wellness. This internship addressed, how for students of color, attending a primarily white institution, can have a compounding effect on emotional, mental and overall wellness in comparison to their white peers. Along with "navigating institutions that were institutionally built for their downfall, black students also have to deal with microaggressions, racial slurs, cultural incompetence and much more when trying to pursue higher education." This internship conducted focus groups to inform a 3-part workshop, "Triggered", with the primary goal to educate students (N=10) of color on race-related stress, the effects on wellness and academic success, and identify effective strategies to cope and build resiliency. This internship project has built a framework to extend additional educational offerings on this topic in the future.

Language Access Program Internship

CSW was awarded \$2,000 through the Parent Fund to launch a language access program. A part of this award included a 75-hour graduate student internship from the Education, Leadership and Policy department. This intern focused on inclusive and culturally competent marketing and outreach for students who are undocumented immigrants or whose parents are undocumented immigrants from Spanish speaking countries. This intern assisted in translating documents and marketing into Spanish; facilitated consultation sessions with community agencies to help assess current gaps in programming and messaging; and helped set up a text communication channel to provide an alternative form of communication with students.

Food Insecurity and Nutrition Internship

A 150-hour internship (ongoing) focusing on nutrition and food insecurity among college students began in January 2019. This intern has been focusing specifically on completing an asset inventory of nutrition-related programming, partnership building among nutrition and food insecurity specialists on campus and in the community, and development of online materials and messaging to share via social media and other online platforms. To date, this internship has dedicated the previous two semesters to data collection, has attended key stakeholder meetings including the Homeless Student Task Force, and forged partnerships with the FeedU Pantry on campus.

Sexual Health/Interpersonal Violence Internship

A 225-hour internship (140 hours completed at this time) focusing on sexual wellness and interpersonal violence is being completed with CSW. The goals for this internship include expanding sexual health initiatives (e.g., launch walk-in hours for HIV testing, STI testing clinic marketing and support), survivor resources for clients who’ve experienced interpersonal violence, and educational workshops focusing on violence prevention. This intern helped to implement programming for free HIV testing for students, development of a Survivor Guide for clients in the advocacy program, and development of a dating violence workshop for launch during Teen Dating Violence Month (February). Additionally, this internship includes outreach during various events to inform the campus community of resources and services available in CSW.

Lead Peer Health Educator Internship

A 120-hour internship was developed to support the health education team in development and implementation of the first, comprehensive Peer Health Educator program. This intern completed a nationally recognized certification (NASPA Bacchus CPE training) and aided in marketing, recruitment, interviewing and training this new cohort of peer educators. This intern also served as a liaison and advisor for this team as they practiced their peer education skills, facilitated new workshops for the campus, and assisted them in developing new wellness-themed projects to pilot on the campus.

Specific details, goals and outcomes for each internship are described in Table 3.

*Table 3
CSW Internship Descriptions, Goals and Outcomes*

Internship	Hours	Impact
Diversity and Wellness	200 hours	<ul style="list-style-type: none"> • 10 students attended weekly workshops • Triggered workshop developed for future implementation • Focus group data collection to determine U of U student concerns regarding race-related stress
Language Access Program	75 hours	<ul style="list-style-type: none"> • One graduate student from Education, Leadership and Policy program to complete a 75-hour internship • Focused on inclusive and culturally competent marketing and outreach for students who are undocumented immigrants or whose parents are undocumented immigrants from Spanish speaking countries.

		<ul style="list-style-type: none"> • Translated documents and marketing materials • Researched intersectionality of trauma and identity including trauma from sexual and relationship violence, immigration trauma and historical trauma
Food Insecurity and Nutrition	150 hours	<ul style="list-style-type: none"> • Major partnership building with FeedU Pantry, RD Approved, Nutrition program, and others • Blog and social media content developed for distribution focusing on budget-friendly nutrition tips and resource referral
Sexual Health/IPV	140 hours	<ul style="list-style-type: none"> • In partnership with advocates, developed a Survivor Guide for clients to navigate resources, answer questions about trauma, and provide general support • Assisted in HIV Walk-in Testing hour initiative • Assisted in Healthy Relationships month and Sexual Assault Awareness Month activities
Lead Peer Health Educator	120 hours	<ul style="list-style-type: none"> • Completed NASPA Bacchus Certified Peer Educator Training • Assisted in recruitment and interviewing of first ACES cohort (6 students) • Assisted in training development and implemented for ACES cohort • Assisted in developing new content for Healthy Relationships workshops and provided additional workshops to the campus community

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. Two of our student interns were nominated for recognition and awards this past year and are discussed in more detail in this section.

GOAL 3C: OFFER WELLNESS VOLUNTEER OPPORTUNITIES FOR STUDENTS

- ✓ *OUTCOME: CSW recruited and trained 17 SHAC volunteers*
- ✓ *OUTCOME: SHAC volunteers provided 247 hours of wellness volunteering*
- ✓ *OUTCOME: SHAC volunteers participated in 29 unique wellness events*

The Student Health Advisory Committee (SHAC) is a student club housed under CSW. A student volunteer group at the University of Utah, who 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 29 unique events, including general tabling opportunities during fairs and events, mobile STI testing clinics, and CSW-hosted events (e.g., Valentine Give-Away Day, Wellness Fair). This student club included 17

members who volunteered 247 hours during the previous year. A full list of outreach events that SHAC helped support, are listed under Core Objective #5.

GOAL 3D: RECOGNIZE STUDENT SUCCESS AND EXCELLENCE

✓ ***OUTCOME: Nominated two students for recognition awards and one award was received***

Student recognition for their successes and dedication to wellness among the campus community is integral with our student involvement initiatives. This previous year, two students were nominated for awards and one was awarded.

ALEXIS BAKER – NOMINATION AND AWARD RECIPIENT

SADC Pursuit of Inclusion Award

In 2008 The Division of Student Affairs at the University of Utah founded a diversity council to address issues of diversity and inclusion related to our work with students. The Student Affairs Diversity Council (SADC) met for the first time in July 2009 and included representatives from each office in the Student Affairs division. This Council helps to identify the needs of each office and seeks to enhance our knowledge and culturally competencies. “It is important that our staff functions and interacts competently with our increasingly diverse campus community as we play a significant role in creating a safe and welcoming campus environment for all our students, staff and faculty. Please consider a student who is making a difference, particularly one of your student staff.”

The purpose of the award is to recognize a student who strives to cultivate an environment that embraces and promotes the broad scope of diversity within the Division of Student Affairs and/or the University community.

Alexis came to our office as a student intern. As a senior studying Health Promotion and Education and minoring in African American Studies, her goal was to design a wellness program for students of color. Her rationale for this project was rooted in her own experience and understanding of the impact that racism, microaggressions, and stereotypes have on the higher education experience of students of color. Recognizing that these issues have a real impact on wellness, Alexis used her educational skillset to design a program to better support her peers.

ALIX FORD – NOMINATION

Ivory Prize for Excellence in Student Leadership

In recognition of the centrality of undergraduate student support to the success, visibility and impact of the University of Utah, Clark Ivory, former chair of the Board of Trustees, has established the Ivory Prize. The prize recognizes the extraordinary, influential student accomplishments and leadership that impact student success and positively affect campus or the broader community.

Alix Ford is a long-time volunteer with the Center for Student Wellness who took on additional responsibilities this previous year in serving as the Lead Peer Health Educator intern during the pilot launch of the ACES Peer Health Education program. Alix demonstrated strong leadership and

mentorship to the new cohort of educators and assisted CSW in developing trainings, recruitment and interviews, and advisement of the new team. This nomination was unanimously supported by the entire CSW staff, her peer health education team, and her student employer from the Marriot Library.

CORE OBJECTIVE #4: EQUITY AND ACCESSIBILITY OF SERVICES

SA STRATEGIC OBJECTIVES ALIGNMENT

- Student Health and Wellness
- Inclusivity and Equity

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: IMPLEMENT A LANGUAGE ACCESS PROGRAM

- ✓ *OUTCOME: Translated VSA-specific resources into Spanish*
- ✓ *OUTCOME: Developed ASL interpretation services contract and referral list*
- ✓ *OUTCOME: Attended trainings to enhance cultural awareness*
- ✓ *OUTCOME: Developed new partnerships with agencies who support underserved students*

The Center for Student Wellness received a \$2,000 award through the Parent Fund to launch a Language Access Program. While still a work in progress, important steps were taken to improve access, build partnerships, and secure new services for clients who have limited English proficiency or experience other language barriers in accessing services. The primary focuses for this first year included translation and interpretation activities, training opportunities for staff, improved data collection, and development of new partnerships. A 75-hour graduate student intern supported these efforts.

Notable outcomes for the first year of this program include:

- 5 documents were translated into Spanish including intake and outreach documents.
- 100 Strangulation information and resource pamphlets were translated into Spanish and printed.
- 30 "You are a Survivor" Spanish language booklets were obtained from UCASA to provide to survivors of sexual assault
- set contract with Center for Disability and Access for ASL interpretation.
- Compiled a list of interpreters CSW staff can access when needed.
- Staff attended training sessions specifically focusing on these barriers including Utah Domestic Violence Coalition Annual Conference breakout session, "Services and Best Practices in Serving Individuals with Limited English Proficiency."

- Began tracking clients' preferred language and "limited English proficiency." Between June 2018-June 2019, 2 students had limited English proficiency, both were offered interpreters and one utilized that service.
- 75-hour paid Language Access Internship offered to ELP graduate student
- Partnership building including initial efforts with U's Dream Center and International Student Support Services to discuss best practices and collaboration opportunities. Dream Center partnership resulted in access to admissions data about language and the creation of the Language Access Internship.

GOAL 4B: PROVIDE NEW PROGRAMMING FOR UNDERSERVED STUDENTS

- ✓ **OUTCOME: Collaborated with campus partners for the first Second Year Experience (SYE) outdoor trip for 8 students**
- ✓ **OUTCOME: Developed framework for an enhanced SYE trip for the 2019-2020 academic year**

CSW collaborated with Outdoor Adventures (OA) and Center for Ethnic Student Affairs (CESA) to provide an outdoor experience for CESA's Second Year Experience (SYE). This collaboration was born out of conversations between the three offices, in which we realized that CESA students often do not feel that OA trips and equipment are accessible to them. During the planning phase, CSW coordinated a focus group with the SYE cohort, during which it was discovered that SYE students, largely, did not feel like they belonged in the outdoors; did not feel they could afford a trip; did not feel like they were represented on OA trips; and did not feel like they deserved self-care, an essential part of wellness.

Utilizing the data collected during this focus group, the first SYE trip was held in Moab over one weekend in March and all costs were collectively covered by the host offices (CESA, OA, CSW). Eight students from SYE were able to participate. As a group, we went hiking through Canyonlands and Arches and camped together along the Colorado River. The students reported feeling empowered by learning how to pitch a tent, pack a bag, and follow a trail. When rating their agreement with the statement, "I feel like I belong in public outdoor spaces," all of them chose "neither agree or disagree" or "somewhat agree". After the trip, all of the "neither agree or disagree" responses fell away. Instead, half of the students chose "agree". Every student said they would go on a similar trip again. Students reported:

"I learned the importance of taking initiative but also the power of teamwork. I learned the importance of having people like me in these spaces."

"I am more than capable to go outdoors and that I should do it more often."

"That I am capable to do hard things. That other students get stressed as well (I'm not the only one!) That I, as a girl, can go camping with or without a man by my side."

The impact of this trip on one student in particular, encouraged them to create a video highlighting this group's experience: <https://www.youtube.com/watch?v=ggs6EHZ4ocE&feature=youtu.be>

This pilot project provided insightful data that is now informing the continuation of this trip for the upcoming year. Currently, there are over 30 students that are invited to participate, and this project received a Parent Fund award to help subsidize the trip fees and costs associated.

GOAL 4C: ASSESS CSW PROGRAMS, OUTREACH, AND MESSAGING FOR ACCESSIBILITY, INCLUSIVITY, AND DIVERSITY

- ✓ *OUTCOME: Transitioned HIV testing from a public clinic setting to private drop-in service*
- ✓ *OUTCOME: Created standardized guidelines for social media accessibility*
- ✓ *OUTCOME: Adjusted hiring practices to include more accessible*
- ✓ *OUTCOME: A 200-hour Diversity and Equity Internship was completed*

Historically, HIV testing had been provided at all mobile testing clinics in conjunction with a Gonorrhea and Chlamydia urine sample test. By switching to a drop-in format, the students who seek this service can do so in a more private setting which may encourage open dialogue regarding HIV risk and prevention. Private testing also supports students who may be uncomfortable being tested in a public setting to seek regular testing for HIV, especially for those students who may be more at risk. While much work is to be done to destigmatize HIV, switching to private screenings is intended to improve the perceived accessibility of this service.

Other efforts in CSW to more intentionally address issues of accessibility, inclusivity and diversity, include:

- New guidelines for social media messaging to include image descriptions for all posts to support those who may use text-reading accommodations on social media apps.
- Expanded outreach for new staff or student positions. CSW assessed and expanded our outreach network to intentionally include organizations, departments, and gatekeepers who are committed to diversity and inclusivity efforts.
- Intentional interview strategies to assess applicant's understanding, commitment, and experience in working with a broader community from different identities, backgrounds and experiences.
- Consultations with campus and community agencies to provide feedback on accessibility gaps of services.
- CSW had their first-ever Diversity and Inclusion intern that completed a 200-hour internship. This intern developed a Race-Related Stress workshop series and presented it to CESA. They also reviewed CSW's current materials for inclusivity and provided great feedback on what CSW could change to increase accessibility. Please see Core Objective #4 for more information regarding this internship.

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.

CORE OBJECTIVE #5: CAMPUS OUTREACH

SA STRATEGIC OBJECTIVES ALIGNMENT

- Student Health and Wellness

A major component of CSW's efforts include campus outreach. For campus community members to seek resources and services, they must first know of their existence and feel confident in accessing them. CSW prioritizes outreach efforts to educate the campus on the mission and services provided by the office. Tabling at events, presenting during orientations, and distributing marketing materials are key in disseminating this information to the campus. Outside of requested outreach, CSW actively shares information via social media to utilize another medium of resource and information sharing.

GOAL 5A: PARTICIPATE IN LARGE-SCALE EDUCATIONAL OUTREACH EFFORTS TO INCREASE AWARENESS OF THE CSW

- ✓ *OUTCOME: Provided 37 Joining the Community presentations for 4,600 incoming students*
- ✓ *OUTCOME: Provided 17 CSW Mission and Services presentations*
- ✓ *OUTCOME: Participated in 49 unique events to share CSW service information*

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 covered include wellness issues (mental health, alcohol and other drug use, relationship violence) and associated resources, as well as bystander intervention, and student rights and responsibilities. In FY18-19, CSW participated in 37 thirty- to 45-minute Orientation sessions for an estimated **4600 students**. This is CSW's largest outreach to students on campus. While the presentation touches on specific topics, issues, and resources for new students at the U, it also serves to increase students' awareness of the office and what it provides.

CSW Mission and Services

CSW offers a presentation called "Mission and Services" that serves to increase the campus community's understanding of the office, how it functions, and what it provides. The presentation covers 4 main topic areas, based on common questions CSW receives from students: low-risk alcohol use, sexual health, interpersonal violence prevention and response, and bystander intervention. Each of these issues is introduced as it's commonly asked by a student, backed by campus survey data, and then answered by a service or program offered by CSW. In FY18-19, CSW offered **17 "Mission & Services" presentations for 450 students, 117 staff members, and 30 community members**. Providing these presentations clarifies students' expectations of the services CSW offers.

General Outreach

CSW participated in a variety of different outreach events, mostly focused on tabling or live streaming videos on social media, to spread awareness about CSW. Sometimes, these events focused on certain campaigns (Sexual Assault Awareness Month) or programs (ACES peer health education, Victim-Survivor

Advocacy, health education). Over the last academic year, CSW participated in **49 separate outreach/tabling events reaching nearly 1750 students over 68 hours**. A sampling of outreach events that CSW participated in over the previous year:

- New Student Orientation
- Transfer Student Orientation
- International Student Orientation
- Welcome Week
- Plazafest
- Crimson Nights
- University Farmers' Market
- USA Block Party
- Major Expo
- College of Architecture Wellness Day
- Keeping U Safe Fair
- Let's Talk About Love Event
- Health and Wellness Fair
- S.J Quinney Mental Health and Wellness Fair
- Health and Nutrition Fair
- USA Emergency Preparedness Fair
- SAAM Live
- ACES Info Sessions

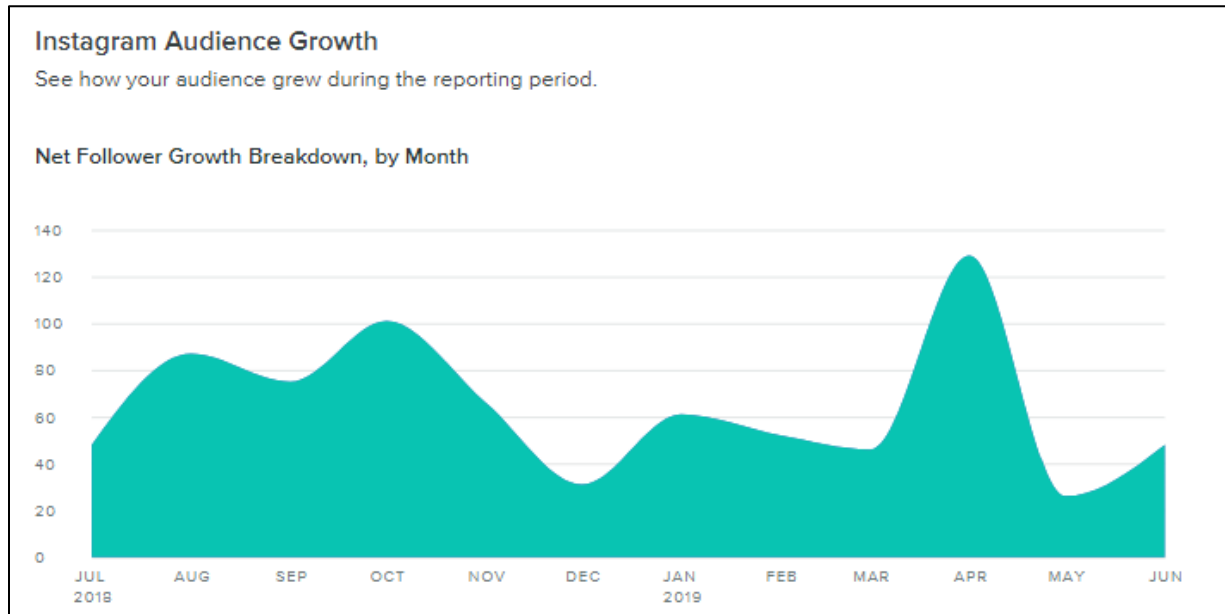
GOAL 5B: SUSTAIN AN ACTIVE SOCIAL MEDIA PRESENCE

✓ OUTCOME: Increased social media followers by 144% on Instagram

CSW is committed to providing accurate and engaging wellness information via our social media channels. This is generally in the form of awareness, education, or publicity for campus events, resources, and organizations. CSW is active on Twitter, Facebook, and Instagram. These outlets are critical in many of CSW's social marketing events, such as Domestic Violence and Sexual Assault Awareness Months. Some notable outcomes regarding our social media impact during the following year:

- During October, 2018 (Domestic Violence Awareness Month), CSW gained 101 followers on Instagram. For all #UofUDVAM posts on Instagram alone, 10,544 users were reached.
- During April, 2019 (Sexual Assault Awareness Month), 124 new followers were added, 58 of which were on April 1st which marked our SAAM kick-off event. Over 100 unique posts using #UofUSAAM were shared during this month.
- During the previous year, CSW gained 946 Instagram followers (net growth of 770 followers). This is 144% increase compared to 17-18 fiscal year. See Figure 4.

Figure 4
CSW Instagram Audience Growth Previous Fiscal Year



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.

CORE OBJECTIVE #6: COORDINATED PARTNERSHIPS

SA STRATEGIC OBJECTIVES ALIGNMENT

- Student Health and Wellness
- Staff Excellence

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 partnerships to strategically attend to campus community needs.

GOAL 6A: PARTICIPATE IN STUDENT WELLNESS COMMITTEES

✓ **OUTCOME:** CSW team members served in 27 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 27 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 39.

GOAL 6B: DEVELOP COORDINATED PARTNERSHIPS FOR MORE EFFECTIVE AND EFFICIENT SERVICE PROVISION, OUTREACH AND EDUCATION

- ✓ *OUTCOME: CSW was trained and implemented the Lethality Assessment Program*
- ✓ *OUTCOME: CSW served as an inner circle member for the Behavioral Intervention Team (BIT)*
- ✓ *OUTCOME: CSW developed the Alcohol and Drug Working Group*

CSW actively reviews our partnerships to identify areas to strengthen and strategies to improve coordination. We recognize that the work CSW provides to the campus community, requires strategic partnerships.

Lethality Assessment Program

In August of 2018, the CSW signed a memorandum of understanding (MOU) with community partners, YWCA and Utah Domestic Violence Coalition to begin implementation of the Lethality Assessment Program. Implementation began in November 2019. Every Victim-Survivor Advocate completes training that includes advanced domestic violence advocacy, the Lethality Assessment Program – Maryland Model, and implementation of the program with the community partner, YWCA. Advocates have specific training on when to implement the protocol, how to assess for high danger/high lethality situations, and how to proceed with a “high danger” rated assessment. The Assistant Director of Advocacy and the YWCA Program Director meet monthly to discuss the previous month’s data and statistics, agency participation and performance, how to better serve high-danger victims and any updates/materials/information.

Behavioral Intervention Team

The University of Utah’s Behavioral Intervention Team is a “multi-disciplinary team committed to supporting the safety of our students, staff, faculty, and the broader campus community. Through collaboration, information gathering, assessment, and intervention, we seek proactive approaches to situations that may pose a threat to safety or well-being.” The Assistant Director of Advocacy is listed as an Inner Circle Member, “Inner circle members are invited to each meeting but serve in departments that are not required to be represented for every case presented to BIT. Inner circle members provide BIT with additional information to the situation.” The Director serves as the Ad-Hoc/Core Alternate member.

The CSW representative, speaks to issues related to interpersonal violence (sexual, domestic, dating violence, sexual harassment, stalking) assault advocacy and trauma-informed information gathering. Inner Circle members attend BIT meetings when there are overlapping students of concern or areas that CSW attends to (i.e. student who has experienced interpersonal violence). Attendance allows for a coordinated and strategic effort to include all parties who may be coordinating efforts to support students. Advocacy records are kept separate and confidential from the BIT and the name of the victim/survivor and the respondent if known by the advocate, does not have to be disclosed to BIT.

Alcohol and Drug 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. 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

This working group has identified strategic areas of focus including data collection improvements, efforts to improve referrals and collaborations, and expanded initiatives for AOD prevention, response, and support. This group meets quarterly.

PLANS FOR THE FUTURE

As the Center for Student Wellness continues to develop, 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 new office developed because of the necessity for change and innovation, we are in the midst of identifying 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 everchanging 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 2018 legislative session brought unanimous passage of SB 134, sponsored by Senator Jani Iwamoto. This bill put in place requirements for all eight of the state's public universities, as well as the technical colleges in Utah, to develop campus safety plans that specifically address sexual assault, stalking, and dating and domestic violence. While many of the educational and training requirements are focal areas of CSW, the urgency and timeline of these requirements posed a challenge. Because of the strong partnerships already developed and adherence to best practices within CSW, many of the action items were already in the queue or easy to prioritize and accomplish.

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 surge in service and programming request. With a campus of over 30,000 students, meeting the demand has been challenging and we anticipate a continued increase in need. Limitations in staffing, staff burnout and turnover, and the challenges of becoming an independent office in general, have required us to reflect on service provision, employee morale, and the identity of our office. 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 are working to convert content to online platforms, train student leaders as lay facilitators for popular workshops (e.g., Bystander Intervention), and invest the resources and time needed for an extended ACES Peer Health Education Scholars program. Using technology to simplify and streamline data collection and the continued piloting of new initiatives adds to the excitement of innovating our programs. Furthermore, 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. Furthermore, building capacity in our office through these 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

The previous year revealed new challenges, in particular, for the Victim-Survivor Advocacy program. With a title change during the summer of 2018 from “Sexual Assault Support Advocate” to “Victim-Survivor Advocate”, an influx of complex and highly lethal cases walked through our doors. While it can be difficult to predict client trends, anecdotally, CSW has received feedback that by changing the name to a more inclusive title may have played a role in clients experiencing other types of interpersonal violence, feeling more comfortable seeking our services. Though it can't be known for sure, the impact of what is typically the slower summer months, launched the tone for what would be a difficult at best and overwhelming at its worst, academic year of service provision. With the tragic murders of two campus community members during the fall and spring semester, service requests rose sharply and maintained throughout the year. Furthermore, clients were 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 excited 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 set 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 has faced especially over the previous year. While efforts have and continue to be made to address these challenges, the impacts of staff burnout left CSW short-staffed in the Victim-Survivor Advocacy program for the majority of the 2018-2019 year. Furthermore, with violence prevention being a primary focal area of the campus over the past couple years, the health education program found it challenging to strategically address other wellness issues that impact our students due to a disproportionate demand for this type of programming which left health education staff feeling unsupported in being able to expand other areas of programming. We recognize that these challenges will be ever-present 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, particularly, with caseload trends; to encourage and support work-life balance; and develop self-care plans for both the team at large and for individual staff. Currently, exploration into improved caseload management, 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. Furthermore, while a commitment to self-care and improving employee morale will no doubt, alleviate some of these concerns, it is imperative that capacity is built urgently. Recognizing this challenge, CSW has already began development of graduate internships to provide office support and training opportunities for new professionals. Seeking alternative funding sources also generates new opportunities to build the financial capital needed to support additional capacity. As we continue improving our data collection and analysis practices, CSW can continue to build the case for increased support from higher administration. With cost-effective strategies already in development, CSW is being set up for success as we proactively work to prevent burnout, boost employee morale, and support staff creativity.

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 newly independent office, it became clear throughout the year that improvements to our data collection strategies were 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

The Center for Student Wellness received a \$750 prevention stipend from SAMHSA Communities Talk Initiative to Prevent Underage and High-Risk Drinking. This funding will be allocated towards fall, 2019 initiatives including the CSW's first-ever Drug Takeback Event and other harm reduction programming.

GIFTS AND NEW REVENUE

- **Community Gifts:** The Center for Student Wellness received \$400 in donations from local community members during the previous year.
- **Bookstore Roundup:** The University of Utah's campus store designated CSW as the April recipient for the Bookstore Roundup initiative. This designation was in support of Sexual Assault Awareness Month. In total, \$1545.47 was raised during April.
- **Alcohol and Drug Sanction Course Fees:** Registration fees for this course provided \$2,835 in new revenue during the previous year.
- **Condom Sales:** \$488.25 was collected from condom sales during the previous year.

STAFF EXCELLENCE

AWARDS AND RECOGNITION

The Center for Student Wellness' Jo'D Peterson was recognized and received the Student Affairs District 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.

Staff Member	Award
Jo'D Petersen, Victim-Survivor Advocate	Student Affairs District Staff Excellence Award

COMMITTEE MEMBERSHIPS

CSW team members served in 27 different committee membership roles during the previous year.

Staff	Membership 2018-2019
Brittany Badger	U of U: Resilient U (member)
Brittany Badger	U of U: Safe U Planning Committee (co-chair)
Brittany Badger	U of U: Alcohol and Other Drug Working Group (Chair)
Brittany Badger	U of U: Healthy Campus Initiative (member)
Brittany Badger	SA: WRC Search Committee (member)
Brittany Badger	SA: LGBT RC Search Committee (co-chair)
Brittany Badger	U of U: Title IX Process Team (member)
Brittany Badger	SA: CSW Search Committee (member)
Ellie Goldberg	U of U: Domestic Violence Awareness Month Planning Committee (chair)
Ellie Goldberg	U of U: BIT (inner circle member)
Ellie Goldberg	SA: CSW Search Committee (member)
Ellie Goldberg	UDVC: CSW Liaison
Ellie Goldberg	U of U: Title IX Process Team (member)
Ellie Goldberg	U of U: Clery Team (member)
Jenna Templeton	U of U: Alcohol and Other Drug Working Group (member)
Jenna Templeton	U of U: Sexual Assault Awareness Month Planning Team (chair)
Jenna Templeton	SA: CSW Search Committee (member)
Jenna Templeton	U of U: U Bike Week Planning Committee (member)
Maya Jolley	U of U: Homeless Student Task Force (member)
Maya Jolley	U of U: Campus Contraceptive Initiative (member)
Maya Jolley	SA: CSW Search Committee (member)
Darrah Jones	SA: Student Affairs Diversity Council (member)
Benta Opiyo	UCASA: Sexual Assault Response Team (member)
Benta Opiyo	SA: Healthy Relationships Planning Team (co-chair)
Holly Williams	SA: Healthy Relationships Planning Team (co-chair)
Taylor Hawk	SA: Healthy Relationships Planning Team (co-chair)
Taylor Hawk	SA: CSW Search Committee (member)

PRESENTATIONS AND PUBLICATIONS

Badger, Brittany K., (March 2019). Bystander Reframed. Presentation presented at UCASA Sexual Assault Prevention Conference, Sandy, Utah.

CONFERENCES ATTENDED

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

Conference	Staff Members Attended
NASPA Region V	2 (Ellie Goldberg, Brittany Badger)
NASPA Strategies	4 (Ellie Goldberg, Maya Jolley, Jenna Templeton, Benta Opiyo)
UDVC Domestic Violence Conference	1 (Darrah Jones)
Solving the Campus Sexual Assault & Dating Violence Puzzle National Conference	1 (Ellie Goldberg)
Campus Prevention Network	1 (Brittany Badger)
UCASA Sixth Annual Utah Sexual Violence Conference	4 (Ellie Goldberg, Darrah Jones, Benta Opiyo, Brittany Badger)
5 th Annual Human Trafficking Symposium	2 (Ellie Goldberg and **I think Jenna went too?)

TRAINING

Ongoing staff training is offered and encouraged throughout the year. The following trainings were completed by staff during FY18-19.

Training	Staff Attended
40-Hour Sexual Assault Counselor Training	2 (Brittany Badger, Benta Opiyo)
Lethality Assessment Protocol Training	4 (Ellie Goldberg, Benta Opiyo, Darrah Jones, Brittany Badger)
Training Institute on Strangulation Prevention	1 (Ellie Goldberg)
NASPA Bacchus CPE Training	3 (Jenna Templeton, Maya Jolley, Alix Ford)
Crisis Response Training	6 (Jo'D Peterson, Darrah Jones, Ellie Goldberg, Maya Jolley, Jenna Templeton)
UDOH Harm Reduction Navigator	1 (Jenna Templeton)
Utah Naloxone	1 (Jenna Templeton)
Comprehensive Jeanne Clery Act Training	1 (Ellie Goldberg)
University Counseling Center Staff Development Series	1 (Ellie Goldberg)
NaBITA Training	2 (Brittany Badger, Ellie Goldberg)

ACCOMPLISHMENTS

The Center for Student Wellness hired two 1.0 FTE Victim-Survivor Advocates during the previous year to fill vacant positions. Benta Opiyo (November, 2018) and Maria Skedros (May, 2019) joined CSW. Additionally, CSW expanded their student involvement opportunities with 5 new internships and a team of 6 peer health educators.

- Alexis Baker (Diversity and Inclusion Intern)
- Angie Maria Passey (Food Insecurity and Nutrition Intern)
- Erika Koernig (Sexual Health Intern)
- Alix Ford (Lead Peer Health Educator/Intern)
- Brenda Santoyo (Language Access Program Intern)
- Nene Maruta (Peer Health Educator)
- Marissa Castillo (Peer Health Educator)
- Lexy Nestel (Peer Health Educator)
- Linda Derhak (Peer Health Educator)
- Cathleen Zhang (Peer Health Educator)
- Kirsten Gorski (Peer Health Educator)

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.

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