



Cal Poly Fraternity and Sorority Life
California Polytechnic State University
1 Grand Avenue
San Luis Obispo, CA 93405

March 2, 2015

Proposed Plan of Action Memo

To whom it may concern;

The purpose of this proposal is to introduce and define the short- and long-term goals the Interfraternity Council, Panhellenic Council, and United Sorority and Fraternity Council and their constituents have mapped out, and the steps that will be taken to ensure the proposed plan is put into place and enforced to reduce the number of cases concerning sexual violence on our campus.

Sexual Violence at Cal Poly

Within the last few months sexual violence has become a major issue in the Cal Poly community. While not entirely new, the prevalence of this issue neither reflects the values of our campus nor our individual organizations.

Cal Poly Fraternity and Sorority Life Takes a Stand to Stop Sexual Violence and Empower all Greek Life Members

The Cal Poly Greek community is a large percentage of the student population with almost one in every five students being a member of a Greek letter organization. The size of the Greek community creates a subset of students that is exclusive by virtue of the recruitment processes of Greek letter organizations. This exclusivity is one of many factors that has led to that subset, developing its own culture, which is colloquially referred to as “Greek Life.” This culture comes with its own perceptions and faults and differs between institutions but can affect perceptions of an individual for a lifetime. At Cal Poly specifically, this culture

has recently proven that all Greek organizations need to take a leadership role in preventing sexual violence on campus. To do this, we will examine a multi-faceted approach that considers the short-term and long-term issues and provides an implementation timeline, along with tools for student leaders to influence others to stand up against sexual violence in the Cal Poly community. Additionally, this will promote healthy interactions between genders and the empowerment of sexual violence survivors and bystanders.

We are Mustangs, and Mustangs Embrace One Another and Are One Community

As students of Cal Poly, we will align our program and solutions around the values established on our campus. As affiliates of Cal Poly, we take a large amount of pride in being able call this university our home. With that pride, we realize that Mustangs take responsibility and are focused on excellence, which is why we must overcome this obstacle as a Greek community. We will use all the resources at our disposal to make sure that as Mustangs, we will lead by example, and help shape the sexual violence prevention efforts of our university.

Sincerely,

Kristen Henry

Alex Horncliff

Alicia Martinez

2015 Panhellenic

2014-15 Interfraternity

2015 United Sorority

Council President

Council President

and Fraternity Council President

Cal Poly Fraternity and Sorority Life

Students Taking Action Towards University Safety

(S.T.A.T.U.S)

A Plan for Action

Submitted March 2, 2015

With contributions by:

Kristen Henry - 2015 Panhellenic President, Alexander Horncliff - 2014-2015 IFC President, Alicia Martinez - 2015 USFC President, IFC Council, Panhellenic Council, USFC Council, IFC Chapter Presidents, Panhellenic Chapter Presidents, USFC Chapter Presidents, and Cal Poly Fraternity and Sorority Life, Safer, PULSE, Cal Poly Title IX Office

Executive Summary of STATUS and Article VIII

This program enhances existing programs addressing sexual violence education in Cal Poly Fraternity and Sorority Life both through education and social environment risk reduction. In it you will discover our ideas, our hopes, and our plans, all put together to help shape the future culture of our community of students.

This STATUS program is a review of best practices from many organizations. These organizations and resources include, but are not limited to, the San Diego State Interfraternity Council, *Moving Dartmouth Forward*, the North American Interfraternity Conference, Safer, the Title IX office of Cal Poly, and PULSE of Cal Poly. This plan is not a fixed plan and is subject to grow to an annual program based on the objectives we find both effective and plausible to continue. The Interfraternity Council, United Sorority and Fraternity Council, and Panhellenic Council have worked with organizations across the country and campus to compile a plan relating to the steps we believe can change the culture of our fraternity and sorority life. Annual review and edits to this plan will follow the same model of collaboration across Greek councils and chapters as well as with Cal Poly Student Affairs offices.

- **Highlights of our STATUS Plan:** The efforts of the councils shall be both extrinsic and intrinsic.
 - The extrinsic side will focus on keeping the community aware that we are not letting our focus shift from preventing sexual violence with our community.
 - The intrinsic side will focus on initiating conversations among fraternity and sorority members so that they may analyze their own behaviors and internalize the lessons of our educational efforts.
- Safer liaisons in every fraternity and sorority chapter that will work as constant resources between their chapters and Safer. (See Appendix B)
- Creation of a Sexual Assault Task Force to analyze the components of our culture that contribute to sexual assault.
- Create a program for fraternity men that discusses healthy masculinity and the expression of it.
- Create and facilitate forums for students to talk about their perceptions of fraternity and sorority life and their perceived progress.

Highlights of our newly-added Article VIII of the Party Registration and Management Guidelines include:

- Sober executive training is to be completed by each chapter based on a standardized curriculum developed and taught by the Greek life advisors. Executives will then facilitate training for sober monitors in their chapters following their completion of training.
- Each social event will have, at minimum, one trained sober monitor per 30 guests.

- Each sober monitor at an event shall be assigned a specific responsibility at the social event including, but not limited to, entrance security and intra-event management security.
- Chapters will provide guests with unopened, individual bottled waters and ample non-salty foods, and equally attractive non-alcoholic beverages in a visible and accessible location.
- Each chapter shall submit a post-event review to be submitted by the following Wednesday as defined by Article VIII.

Introduction

Our mission, as a large member of the Cal Poly community working through value-based organizations, is to be leaders and raise awareness about social issues, specifically sexual violence prevention. As a community, we seek to instill confidence in all members and create a culture of support where everyone feels safe and empowered to take action. As councils and chapters it is our duty to create opportunities for students to be informed and prepared to respond to situations regarding sexual violence. The comprehensive nature of our S.T.A.T.U.S. program reflects findings from the White House Task Force on Sexual Assault and the last few months have shown our failure to prepare our members and educate them to the best of our ability. It is a reflection of the lack of care for both the health and safety of our fellow Mustangs and their friends.

The councils, chapters, and each member of Cal Poly Fraternity and Sorority Life are committed to creating and sustaining a social and educational environment free of all forms of sex discrimination, sexual harassment, sexual violence, domestic violence, dating violence, and stalking. The safety and well-being of all Cal Poly community members is a top priority. The councils, chapters and each member support and shall abide by all University policies related to sexual violence including:

Executive Order 1095 – Implementation of Title IX, VAWA/Campus SaVE Act, and Related Sex Discrimination, Sexual Harassment and Sexual Violence Legislation: <http://www.calstate.edu/EO/EO-1095.pdf>.

Executive Order 1097 – Systemwide *Policy* Prohibiting Discrimination, Harassment and Retaliation Against Students and Systemwide *Procedure* for Handling Discrimination, Harassment and Retaliation Complaints by Students: <http://www.calstate.edu/EO/EO-1097.pdf>.

Executive Order 1098 - Student Conduct Procedures: <http://www.calstate.edu/EO/EO-1098.pdf>.

The councils, the chapters, and each member of Cal Poly Fraternity and Sorority Life have the ability and resources to make a culture change around this issue. By implementing our plan for action on a multi-dimensional level we look to create a campus-wide culture shift regarding sexual violence prevention. We aim to leave a mark as a community of leaders who not only overcame their own challenges, but also helped make our campus a better place. We will leave a legacy that does not tolerate violence.

Implementation Plan

As a community, we face many problems in creating a singular and lasting culture due to the fluctuation of membership within our organizations as well as changes in organizational composition. To combat that, we will be combining the idea of social excellence with personal accountability. Social excellence in our definition is taken from a company named “Phired Up” and it reads:

"A state of perpetual generosity, curiosity, positivity, and openness to limitless possibility. A desire to intentionally connect with others. The ability to engage in deep, meaningful conversation. Acting in a responsible and respectable manner with high expectations of others. Being authentic and living every day with integrity as the best version of oneself. Being confident and vulnerable. Being fun and compassionate. Being open, kind, and bold. The highest level of societal participation and contribution."

We want to affect each Fraternity and Sorority Life member, starting with individual conversations and healthy dialogues. We plan to deepen those connections to build strong relationships, and use those relationships to spark collaboration. Once we have collaboration, we can use these collaborations within our organizations to change our community’s culture. This all works into a larger plan to reach students on four different levels of participation:

1. University
2. IFC/PHA/USFC Councils
3. Greek Chapters
4. Individual Members

This gives each member multiple opportunities to see the importance of participation in our community and be an active member of our culture change. The hope is that each fraternity and sorority member will be an agent of change who will help us promote social excellence and social responsibility. (See Appendices A & B for timeline and key terms)

1. University

The following ideas are what Cal Poly Greek Life hopes to see implemented by University Administration.

- a. Examining policy and treatment of sexual violence within the context of federal and state law and CSU policy.
 - i. Clearly explaining to Greek students upon receiving bids what the consequences are from the University for perpetrators of sexual violence.
 - ii. Explain at every new member education meeting the resources offered via Title IX for survivors of sexual violence.

- iii. Working with both University Police and San Luis Obispo police forces to explain to all students the entire investigation process of a sexual violence case.
- b. Continuously informing students about updates on sexual assault policy and major investigations within the confines of federal, state and CSU policy, both locally and nationwide, to highlight the importance of sexual violence prevention as an administration.
- c. Keep University website and external communications up to date, and continuously work to provide survivors with appropriate support resources.
- d. Actively Update Title IX website and provide step-by-step process of a Title IX investigation.
- e. Clearly explain actions such as the Clery Act and Title IX confidentiality to remove suspicion surrounding sexual violence investigations.
- f. Provide for students, supporters, and community members reasons for action that are both accurate and timely.
- g. Continue to develop plans for Greek housing on campus in consultation with students.
 - i. Houses should be designed in accordance with risk management policies.
 - ii. Houses should be in close proximity for manageability and response time.

2. IFC/PHA/USFC Councils

Each council will be expected to implement and complete the following ideas, whether it be as an individual council or as the entire Greek community.

- a. Review and revise policy and judicial treatment of chapters/members regarding sexual violence independent of university action, should an incidence arise.
- b. Identifying and revising all current programming in collaboration with Safer.
 - i. Add sexual violence prevention training and education to all members if not offered already.
 - ii. Create or designate a liaison position to Safer that coordinates training and facilitates chapter discussions.
- c. Hosting forums to engage non-Greek students and consistently assess their perception of Greek life and utilize their advice on moving forward in collaboration with Safer.
- d. Host educational forums for only Greek Students to voice their concerns with attempting to change the culture and on how to go about it in consultation with Safer.
- e. Contribute to the Its On Us campaign to establish the Greek stance as zero tolerance regarding sexual violence.
- f. Create a task force to research what is contributing to the issue of sexual assault and further possible solutions and to assess the effectiveness of this plan on an annual basis.
 - i. Task force should contain all relevant members of the administration including but not limited to: Dean of Students, Vice President for Student Affairs, Assistant Director of Leadership and Service, Director of the Office

- of Student Rights and Responsibilities, Coordinators of Fraternity and Sorority Life and Title IX.
- ii. Task force should also contain student representation of leaders within Greek life including, but not limited to, Interfraternity Council President, Panhellenic president, United Sorority and Fraternity Council President and chapter presidents from each council.
 - g. Provide brainstorming sessions for fall quarter to consistently educate all new members about sexual violence and seek partnerships with WOW.
 - h. Work with fellow councils to do meaningful, relevant, and appropriate programming for sexual assault awareness month.
 - i. Work with Greek Life coordinators to survey and assess the views of Greek members on sexual violence prevention, culture, and attitudes. Use this information to assist the campus Greek Life office in developing/strengthening sexual violence prevention efforts.
 - i. The survey is voluntary and anonymous.
 - ii. Results of these polls will be used to track the changes in attitude from individuals.
 - j. Develop a social contract for all new members to read and, of their own accord, sign to declare that they understand our community has zero-tolerance for sexual violence and they will work to maintain that belief.
 - k. Each chapter will host a minimum of one Bystander Intervention Training. The Chapter's liaison to Safer will work with Safer to schedule the training.
 - l. Direct philanthropic efforts of Panhellenic and IFC to provide opportunities for contribution to community and school efforts targeted at sexual violence prevention.
 - m. Host workshops on healthy masculinity regarding dangerous drinking, misogyny, socialization of violence, cultural perception of sexual violence, apathy towards social justice issues, etc.
 - n. Host an open forum for fraternity and sorority members to share their thoughts, concerns, or feelings regarding sexual violence.
 - o. Recruitment officers will participate in a Safer Training prior to initiating recruitment.
 - p. Potential new members will have completed the campus on-line training (Haven) program prior to IFC, Panhellenic, or USFC formal recruitment.
 - q. Create a standardized, Panhellenic-wide New Member Education plan to ensure that each new member is receiving relevant information to mirror IFC's education programs.
 - i. Education shall contain comprehensive, continuous New Member Education that encompasses personal dignity, confidence, sexual violence, bystander intervention, and safe drinking habits.
 - ii. Continue with ongoing membership programming on women empowerment, effect of personal choices, and leading with confidence.
 - r. Encourage all members to attend self-defense workshops facilitated by Safer and RISE.

- s. Require each chapter to host a Safer presentation each academic year and encourage each chapter to host supplemental quarterly presentations on specific topics.
- t. Create a “Presidents” Emergency Contact Card” so chapters have access to contact information of every chapter, in the interest of safety within the Greek community (e.g. Contacting a chapter president during a social event when an individual member of his/her organization cannot care for him or herself.)
- u. Work with Safer to sponsor and plan Walk a Mile In Her Shoes.
- v. Work in collaboration with Safer to sponsor and plan Take Back The Night.
- w. Award Safer Chapter of the year to the Greek Chapter(s) who have showed true dedication. Selection criteria to be determined by Safer.

3. Greek Chapters

The individual chapters are expected to complete the following points, as they are relevant to each council.

- a. Each chapter will assess current chapter programs that address sexual violence and create programs if they are not in place.
- b. Enforce a zero-tolerance policy concerning members who are confirmed perpetrators of sexual violence.
- c. Encourage as many members as possible beyond the minimum to become SAFER advocates for the “STATUS” program and attend Winter and Spring “Greeks against Sexual Assault” training. (See Appendix B)
 - i. Work with Safer to develop a “Greeks Against Sexual Assault” program for women.
- d. Actively participate in a task force to make sure Presidents, Risk Managers, and the rest of the executive boards are up-to-date on all current information.
- e. Create and post position statement(s) of intent regarding the chapter's view on sexual violence and/or how they plan to help, aid, and support ending sexual violence within their community.
- f. Create or designate a position in each house that shall act as a representative to Safer.
 - i. Require each representative to present monthly new programming or policies.
 - ii. Require that each representative compiles a quarterly report to track each chapter's progress, ideas, and gather feedback.
- g. Address the scope of the issue and make personal connections to each chapter member to the issue at large. The chapter leadership will be responsible for facilitating these conversations.
- h. Chapter Safer liaison will facilitate at least one exercise per chapter to help chapters find personal “why” statements for each member so that they understand why they need to end sexual violence. (See Appendix B)
- i. Provide and have easily available materials within the facility information from Rise, Safer and the SLO Women's Shelter Program to support and refer survivors of sexual violence.

- j. Identify one chapter representative to serve as the chapter's liaison to Safer/Rise to schedule and coordinate related training and prevention programs, i.e. sexual violence prevention, eating disorders, stress reduction, academic related issues.
- k. Develop a "Conduct Catchphrase" to use in social situations to ensure member safety and that individuals are holding each other accountable.
- l. Discuss/implement a buddy system approach prior to attending exchanges to underscore the importance of safety, support, and looking out for one another as appropriate.

4. Individual Members

Each individual member is encouraged to actively consider, and participate, in each of the following points.

- a. Introspectively assess what attitudes one has that may contribute to the idea that sexual violence is either not a large problem or a problem at all.
- b. Be open to working with administrators and fraternity and sorority leadership to comprehend the scope of the problem.
- c. Engage other Greek life members purposefully to discuss the issue and hear their ideas on what might help end it.
- d. Contribute to an environment of safety as an individual in social settings by taking the knowledge learned in educational sessions and applying it to real world situations.
- e. Understand that the Cal Poly community, as a whole, is affected by the actions of individuals and Greek life is no different; consequently, it is important to be an active bystander for others and be wary of one's own actions.
- f. Participate in all Greek programming and be an advocate for change so that the culture can shift permanently.
- g. Participate as a Week of Welcome leader if possible and spread sexual violence awareness to your wow group and others and actively bring them to available sexual violence programming.

Introduction of Article VIII – Risk Reduction into the Party Registration Policies and Guidelines

The purpose of the article below is for chapter members to demonstrate that they have planned their parties in such a manner that mitigates overall risk. This article was written and edited by all three Greek Councils, with input from individual Chapter Presidents. In addition to examining and sharing our own practices here at Cal Poly, similar risk reduction and management policies were researched at over 40 universities in over 20 states. The policies below will be implemented immediately at all registered events.

ARTICLE VIII – Risk Reduction

It should be noted that the terms “sober monitor,” “risk manager,” and “risk management team” are used interchangeably in the following section. These terms refer to one group of people for each party who are to remain sober before and during the party itself.

- A. A sober executive training is to be completed by the chapter's executive board and any member holding a position that plans events. This training will take place within thirty (30) days of the board member taking office and will be led by the Coordinators of Fraternity and Sorority Life in consultation with Safer, RISE, and the Cal Poly Title IX office. The trained sober executive board members must appropriately train any chapter member who will act as a sober monitor for an event no more than one-week prior. The curriculum will include, but is not limited to, the following points:
 - a. Fraternal Information Programming Group (FIPG) Risk Management Practices
 - b. How to register an event
 - c. Responsibilities of different event coordinators
 - d. Policy coverage
 - i. Amnesty policy
 - ii. Title IX investigation process
 - iii. Guest list policies and accounting for both genders equally
 - e. Extensive sober monitor duties and expectations including:
 - i. Bystander intervention
 - ii. Symptoms of alcohol poisoning
 - iii. Identifying and responding to red flag situations
 - f. Review quiz
- B. The risk management team will include at least one executive board member who will act as the team's leader as well as an appropriate percentage of the chapter.
 - a. The event will have, at minimum, one sober monitor per 30 guests.
 - b. It is recommended that risk managers are not first-years or members of the newest pledge class. First-years should, however, be required to shadow the risk management team before serving as a sober monitor.
- C. Each member of the risk management team shall be delegated a responsibility prior

to the start of the event. It is recommended that this responsibility extend through the entire duration of the event. Each individual's role will be specified in the Party Registration process. These responsibilities should include, but are not limited to:

- a. Sober Executive: The sober executive will oversee all risk management procedures for the chapter's event and step in where he or she feels it is necessary.
 - b. Entrance Security: This team of sober monitors will oversee access controls. This includes verifying who is allowed to enter the event and controlling the event's wristband procedures. This procedure is explained in detail in Article IX, Point C. There will be a minimum of two sober monitors at the event's entrance and exit, and one stationed at any part of the house or venue that is restricted to guests.
 - c. Event Management Security: The event security team will be in place to monitor guests and to be alert to risky situations. If anyone under the age of 21 is found to have received alcohol from someone of legal drinking age, the event security team will force both guests to leave immediately. The team will immediately contact emergency services if a guest is causing danger to him or herself or to other guests.
- D. Each co-hosting chapter, when applicable, will have an equal number of sober monitors responsible for monitoring their chapter's membership.
- E. Sober monitors will be easily identifiable to guests in a way that is standardized among all chapters.
- a. Sober monitors will be provided black shirts from their respective councils with "SECURITY" printed on the back.
 - b. This point does not apply to events at third-party vendors with hired security.
- F. The event's risk management team will establish a group messaging system, a walkie-talkie system, or equivalent to ensure a timely response to risky situations.
- G. The chapter will provide equal amounts of individual bottled waters as there are guests. Additionally, chapters should provide ample non-salty foods and equally attractive non-alcoholic beverages in a visible location, the purpose of which is to shift the focus away from primarily alcohol consumption.
- H. There will only be one available entrance and exit, not including mandated emergency exits, throughout the duration of the event. Sober monitor(s) will be stationed at any entrance and exit, as specified above.
- I. The chapter's risk manager must complete a post-event review, which is to be submitted to the respective Judicial Council by 12:00 Noon the Wednesday following the event. All sober monitors and sober executive members will contribute to this review. For events where there may be more than one chapter acting as the event's host, each chapter must complete a post-event form. This form will address the following points:
- a. Were the objectives of the event met?
 - b. What went well at the event?
 - c. What can be improved upon?
 - d. Incident reports.
 - e. Room for additional comments.

- J. Each Council's Risk Management Committee shall hold quarterly Risk Management roundtables to facilitate discussion between each chapter's Risk Management chairs. This will be a time to share best practices between chapters and collaborate with the goal of increasing overall safety. The roundtable will address, but is not limited to, the following topics:
 - a. Most recent update from the campus' Sexual Assault Task Force.
 - b. Practices to decrease risk at chapter events (e.g., review and critique sober monitor training programs, review trends from post-event review forms, etc.)
 - c. Practices to decrease risk at non-chapter events (e.g., current collaboration proposal with SLO Safe Ride to ensure individuals can get to and from downtown safely.)

The following article has been provided to supplement Article VIII above. It has been directly taken from the Party Registration Policies and Guidelines and has not been altered.

ARTICLE IX – Risk Management

- A. No shots, drinking games, or other activities that encourage inappropriate drinking behaviors shall be allowed.
- B. Sober monitors are responsible for preventing open containers from leaving the facility.
- C. Chapters holding a party must develop a wristband system (no stamps, pens or markers) that identifies individuals who are 21 and of legal drinking age. Ascertaining proof of legal drinking age is the sole responsibility of the sponsoring chapter and any security the chapter has hired.
 - a. Chapters may not allow anyone visibly under the influence of alcohol to enter their event, even if he/she is 21 and of legal drinking age.
 - b. It is highly recommended that the verification of those who are of legal drinking age be performed by hired security.
- D. Fraternity and Sorority Life programs will review the educational program created in house by chapters that want to host events with alcohol. This will include review of safety precautions, risk management procedures, responsible party hosting, etc, by the Coordinators of Fraternity and Sorority Life.
 - a. Chapters must designate responsible individual(s) as their chapter's student-managed alcohol team to complete this training before a party with alcohol can be hosted. The student-managed alcohol team will serve as sober monitors at events with alcohol.
 - b. The responsible individual(s) must be sober, alcohol free, and on-site at the party for the entire time.
 - c. The names of those individual(s) must be included on the party registration form.
For parties that are solely between two or more chapters (no non-member guests), each chapter shall provide sober monitors, who are only responsible for their own members.

Assessment

To properly assess the effectiveness of the STATUS plan, the councils will work in collaboration with Student Affairs Assessment and Research to review available data regarding student health and wellness and to develop surveys that assess the knowledge, values, and implementation of these practices. . This survey will be distributed at the beginning of the 2015 Spring Quarter to provide baseline data on student attitudes and general perceptions regarding sexual violence. At the end of the quarter, this survey will be redistributed to determine if education has translated into changes in student behavior.

Conclusion

As Fraternity and Sorority Life members on the Cal Poly Campus, and representatives of our respective councils and organizations, we vow to take a stand against sexual violence at Cal Poly and empower the individuals of our community. As leaders in our community we will work to educate our constituents and peers in an effort to forever change the culture of sexual violence at Cal Poly and leave behind the infrastructure and planning for future leaders to continue our prevention efforts. Together we realize that It's On Us to help end sexual violence at our university and together we will, as one Greek community.

Implementation Timeline – Appendix A

To ensure that we remain accountable on these points of action as a community, the timeline below reflects when we would like to see all of these action items come to fruition.

January

- All council or chapter specific policies are examined, created, reviewed, edited, and voted upon.
- Safer be invited to Greek Summit to facilitate dialogue with fraternity and sorority leaders about action plan and current programming.
- Fraternity chapters complete statements of intent to stop sexual violence in the Cal Poly community.
 - Each fraternity chapter will write a letter to the Cal Poly community about their fraternity's values and how they will personally be combatting sexual violence in their chapter and community. All letters are to be released at the same time.
- MANifest Campaign
 - Organizing time and date for fraternity members to take pictures in order to show that they stand against sexual violence.
- Social Media Chapter Statements
 - Take the example of AEII and find a way to show solidarity with chapters online
- Collaborate with Safer to begin storyboarding and brainstorming sexual violence video ideas to create a video.
 - Video should truly explain what sexual violence is and how it can happen in a university setting.
 - Show ways to be an active bystander and an advocate for sexual violence prevention.

February

- Add Article VIII – Risk Reduction to Party Registration Policies and Guidelines.
- Require at least half of each chapter's executive board to go through sober executive training put on by the Coordinators of Fraternity and Sorority Life.
- Chapters send a percentage of members through Safer Advocate training and consult on Safer's Greek committee to present to other fraternity and sorority life students.
- Set up a forum on sexual violence in the Cal Poly community involving fraternities, sororities, and invite all students/faculty/staff.
- All new members of Winter Recruitment be given extensive training on sexual violence and sign social contracts to help combat sexual violence in their new community.

- Create a social contract that declares dedication towards ending sexual violence and have open, vulnerable, authentic dialogue on attitudes towards sexual violence.
- Its On Us video shot, edited, and released in collaboration with Safer.
 - Will be planned and prepared to shoot no later than the second week of February.
- Greek-led task force be established to address those situations and mentalities in Greek life that are contributing to the issue of sexual violence and how we can address them.
- Create Safer committees on each respective council that will be governed by the Safer representative for the council.
- Work with PULSE to develop New Member Education and foster conversations between different chapters in a small group setting.
- Get feedback from each chapter's Safer Representative about what they completed the previous month and what they plan to complete in the following month in the form of a monthly report.

March

- All new members be educated and large percentages of each chapter participate in Safer's "Greeks Against Sexual Assault" training presentations.
 - To accommodate the staff size present at Safer, each chapter will send no less than two, and no more than four members of their chapter to "Greeks Against Sexual Assault."
- Task force presents information in follow-up to all presidents meeting before finals in report format.
 - Task force will write a synopsis report and we will create another all presidents meeting
- Brainstorm Fall Quarter events for continuity of the program through the next year and how to continue the education and highlight the importance to new members and new students.
- Brainstorm events for Fall Week of Welcome 2015 and through the middle/end of Fall Quarter to keep students informed on sexual violence prevention and the stance taken by the Greek community.
- By week 3 of March, video should be completed regarding brainstorming and storyboarding. Begin filming through the last week of March.
- Get feedback from each chapter's Safer Representative about what they completed the previous quarter in the form of a quarterly report.
- Begin creation of climate survey in collaboration with University Assessment and Research.

April

- Finalize, distribute, and analyze climate survey with assistance from University Assessment and Research.
- STATUS events to begin sexual assault awareness month - boothing with pamphlets, optional forums, presentations on consent, etc.
 - Create pamphlets with key information provided about how students can get involved and use social excellence to combat sexual violence in their own relationships.
 - Host two Greek leader panel forums during April, giving the general student body opportunities to ask Greek leaders the steps they are taking and how we do plan to change the culture.
 - “Consent and why you need it” discussion-based event held in UU-220 in mid-April to talk to students about consent and having vulnerable and authentic conversations about how we propagate behaviors conducive to ending sexual violence.
- Collaboration events with the ASI SG Sexual Assault Committee, SAFER, PHA, and USFC.
 - Working to create events for Sexual Assault Awareness Month as well as social media tags and apparel to show support and solidarity.
- Begin Greek-led presentations throughout campus about sexual violence prevention from Greek members who have gone through Safer advocate training.
- By the second week of April, video should be complete and edited and distributed to students.
- Begin discussing how to make programming annual.
- Get feedback from each chapter's Safer Representative about what s/he completed the previous month and what s/he plans to complete in the next month in the form of a monthly report.

May-June

- Redistribute climate survey with assistance from University Assessment and Research and collect secondary set of data to analyze effectiveness of STATUS programming.
- Utilize end-of-the-year polls to assess student opinion on whether or not campus culture regarding sexual violence has changed positively.
- Work with New Student and Transition Programs to establish a partnership in which we can talk to all WOW leaders and inform them of our upcoming Fall programming to which they can bring their WOWies and also talk to them about sexual violence prevention methods to pass on to their WOWies.
- Get feedback from each chapter's Safer Representative about what s/he completed the previous quarter in the form of a quarterly report.

Key Vocabulary – Appendix B

- Culture change
 - Culture change is not a widespread and rapid change of ideals and values. Culture change is a grassroots objective constantly and consciously pursued by the individuals within the culture itself.
- Greeks Against Sexual Assault
 - A comprehensive four-week training seminar that is once a week for two hours that focuses on opening a dialogue among fraternity members regarding sexual assault.
 - Currently, the program is only offered for men in Greek Life. During Spring Quarter a comparable program will be developed for women in Greek Life.
- Ownership
 - To take an issue as an individual or entity and finding a personal reason it connect it to oneself and personally taking a role in furthering one's objectives towards it.
- Safer
 - Safer is Cal Poly's primary resource for addressing sexual violence, dating violence, domestic violence, and stalking. They provide support through crisis counseling, advocacy, and education.
 - Offers crisis services on all weekdays and works with other on-campus resources to support survivors of sexual violence.
- Sexual Violence
 - Includes any unwanted, pressured, or forced sexual behavior, including sexual contact with someone who is incapacitated by drugs or alcohol.
- Social Excellence
 - A state of perpetual generosity, curiosity, positivity, and openness to limitless possibility. A desire to intentionally connect with others. The ability to engage in deep, meaningful conversation. Acting in a responsible and respectable manner with high expectations of others. Being authentic and living everyday with integrity as the best version of oneself. Being confident and vulnerable. Being fun and compassionate. Being open, kind, and bold. The highest level of societal participation and contribution
- Vulnerability
 - To be open and honest, often by putting oneself in a position to be denied or ignored, with the opportunity of taking a surface-level interaction deeper.
- "Why" Statement
 - Understanding within oneself and letting people know "why" the person is invested in a change, what is his/her personal tie to the issue?