

JAYHAWKS GIVE A FLOCK ANNUAL REPORT 2023

Sexual Assault Prevention and Education Center

TABLE OF CONTENTS

Table of Contents.....	02
Thank You to Campus and Community Partners.....	03
By the Numbers.....	04
Program Overview.....	05
Event Planning and Logistics.....	07
Assessment and Student Experience.....	11
Facilitator Experience.....	13
Event Successes.....	15
Looking Towards the Future.....	16
Conclusion.....	18
Appendix.....	19

THANK YOU

To our Campus and Community Partners

Center for Orientation and Transition Programs

Counseling and Psychological Services

Facilities Services

Fort Leavenworth SHARP Program

Hilltop Child Development Center

Human Resource Management

Kansas Athletics

KU Information Technology

KU Memorial Unions

KU Parking & Transit

KU Student Housing

Michelle Compton-Munoz, Self Fellows Program

Office of the Chancellor

Office of the Provost

Office of the University Registrar

Office of the Vice Provost of Student Affairs

Operations

School of Business

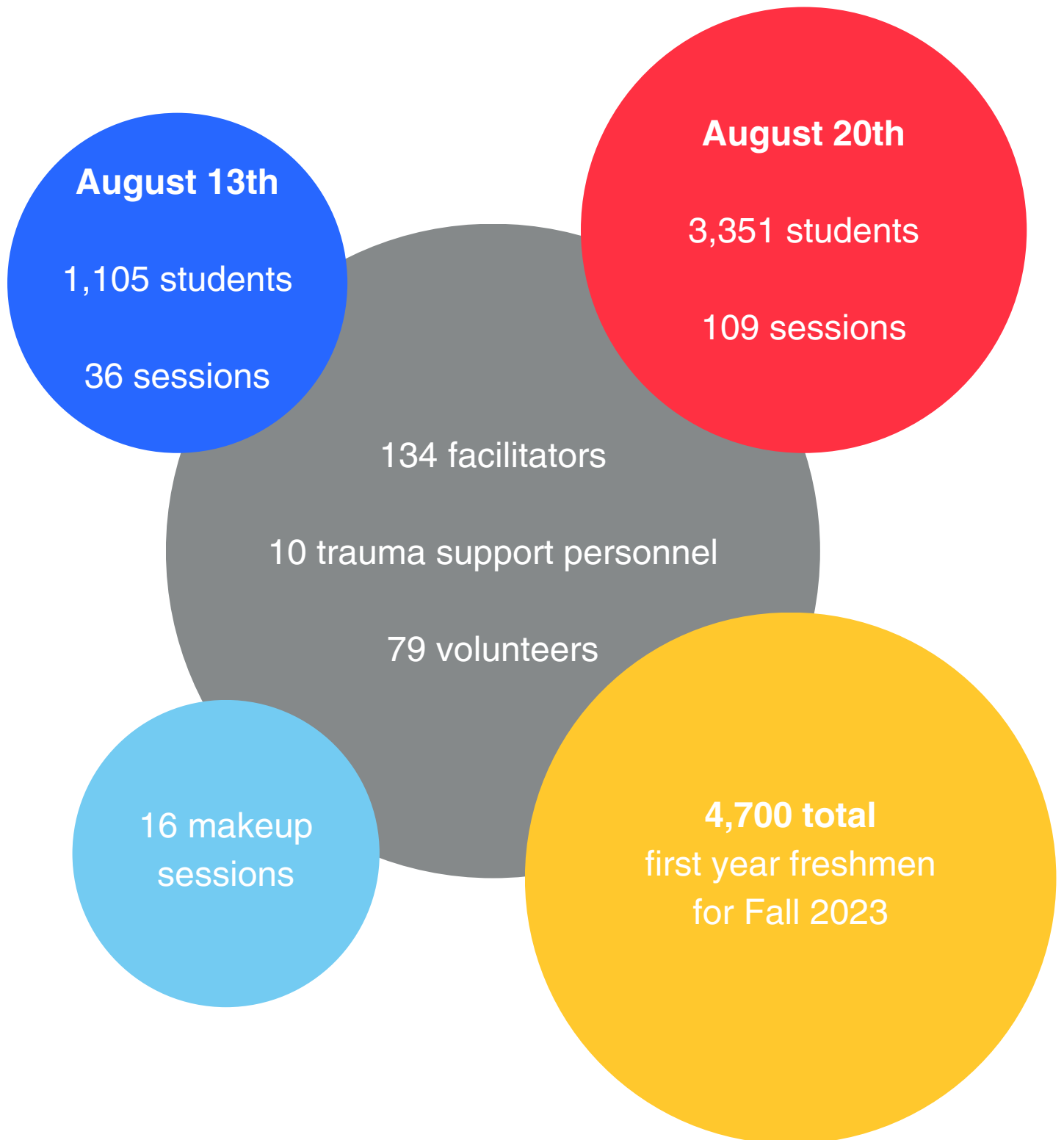
Sorority and Fraternity Life

Student Involvement and Leadership Center

The Sexual Trauma & Abuse Care Center

The Willow Domestic Violence Center

FLOCK BY THE NUMBERS



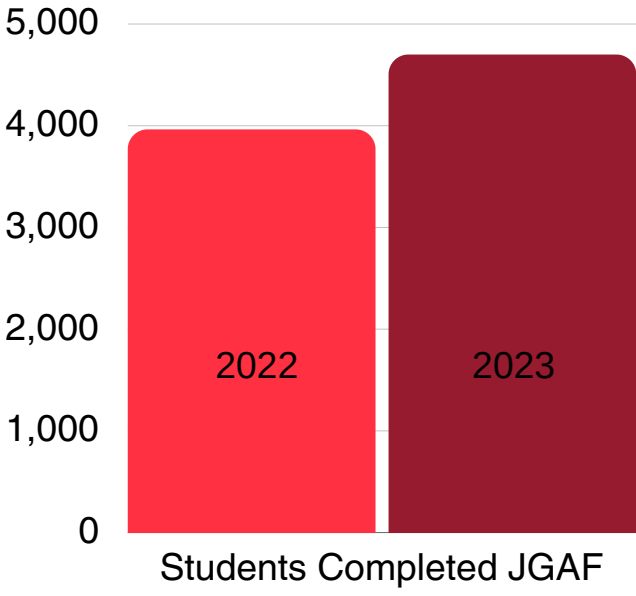
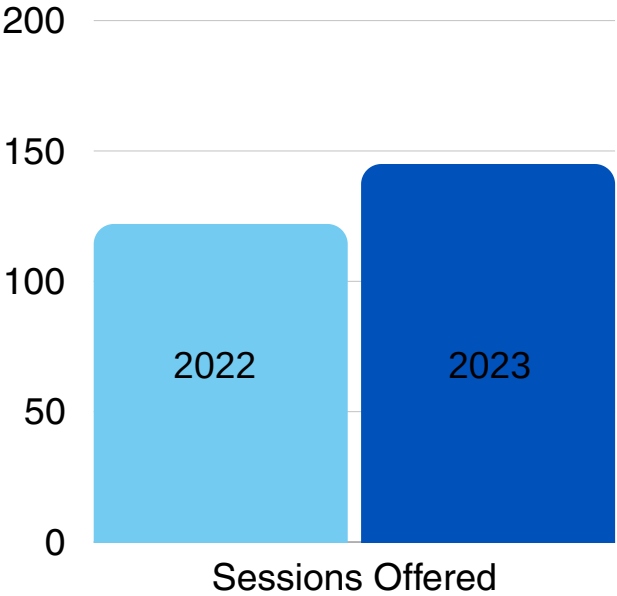
PROGRAM OVERVIEW

The University of Kansas is committed to the prevention of sexual violence. Through the Sexual Assault Prevention & Education Center (SAPEC) under the Office of the Vice Provost for Student Affairs, the university provides comprehensive, evidence-informed educational programming to students, faculty, and staff. One of the signature programs offered to first year freshmen is Jayhawks Give a Flock (Flock), based on the curriculum from Bringing in the Bystander. The intent of Flock is to teach prosocial bystander intervention strategies to students, thus positioning them as active bystanders in preventing sexual violence and other concerning behaviors.



PROGRAM OVERVIEW

This past year we saw several areas of growth as Jayhawks Give a Flock entered its fourth year of being a Hawk Week Signature Event. All areas of the university community have seen consistent growth over the last two years, and Flock was no different. Going into its fourth year we have seen consistent growth across all areas of the program. We not only had our largest number of students go through Jayhawks Give a Flock ever, totaling 4,700 for the fall semester. But we also had the largest number of facilitators and volunteers donate their time to support the program and aid in its success.



EVENT PLANNING & LOGISTICS

Program Foundation

Planning and executing a 4,700 person event with 200+ volunteers requires collaboration and buy in from all areas of campus.

Jayhawks Give a Flock's foundation can be broken into the following components.

Training

From April to August the SAPEC staff trains over 100 facilitators in bystander intervention. Over the course of 5 months we hosted nine, three hour trainings to prepare facilitators for their role including an overview of event logistics, resources, facilitation strategies, and a comprehensive instruction of the curriculum. In addition to the in-person training experience, facilitators also had a detailed recorded training video to reference as needed.

Partnerships

Violence prevention success is directly linked to community buy in and support. Partnerships are a critical element to the success of Flock. Through collaboration with the Center for Orientation and Transitions Programs, senior university leadership, Human Resource Management, and KU IT we were able to secure student, staff, and faculty involvement in the program.

EVENT PLANNING & LOGISTICS

Communication

Flock has two distinct audiences; the 4,000+ students who go through it and the 200+ faculty and staff that support the execution of the program. To effectively and efficiently communicate with incoming freshmen on the expectations of Flock we partner with OTP, KU Housing, and Rock Chalk Central to relay event logistics. To help recruit and market volunteer opportunities to faculty and staff we worked with senior university leadership and Human Resource Management. Leading up to and day of we utilized Microsoft Teams and email campaigns to share critical information.

Operations

We worked with several units within Operations to aide in the logistical components of Flock such as transportation for students, custodial services, and temperature maintenance of spaces during the August heat wave. Additionally, we worked with both the Office of the University Registrar and the School of Business to secure training space during Hawk Week.

EVENT PLANNING & LOGISTICS

January & February

Update curriculum
Develop facilitator
resources
Solidify date and confirm
venue

March & April

Facilitator recruitment
Facilitator training

May

Marketing campaign
development
Student assessment
development

June

Stakeholder meetings
Volunteer recruitment
Orientation marketing
rollout

EVENT PLANNING & LOGISTICS



July

Finalize student
assessment
Draft program schedule
Integrate student
scheduling accommodations

August

Wrap up facilitator trainings
Finalize roles and
assignments
Publish student schedules
Execute program

October & November

Facilitate makeup sessions
Analyze student and
facilitator survey data

December

Develop and distribute
annual report to partners
and stakeholders

ASSESSMENT & THE STUDENT EXPERIENCE

Assessment Overview

Due to the COVID-19 related gap in programming from 2020-2021 it was important to us to have consistent learning outcomes for Jayhawks Give a Flock over the last two years to better assess if the program in its current form was meeting the needs of first year freshmen. As shown below, our focus for the learning outcomes was centered around building foundational knowledge of sexual violence, identifying their own personal barriers to intervention and which strategies helped them address them, along with how they can follow up to support survivors in the aftermath.

Even with an 18% increase in the student body we served this year, our results on the student experience remained consistent with the majority of students feeling confident they could ask for help with intervening or identify potential harm in front of them.



ASSESSMENT & THE STUDENT EXPERIENCE

Student Learning Outcomes

Students will **recognize** sexual violence as a serious campus issue

Students will **identify** barriers and develop and plan for safe bystander intervention

Students will apply strategies to **intervene** (4 D's) as a group

Students will understand how to **follow up** by supporting survivors and holding offenders accountable

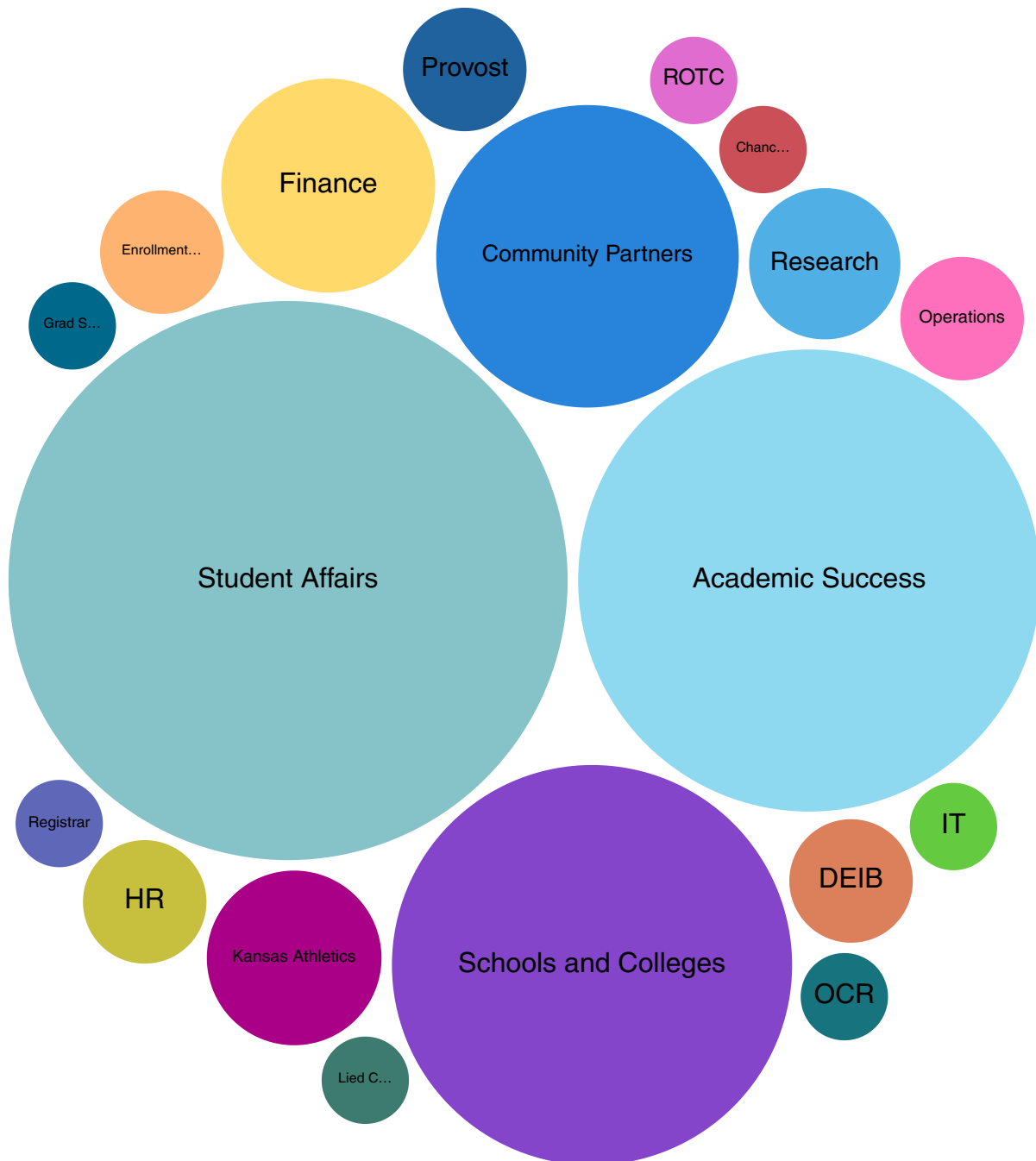
93% of students felt confident they could ask for their friends for help in intervening

84% of students could correctly identify an example of rape culture after completing the training.

88% of students could express discomfort or concern if someone says sexual assault victims are to blame for their own assaults

FACILITATOR EXPERIENCE

Facilitator Pool Breakdown*



*See appendix for full breakdown

FACILITATOR EXPERIENCE



“This is a fantastic way to connect with students, and it is also a wonderful way to build your professional network. There are many opportunities to help with the program even if you are not comfortable participating.”

The fourth year of Jayhawks Give a Flock showed continued growth in the facilitator experience as we grew our facilitator pool 25% from the previous year

55% were first time facilitators

90% of facilitators agreed that they “felt confident as a facilitator”

89% of facilitators said they would facilitate again



EVENT SUCCESSSES

Program Successes

A Growing Flock

The incoming freshmen class was the largest KU class yet! Even with a growing student population we were able to meet their unique needs over the course of two days during Hawk Week 2023.

New Pool of Facilitators and Volunteers

To support our largest freshmen class, we also saw a significant growth in our facilitator and volunteer pool. 55% of our facilitators were first-time facilitators. These individuals helped our volunteer pool reach its largest yet-89 individuals. We also had our greatest number of facilitators yet with over 130 people.

Train At Least 80% of the Freshmen Class

With our largest freshmen class ever it can be challenging to continue to provide an intimate classroom experience to better facilitate their knowledge acquisition. Even amongst the challenges we were able to train 87% of the freshmen class during Hawk Week and 91% of the freshmen class by the end of the fall semester.

LOOKING TOWARDS THE FUTURE

Areas for Growth

Scenario Timeline

Last year we heard consistent feedback from both students and facilitators that having more time for scenarios where they could actively work out case studies and apply their knowledge was needed. Students noted that this space felt like a full circle moment and allowed them to have authentic conversations with their peers on what the reality of intervening looks like. We took this feedback and restructured Jayhawks Give a Flock to allow more time for such conversations. This feedback also helped us develop new programs like Barstander, where students have the opportunity to navigate bystander scenarios in a safe and simulated environment.

Even with more time allocated we saw a high need from students to have additional space carved out to discuss what being a prosocial bystander looks like in practice and hear tips from their peers on what is salient to that process. We will continue to restructure the program timeline so students have ample time to connect with their peers.

LOOKING TOWARDS THE FUTURE

Time to Discuss Peer and Social Barriers

Based off assessment data we are seeing that students are coming in with high levels of gender-based violence recognition. They understand the foundations of the topic and can articulate components easier than previous generations. Because they are coming in with a larger foundation, we are seeing that they want more time to connect with their peers to discuss how they navigate the challenges and barriers to prevention. As the program continues to grow, we strive to find the balance between building a traditional knowledge foundation through lectures and knowledge acquisition through group dialogue.

Co-Facilitator Connections

Facilitators expressed wishing they had more time to meet with their co-facilitator before facilitating their Flock session. More time to connect would allow them to go over facilitation structure and coverage. Currently, facilitators are connected anywhere between 5-10 business days prior to their facilitation date due to ongoing changes that occur in volunteer availability. We will continue to assess new ways of connecting facilitators earlier on so they have sufficient time to prepare, as well as work with Human Resource Management to build more supervisor support for the volunteer efforts of staff and faculty.

CONCLUSION

Throughout Hawk Week 2023, and during subsequent makeup sessions in the fall of 2023, SAPEC trained 4,700 incoming students to be active bystanders in preventing sexual violence. The planning and implementation of this program strengthens the work of SAPEC by demonstrating its ability to execute campus wide interventions and provide evidence of its effectiveness. We hope to use this information to continue improving the Jayhawks Give a Flock program, as well as other core programs at SAPEC. Finally, given that the University of Kansas is the state's flagship institution, the Jayhawks Give A Flock program establishes Kansas as a national leader in the efforts to prevent sexual violence on college campuses.



APPENDIX

Division	Department/Unit	Facilitator Count
Academic Success	Academic Success	4
Academic Success	Academic Programs & Experiential Learning	1
Academic Success	Center for Orientation and Transition Programs	5
Academic Success	Center for Service Learning	1
Academic Success	Jayhawk Academic Advising	12
Academic Success	Student Access Center	1
Academic Success	University Career Center	4

APPENDIX

Division	Department/Unit	Facilitator Count
Community Partners	General Partners	5
Community Partners	SHARP	5
Community Partners	The Willow	2
Enrollment Management		2
Graduate Studies		1
Human Resource Management		2
Kansas Athletics		4

APPENDIX

Division	Department/Unit	Facilitator Count
KU Information Technology		1
Lied Center		1
Office of Civil Rights & Title IX		1
Office of Diversity, Equity, Inclusion, & Belonging		2
Office of Finance		1
Office of Finance	Audit, Risk, & Compliance	4
Office of Research		1

APPENDIX

Division	Department/Unit	Facilitator Count
Office of Research	AAI	2
Office of the Chancellor		1
Office of the Provost		2
Operations	KU Police Department	1
Operations	Transporation	1
Schools and Colleges	Various	20
Student Affairs	KU Housing	17
Student Affairs	Student Affairs	6

APPENDIX

Division	Department/Unit	Facilitator Count
Student Affairs	CAPS	2
Student Affairs	ETC	1
Student Affairs	SGD	3
Student Affairs	HERO	3
Student Affairs	KU Memorial Unions	4
Student Affairs	Watkins Health Services	4
Student Affairs	Recreation Services	1
University Registrar		1