

Year 1 Public Description of Work for
Action Collaborative on Preventing Sexual Harassment in Higher Education

UC Berkeley

T.R.A.I.L. Certificate and other specialized trainings

This Action Applies to Rubric Item(s): 2, 3, 4, 5, 6, 7, 8, 12, 18, 26

Description of Work:

Overview and Purpose: UC Berkeley has developed initiatives to advance the leadership and skills of professionals who work in sexual violence prevention and response, and the broader campus community.

T.R.A.I.L. Certificate. The T.R.A.I.L. Certificate is a new three-part, opt-in certificate program offered by the PATH to Care Center for students, staff, and faculty. The acronym T.R.A.I.L stands for teach, respond, act, inspire, lead. It is designed to build leadership skills by exploring social justice concepts and describing the relationship various forms of sexual and gender-based harm and violence, developing a shared understanding the impact of sexual and gender-based harm and violence on survivors, interrogating societal attitudes and beliefs that normalize violence, and committing to fostering a respectful campus community. In order to receive a TRAILblazer Certificate, participants must complete three training sessions, receiving a total of six hours worth of training.

Specialized training. Our campus has provided “Sexual Violence and Sexual Harassment (SVSH) ‘Fundamentals’” training for investigators, adjudicators, and other staff for a number of years. In Fall 2019, the campus began offering more in-depth, specialized training focused on trauma-informed best practices for working with LGBTQ+ individuals and individuals experiencing mental health challenges. The purpose is to give investigators, adjudicators, and other staff the opportunity to explore social justice topics and build cultural humility and fluency skills by learning from area experts and one another. The training ensures awareness and consistency across campus partners and processes. The Chancellor’s Special Advisor on SVSH convened two groups of staff specializing in relevant areas of practice, including investigators and adjudicators, mental health professionals, advocates, professionals who support the LGBTQ+ community, and others, to develop and present the curriculum for each training.

Consistency with NASEM recommendations. The T.R.A.I.L. Certificate program and advanced, specialized training for campus professionals are consistent with numerous recommendations made in the NASEM report. Notably, the T.R.A.I.L. Certificate training program educates participants on being an active bystander in-person and online, and how to proactively promote respectful and inclusive environments, rather than focusing on behaviors

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to avoid (recommendations #2, #3, #4). Participants receive audience-specific training and learn how to be part of preventing sexual violence and harassment in their own communities (#5, #6, #8). The T.R.A.I.L. certificate program utilizes data from the 2018 campus climate “MyVoice” survey to inform participants both about the incidence of sexual violence and harassment in various communities on campus, and reinforce the social norms and community values held by the campus community (#8, 26) The goal of the specialized trainings is to ensure all campus employees involved in sexual violence response are knowledgeable about trauma-informed responses for various populations (#12).

Novelty.

T.R.A.I.L Certificate. While a more open-access training program is not unusual in the higher education setting, programs like T.R.A.I.L. tend to be student-focused, or led by offices such as an Ombuds or HR. It is more unusual to see a program focused on sexual violence and harassment prevention and response that is inclusive of all campus populations, and that also provides a certificate of completion.

Specialized training. Specialized training for investigators, adjudicators, and other campus partners is new to UC Berkeley. The mental health training curriculum was created in late Spring 2019, and the first session of advanced training was held in May 2020. The LGBTQ+ training curriculum committee began work in late Spring 2019 and the training is planned for Fall 2020.

Evaluation.

T.R.A.I.L Certificate. Participants in each session are evaluated on learning outcomes as well given the opportunity to give feedback on the training itself. Participants reported significant, positive learning outcomes. For example, before the training, 7.7% of participants strongly agreed that they were confident in their ability to define and explain partner abuse; however, after the training, 53.8% strongly agreed. Participants also reported an increase in self-efficacy. For example, before the training, almost 12% of participants strongly agreed that they felt confident in implementing strategies to positively influence the social norms to prevent violence, and after the training, almost 69% strongly agreed.

Specialized training. A brief evaluation survey is sent to all participants following the training session. The survey asks participants to rank their knowledge of the topics covered in the training before they attended the session and after. It also asks open-ended questions such as what subjects were most valuable; what subjects that were least valuable; any recommendations for future sessions on this topic; and any other recommendations or

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feedback. Only about 35% of participants answered the survey, however most participants said they were more knowledgeable or comfortable with the topics covered after the training than they were before, and feedback was overall positive. A similar survey will be sent to participants in the LGBTQ+ training.

Stakeholder involvement

T.R.A.I.L Certificate. This program was piloted both in person and online once the shelter in place directive was issued, and participants in both pilots were asked to participate in extensive pilot evaluation to help shape the final product. Participant feedback continues to shape and guide the program as it becomes institutionalized.

Specialized training. The campus SVSH Core Team, a group of stakeholders whose jobs are either fully or in part sexual violence and sexual harassment prevention or response, selected the training topics and the committee members who created the curriculum. The committees were made up of stakeholders who have subject-matter expertise. Training attendees were also given the opportunity to provide feedback and suggestions in the evaluation survey.

Status and next steps. The T.R.A.I.L. Certificate program was first piloted in March 2020 with an in-person audience of campus practitioners familiar with the content. Due to the pandemic, the training was adapted to take place online and has been offered to the broader campus community. The PATH to Care Center has continued to offer the training on a monthly basis and demand has increased since the pandemic, with an average of at least 30 people in attendance at each two hour session. The PATH to Care Center plans to offer the training every month online throughout the 20-21 academic year, with exceptions for holiday breaks, and is currently working on institutionalizing the program within the administrative structure of the Center.

The advanced training about the impacts of mental health in responding to sexual violence took place in May 2020. The training on responding to sexual violence affecting the LGBTQ+ community is planned for the Fall semester. We intend to continue offering “advanced” trainings on topics crowd-sourced by our Coordinated Community Review Team (CCRT). Future training topics will likely include an intersectional, social justice-oriented training on sexual violence and its impacts on people of color, as well as LGBTQ+ people of color with disabilities.

Learn more.

T.R.A.I.L Certificate. To learn more about this program, please contact the PATH to Care Center at pathtocare@berkeley.edu or visit our website at care.berkeley.edu.

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Specialized training. To learn more about the specialized trainings on advanced topics, please email Sharon Inkelas at svshadvisor@berkeley.edu

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