



Understanding Cultural Dynamics and Mission Influence on Gender-Based Violence on College Campuses

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Overview

The Opportunity

Mission Influence

The Approach

Where We Are

Implications & Next Steps

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Campus Involvement & Background

Molly Freye '22

Undergraduate Senior Economics & Business Administration – Finance
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CBEA Research Analyst Fellow

Resident Assistant

Leadership Development Student Coordinator

Student Government Association President

Delta Phi Epsilon Sorority

VAWA Grant Volunteer

Violence Against Women Act Grant at St. Norbert College

When: Awarded to St. Norbert from the U.S. Department of Justice's Office of Violence Against Women in October 2019

Purpose: Working to facilitate campus-wide cultural change toward the elimination of gender-based violence

Goal: To bring resources, support and services to the campus community to help survivors of sexual assault, domestic violence, dating violence and stalking

Religious Institutions Struggle to Confront Gender-based Violence

Why are conversations around gender-based violence not as common on religious, Christianity-affiliated institutions?

Who is being impacted?

What is helping or hurting the VAWA Grant's goals?

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The Catholic Tradition

Uphold **sacred dignity** of all persons

Seek truth through an **ongoing dialogue** among faith, reason, and culture

Utilize knowledge to promote Gospel **vision of justice**

The Norbertine Tradition

Pray and **reflect communally and individually** welcoming all to participate

Seek peace and reconciliation in the spirit of Norbert

Respond to the needs of our global and local communities

The Liberal Arts Tradition

Dialogue with diverse cultures,
perspectives and beliefs

Cultivate a love of **lifelong learning**
inspired by excellent teaching

Think critically as responsible
members of society

Traditions and Mission Play a Role in Gender-based Violence

Stereotypes

Opportunities

Justice

How do these traditions
influence our campus
life?

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Building a Plan to Listen to Stories

- 1. Research**
- 2. Questions**
- 3. Interviews**
- 4. Analysis**

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1. Research

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Previous Research Supports Student Involvement & Informed Approaches

History and Intersectionality of Sexual Violence in Higher Education

Communication and Student Input in Gender-based Violence Work

Programming and Partnerships in Education of Gender-based Violence

The Violence Against Women Act Grant and Rethinking Orientations and Awareness

Faculty's Role in Prevention Efforts

Previous Research Supports Student Involvement & Informed Approaches

History and Intersectionality of Sexual Violence in Higher Education

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Programming and Partnerships in Education of Gender-based Violence

The Violence Against Women Act Grant and Rethinking Orientations and Awareness

Faculty's Role in Prevention Efforts

“Historically marginalized and underrepresented groups often experience greater rates of sexual violence (Black et al., 2011) and additional barriers...”

Previous Research Supports Student Involvement & Informed Approaches

History and Intersectionality of Sexual Violence in Higher Education

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Faculty's Role in Prevention Efforts

“To combat this ideology, the (student-led) social media campaign focused on the areas of prevention is possible, steps to take in everyday life, effective communication strategies around the issue, and ways students can get involved”

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Faculty's Role in Prevention Efforts

“The marginalization or altogether exclusion of faculty from colleges’ responses to gender-based violence is in part a result of the division of labor between academic affairs and student affairs...”

Building a Plan to Listen to Stories

1. Research

2. Questions

3. Interviews

4. Analysis

Questions Centered Around Cultural Norms Create Opportunities for Stories

11 questions

3 main categories

Understanding Mission & Traditions

Value Allocation

Barriers & Bridges to Attaining College & VAWA Goals

Building a Plan to Listen to Stories

1. Research
2. Questions
- 3. Interviews**
4. Analysis

Interviews as Opportunities

45 minutes – 1 hour

in length

Listening to Stories

People want to share their experiences *in person*,
someone just needs to *listen*

Development & Methodology

1. Research
2. Questions
3. Interviews
- 4. Analysis**

Participants Shared Common Themes

17

participants

After 15

participants common responses & themes were
apparent

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Diving Deeper...

Understanding Mission

Value Allocation

Barriers & Bridges to Attaining Goals

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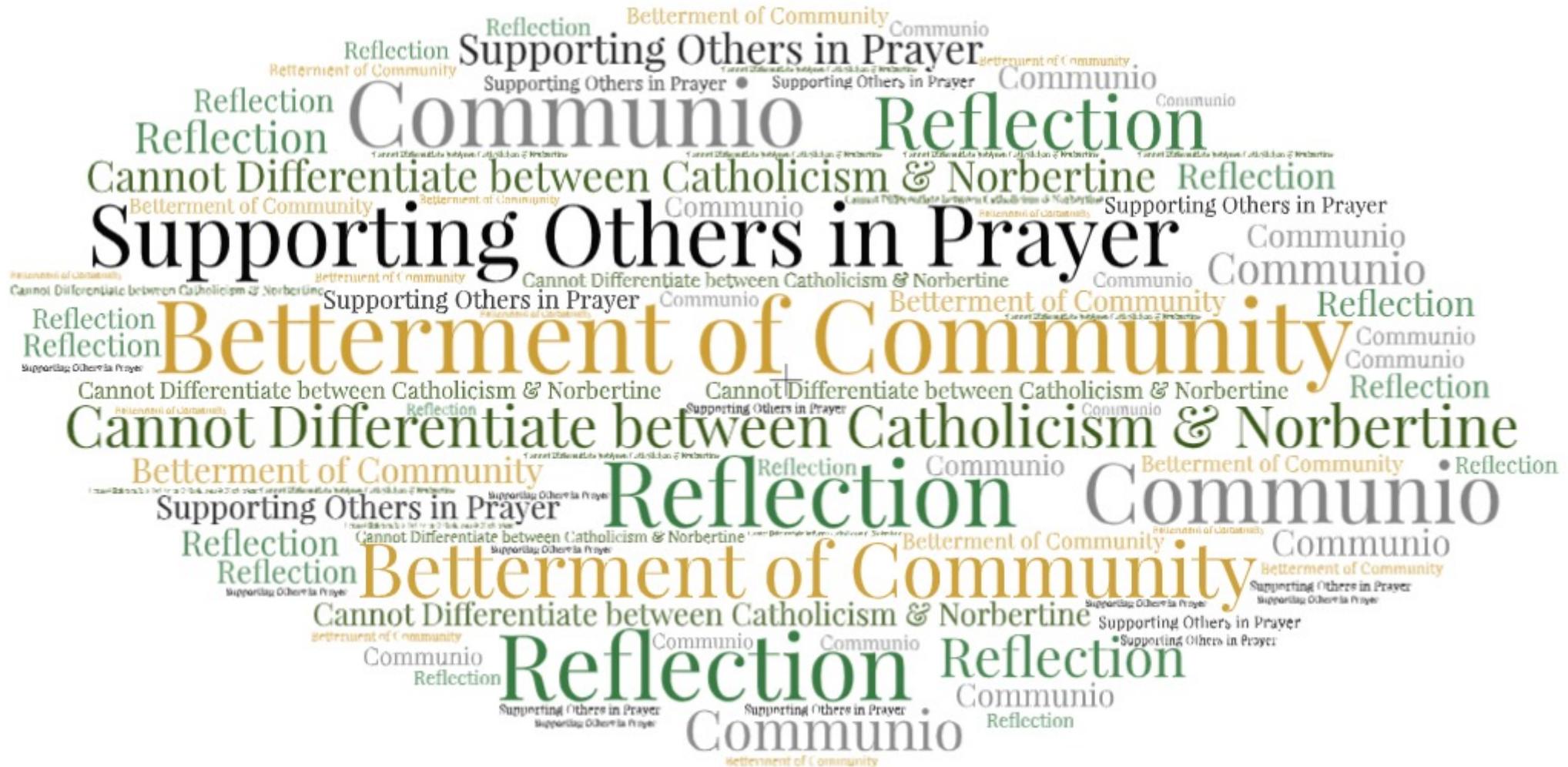
Understanding Mission



Understanding Mission – Catholic Tradition



Understanding Mission – Norbertine Tradition



Diving Deeper...

Understanding Mission

Value Allocation

Barriers & Bridges to Attaining Goals

Value on Campus Mirrors Worldly Stereotypes

Overvalued

Straight, cisgender, white
men

Those without underlying
challenges

Those with money

STEM & Business Majors

Undervalued

Commuters

Those in humanities

Brown
bodies/indigenous people

Women & Minorities

Value Allocation Stories by Demographic Groups

Where is the value on campus around:

Women,

LGBTQ+ Community

Men,

& People of Color?

Value Allocation Stories by Demographic Groups

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Women,

LGBTQ+ Community

Men,

& People of Color?

Value Allocation - Women

Overwhelming Majority Indicate Women are Not Fully and Equally Supported on St. Norbert College's Campus



Value Allocation - Women

Catholic tradition as a barrier

Lack of access to healthcare & feminine
hygiene products

Objectification of women

Value Allocation Stories by Demographic Groups

Where is the value on campus around:

Women,

LGBTQ+ Community

Men,

& People of Color?

Value Allocation – LGBTQ+ Community

Overwhelming Majority Express the LGBTQ+ Community is Not Fully and Equally Supported on St. Norbert College's Campus



Value Allocation – LGBTQ+ Community

Individuals do not feel comfortable “being out” on campus or being their “true-selves”

This community often feels overlooked, ignored, and mistreated

Catholic aspect used to justify the poor treatment of this community

Value Allocation Stories by Demographic Groups

Where is the value on campus around:

Women,

LGBTQ+ Community

Men,

& People of Color?

Value Allocation - Men

Most Participants Feel Men are Fully and Equally Supported on St. Norbert's College Campus



Value Allocation – Men

Men have few, if any, barriers to participation on campus

Patterns of behavior that maintain the status quo and reinforce the value of this group

Toxic masculinity

Value Allocation Stories by Demographic Groups

Where is the value on campus around:

Women,

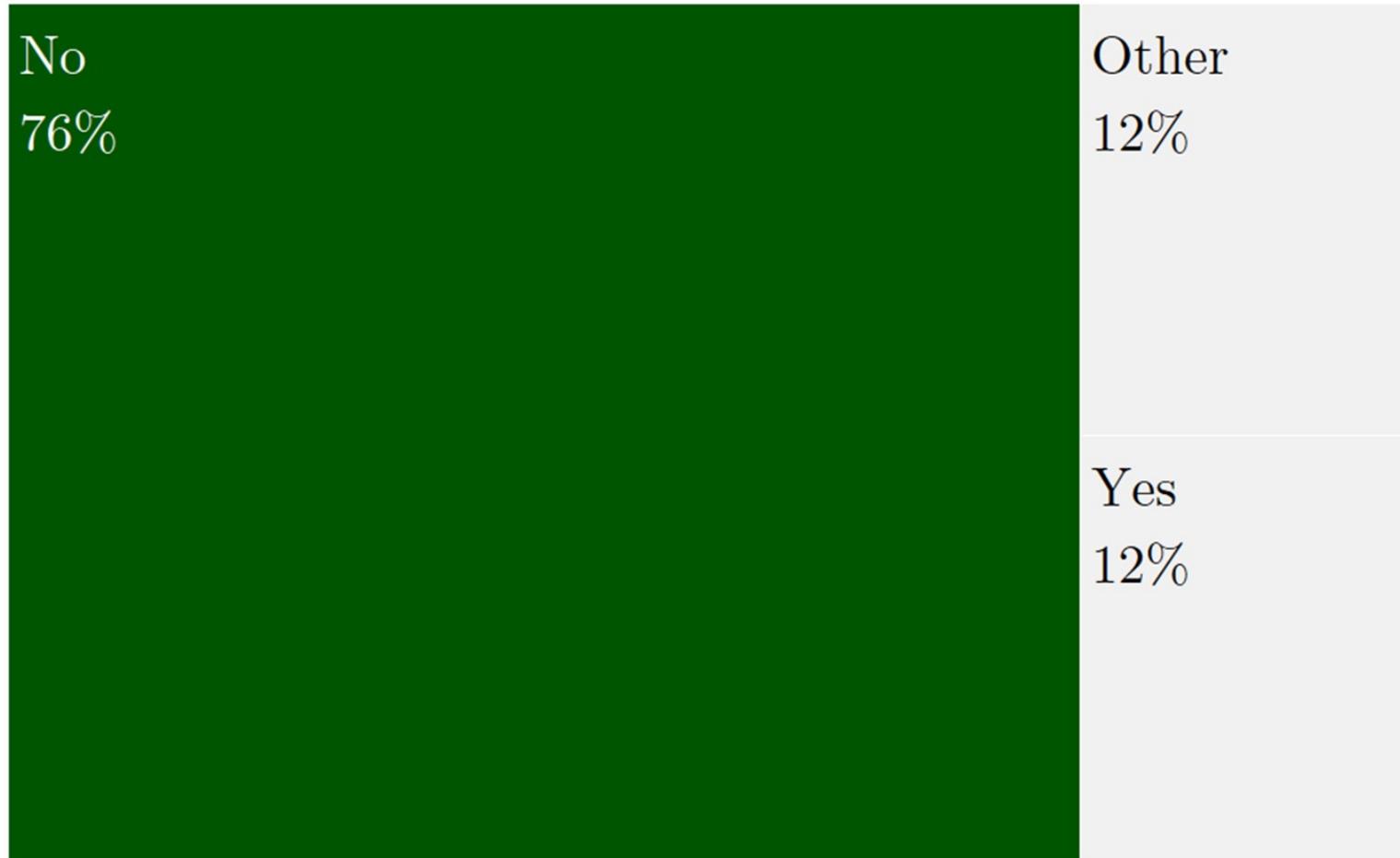
LGBTQ+ Community

Men,

& People of Color?

Value Allocation – People of Color

Majority Share People of Color are Not Fully and Equally Supported on St. Norbert's Campus



Value Allocation – People of Color

Students of color are doing the work and the college could be doing more to listen and support these groups

Stereotypical understandings exist of races, often one person is speaking on behalf of an entire race

Most students of color frequently experience a lack of mentorship and resources to develop and grow in their fields

Participant 0 shared:

“Counseling and Psychological Services is not equipped for the needs of students of color.”

Recommendations to Create Value

Listening & taking intentional action

Validation and resources to support that
everyone can make change

Recognition & mentorships

Diving Deeper...

Understanding Mission

Value Allocation

Barriers & Bridges to Attaining Goals

Participants shared more Barriers than Bridges to Attaining College's Goals

Barriers to
Reporting
Gender-Based
Violence

Ambiguous Process

Lack of feeling heard or
acknowledged

Status of alleged perpetrators

Catholicism and the stigma it
creates around sexual
assault

Participant I shared:

“Conversation around sexual assault is consent-based, which loses the opportunity to learn more, and that sexual assault is unwanted touching, etc., and that there is a misconception of assault being easy to call out.”

Existing “Cultural Norms” SWOT Analysis Highlights

Strengths – small community allows for listening

Weaknesses – lack of diversity and resources for underrepresented groups

Opportunities – Be a leader in eliminating sexual violence on college campuses and within catholic communities

Threats - Campus and church traditions and policies with inherent biases governing that enforce systemic oppression

Communication & Its Impact

Locations

- Peace and Justice Centers
- Leadership Offices
- Spiritual Offices
- Academic Classes
- Residence Halls

Impactful Groups

- STAR Program - a first year program for multicultural students
- Faculty Coalition of Color
- Student organizations

Topics

- Racism
- Sexual assault
- Diversity and what it entails
- How the college can help survivors/victims of Norbertine/Catholic Priest abuse
- Living on indigenous land
- How to be *intentional* with change

Needed Audiences

- First year students
- Athletics
- Greek and social life

Barriers & Bridges to Attaining College's Goals

Additional
Comments &
Stories

Disappointment with Counseling
& Psychological Services

Catholic communities need to
stop ignoring conversations about
sexual assault

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Most of the Harmful Social and Cultural Norms Arose From Religious Traditions

- 1** Women and members of the LGBTQ+ Community face more challenges
- 2** Lack of vital resources
- 3** Lack of belonging

Mental Health Resources Must be Equipped for All

- 1 Common theme of disappointment
- 2 Student identifying in minority groups have less resources
- 3 Lack of accessibility

Moving Forward

- 1** Communities must listen to the stories being told, and those waiting to be told.
- 2** Acknowledge and address bias policies and traditions to move forward.
- 3** Mental health resources and resources for underrepresented groups are vital for religious institutions to survive.

Action over Words

St. Norbert College must acknowledge the sexual assault and abuse in surrounding Catholic communities and their own, the lack of resources for underrepresented groups on campus, and the societal norms that exist as a result of not holding perpetrators and those involved accountable for their actions.

Thank you for listening & attending!

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Questions?

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