COMMUNITY REPORT
Academic Year
2019-2020

share.princeton.edu
SHARE’s Purpose Statement

SHARE strives to foster a safe, respectful, inclusive and supportive campus through interpersonal violence prevention efforts and by supporting survivors. As advocates, we help to empower survivors through accessible, trauma-informed, survivor-centered and culturally relevant services, from individual to systematic levels. Our prevention work emphasizes the intersectionality between oppression and violence and uses multifaceted pedagogical approaches, such as peer facilitated education, skills-based development of mindful allyship and bystander intervention as well as the promotion of healthy and respectful relationships.
Message to Our Community

Dear Campus Community,

It is difficult to describe the 2020 academic year and its impact on us in a few sentences. As we progressed through the fall of 2019 and into early 2020, we could not anticipate what the spring semester would bring.

On Friday, March 13, we closed up the SHARE suite in the Garden level of McCosh, and began reworking our policies, procedures, and prevention programs to meet the demands of a remote working environment. This required us to shift how we pursue our mission, as it would now be done virtually, prompting us to amplify social media and other electronic means to promote, support, connect, and highlight who we are and what we do.

While we adjusted our schedules to meet the new hurdles of time zones and poor internet connections, we also strived to meet the needs of students who were returning to unsafe or unhealthy home environments. At the same time, we joined our CPS colleagues in navigating challenging telehealth regulations and licensure limitations to serve students worldwide through individual and group-support opportunities online. Shortly thereafter, we spread our energies and collaborated with SHARE Peers to publicly condemn anti-Black violence and to support Black lives who were and continue to be marginalized, oppressed, and murdered. In our actions as advocates and aspiring allies, since this is not a title we can self-proclaim, we continue to demonstrate our commitment to call out and undermine oppression wherever it shows up.

In the pages that follow, we share our office highlights from the 2019-2020 academic year. In order to continue holding ourselves accountable to our mission and our community, we describe our initiatives, successes, challenges and efforts throughout. While it is unclear where the next academic year will take us, we pledge to continue our efforts in advancing social justice, equity, inclusion, belonging, and access for the holistic wellbeing of our campus community. We look forward to working with all of you toward this common goal.

In solidarity,
Your SHARE Staff
Avina, Carrie, Heather, Jackie and Tay
Our Staff

**JACKIE DEITCH-STACKHOUSE**  
MSS, MLSP, LCSW, Director

_The time to build is upon us._ Nelson Mandela

There may be times when we are powerless to prevent injustice, but there must never be a time when we fail to protest. Ilie Wiesel

I started out in 1995 as a volunteer for Woman space, Mercer County’s rape crisis center. This inspired me to pursue graduate work at Bryn Mawr where I earned two master’s degrees. Subsequent to graduation and licensure, I worked as a clinical social worker and coordinated my agency’s domestic violence prevention program. I began my career in higher education in 2004 by establishing the Office of Anti-Violence Initiatives at TCNJ and transitioned to Princeton as the Director of SHARE in 2012. In my role, I strive to be an advocate for social justice, promote a culture of respect, and empower those who have been harmed with the tools they need to thrive.

**AVINA I. ROSS**  
PhD, MS, Associate Director

_I am no longer accepting the things I cannot change. I am changing the things I cannot accept._ Angela Davis

_If I didn’t define myself for myself, I would be crunched into other people’s fantasies for me and eaten alive._ Audre Lorde

I began working as an advocate in 2007 as a volunteer/intern for a rape crisis center in Virginia and RAINN’s online hotline. Since then, I’ve served as a state coordinator for domestic violence fatality review teams and supported other multidisciplinary teams in improving culturally relevant responses to survivors. I enjoyed adjunct teaching for several Virginia colleges and designing prevention initiatives. I’ve earned my BA in Sociology and Women’s Studies from the College of William and Mary, and an MS in Sociology and PhD in Social Work from Virginia Commonwealth University. I utilize several approaches, including survivor-centered and trauma-informed advocacy; empowerment; peer-facilitated education; and Black socio-feminist inquiry.

**CARRIE GENOVESE**  
LPC, MAE, Clinician

_Do not compare yourself to others, a star does not compete if there is enough room in the sky._ Tonya Ingram

As a child, I feared monsters in my closet, missing the school bus, forgetting a textbook that was needed for homework, and a pervasive worry about not getting into a “good” college. As I grew, I discovered that life can add to those organic fears with loss, death, crime, toxic relationships and so much more. Today, I believe we are not weak, broken or ruined because of what we survive or fear. In fact, those things can help us transform into thrivers. It is my mission to help clients restore healthy perceptions of themselves, strengthen relationships with those that matter most to them, and recognize a new sense of power. I’ve worked in this field for the past twenty years as an advocate, a clinician, community educator, professor, and thriver.

**HEATHER MAYER**  
Coordinator

_Strength grows in the moments when you think you can’t go on, but you keep going anyway._ Unknown

As the Coordinator of the SHARE office, I work collaboratively with students and staff on prevention and awareness programs focused around interpersonal violence. I offer a safe space for survivors helping them connect with confidential SHARE resources and services. I am a candidate for a Masters of Art in Organizational Leadership in Counseling Related Services from Rider University. I received a Bachelor of Science in Psychology from Towson University. Before joining the SHARE office I worked for a nonprofit mental health agency in Mercer County.

**JACKSON TAY BOSLEY**  
Psy.D., Community Integrity Program Consultant

_We all intersect. Harm done to one is harm done to all. And, we are part of that all._ Unknown

I have worked in the field of sexual violence since the 1970’s as a clinician and developer of mental health programs addressing the problems of both individuals who have been victimized, as well as adults and adolescents who have sexually harmed others. I received my Bachelor’s degree in Religion and Psychology from the University of Hawaii (1976), my Master’s degree from Antoch University (1982) and my Doctorate from Rutgers Graduate School of Applied and Professional Psychology (1999). I’ve taught at a number of universities, served as an expert witness in legal proceedings and authored professional publications. I am a licensed psychologist in NJ and participate in the professional community that addresses these issues.
Clinical Services

The SHARE Office strives to be an easily accessible resource. For that reason, survivors were able to meet with a SHARE advocate by appointment, walk-in (pre-COVID), or telehealth (post-COVID). SHARE's number of appointments per client have remained relatively steady for the last 3 fiscal years, 2018-2020, but for this academic year, SHARE experienced a significant decline in number of clients, which is attributed to the COVID-19/remote-Princeton experience in the spring.

This year, several clients completed our Client Satisfaction Questionnaire, with a 21% response rate, including 3 clients who did not complete the survey in its entirety. Respondents represented a small, yet diverse pool of SHARE clients, in terms of race/ethnicity, sexual orientation and enrollment status (graduate/undergraduate student).

All respondents (100%) to the following statements indicated agreement (agree/strongly agree) to the following:
- Someone responded in a timely manner
- Staff was willing to provide follow-up support
- I received information about the options available to me
- Provider spoke in a language easy for me to understand

95% of respondents indicated agreement to:
- The services I received were beneficial
- Clinician/advocate listened carefully to my concerns

90% of respondents indicated agreement to:
- I felt comfortable to freely express myself during meetings without feeling judged
- My clinician/advocate was knowledgeable and provided useful information

* 95% would recommend SHARE to another student
* 90% were satisfied/very satisfied with SHARE
* 85% were satisfied with help during an urgent situation

* Represents results from survivor-respondents only

Timely Update: SHARE is committed to ongoing improvements in our clinical services and has begun to address scheduling challenges by developing an online scheduling request form (in progress).

There are a few notes for SHARE's ongoing improvement. One respondent expressed discomfort with their SHARE provider and another expressed challenges with re/scheduling appointments with their provider. Two respondents suggested more diverse representation for SHARE's clinical staff.

Community Integrity Program

While SHARE's services are primarily survivor-focused, CIP assists individuals in exploring harmful attitudes and behaviors, with an aim to help them contribute to a healthier and safer community. All CIP clients are referred to by The Office of Gender Equity and Title IX Administration. With an 86% response rate on the CIP Client Satisfaction Survey, all respondents somewhat agreed/strongly agreed with the following:
- I have increased awareness about my thoughts and feelings
- I have increased my awareness about social and cultural norms
- I am confident that my awareness of internal and/or external factors will influence my future behavior(s)

Moreover, all respondents report the provider was good or excellent in their “ability to create a non-judgmental environment” and created a “safe space” to be “open and honest.”
Diversity & Inclusion Efforts

The SHARE staff engaged in efforts to support the Black Lives Matter movement and speak out against anti-Black violence through the following:

- Sought support for and co-drafted a message to UHS staff on behalf of the Director’s Group
- Developed and sent message of support and solidarity to key campus partners engaged in anti-oppression work
- Co-wrote and posted joint message from SHARE Peers and SHARE staff, inclusive of resources for the anti-Black violence movement
- Developed explicit anti-oppression and anti-Black violence (ENOUGH) social media posts, including obtaining written permission to use the NASW-NJ ENOUGH graphic, which depicts the names of Black people who were murdered by law enforcement in the past few years
- Led UHS Staff Support Initiative Committee to create and distribute multiple “Community Care Moments,” including President Eisgruber’s call to action for the University to join in anti-racism efforts, highlighting Princeton community Black Lives Matter protest, and acknowledging Juneteenth day of reflection
- Co-drafted anti-oppression statement on behalf of the Governor’s Advisory Council Against Sexual Violence for distribution to Governor Murphy

SHARE engaged in a full-day retreat in January 2020 to expand capacity to do anti-oppression work within Princeton. We worked with Ovita Williams, Columbia University faculty member and social worker, who was compensated through a TigerWell grant. We spent the retreat being reflexive, both individually and collectively as a team, and discussing identity-based experiences. Subsequent to the retreat, we brainstormed ways to "keep doing our own work", and began to rethink our practices that may conflict with the our anti-oppression objectives (e.g., format of SHARE staff meetings, agenda setting; proactive stance on anti-Black racism via social media). While the pandemic interfered with more progress toward these goals, we will resume these intentional efforts next year.
A student-affinity organization requested a workshop to explore the nuances of race and masculinity within an ivy league institution. SHARE’s MAVRIC Project collaborated with Shawn Maxam (Senior Associate Director for Institutional Diversity), to develop the workshop, which was later facilitated by Shawn. It was reported that attendees were engaged and “appreciative” of being able to explore characteristics specific to race, masculinity and white supremacist culture within the ivy league. Additionally, students were receptive to discussing how assimilation to white supremacist culture creates barriers in accessing their authentic selves and is connected with harmful behaviors (interpersonal violence, suicidal thoughts, substance use and/or abuse, etc.).

Jackie worked with Imam Sohaib Sultan to address feedback from a Muslim student who expressed concerns about the online prevention training. Together, they expanded the Trigger Warning to include a morally offensive material warning and obtained approval from the vendor to make this change for all of their partnering universities. Afterwards, Jackie worked with another Muslim leader for more review, providing viewers the opportunity to mute the soundtrack and go to an all-black screen until the problematic content ends. Jackie successfully secured a $100/hour consultation rate for the Muslim leader from the training vendor. Modifications to the training were launched in summer 2020.

Strength in Coaching on Relationships, Respect and Equality is a program that engages coaches and student-athlete leaders in the mentorship of the varsity athlete community. The program utilizes the established bond between coaches and athletes to foster interactive dialogue and skill development to promote healthy interpersonal relationships and bystander intervention, as well as the cultivation of a respectful campus culture. Revisions to SCORRE’s curriculum began this year, to ensure team leaders and coaches from all varsity athletic teams are better prepared to engage teammates in discussions that will promote anti-oppression skill development. The revised training was implemented fall 2020.

Led by Avina, the first annual SHARE Community Report was published to make our anti-oppression and intersectional approach to violence prevention and response more explicit. The full report was shared with campus stakeholders, including the CPUC Ad Hoc Committee on Sexual Climate, Culture and Conduct. Results from a demographic survey of SHARE Peers, in partnership with Jed Marsh, to facilitate University population comparisons, were also included in the report.
Prevention Work

SHARE continued violence prevention efforts as a contributing partner to the U Matter Initiative, as the content leads for the subcategory. SHARE continues to emphasize prevention trainings over awareness-raising efforts to ensure programming meets the needs of Princeton’s student body - one that recognizes interpersonal violence as a problem and demonstrates receptivity to bystander intervention. Our prevention efforts include online trainings, new student orientation, SHARE Peer facilitated trainings, and more. As might be expected, SHARE experienced a reduction in the overall volume of programmatic offerings, due to COVID-19 and remote learning (see chart below).

As a result of COVID-19, SHARE converted some existing programs to virtual formats. Based upon response rates to pre and post-tests, the anecdotal receptivity of the sessions by peer facilitators and participants alike, and the ever-expanding use of virtual platforms to facilitate trainings, webinars, and meetings, we will be exploring the use of virtual offerings after COVID. Doing so is likely to increase the span or access of our programming.

SCORRE

Strength in Coaching on Relationships, Respect & Equality (SCORRE) is a program that engages coaches and student-athlete leaders in the mentorship of the varsity athlete community. The program uses the established bond between coaches and athletes as a vehicle to foster interactive dialogue and develop skills that promote healthy interpersonal relationships and prevent violence. SHARE staff train coaches and team leaders, selected by team coaches, to facilitate 5 semi-structured discussions with their teams on the following content areas: integrity and accountability; language; communicating respect; understanding consent; and bystander intervention. Three teams were trained virtually and 9 varsity teams underwent SCORRE training in-person. Several teams that underwent SCORRE training during the previous two years have implemented follow up booster sessions on language, consent and bystander intervention.

Teams that participate in the 5 discussions are encouraged to complete pre and post surveys. This year, there was a 16 point increase from pre to post-test on I call my teammates out when they misstep in situations outside of team practices or competitions. There was 7 point increase from pre to post on language can be experienced as harmful even if that is not the intent (of the speaker) and I use supportive language to motivate my teammates to try harder. There was positive movement in respondents use of I statements, from pre to post, as well as acknowledging that choosing to not intervene is allowing the problem to escalate toward violence (+10 points). Overall, SCORRE implementation seems to impact positive attitudinal shifts around healthy relationships and reinforce those who were already aligned with the purposes of SCORRE.

While there was positive movement in several areas, from pre to post, it is important to note that for the 14 question survey, 11 of the 14 questions already had high scores (80% or higher) at pre-test, which might be indicative of teams subscribing to SHARE values in advance of implementing the SCORRE program. As such, in late spring and through summer of 2020, the SHARE prevention team began reviewing the SCORRE curriculum and started making strides in revising learning objectives and core components of the program to foster more challenging discussions with diversity and inclusion focus and skill development for Princeton athletes.
SHARE PEER PROGRAM

The SHARE Peer Program continues to be a significant component of SHARE initiatives. In the fall, the SHARE staff welcomed and oriented 22 new SHARE Peers who were recruited in the previous spring; staff expanded on the annual training/orientation for the whole cohort (new and returning peers, n=43) by introducing the peers to key campus stakeholders, extending relationship building among the cohort, and deepening the training content on intersectionality. After their annual training, the peers facilitated The Way You Move debriefs, for their annual kickoff program. Additionally, the peers worked to hold internal solidarity with staff and each other during the ongoing anti-SHARE and anti-Title IX climate on campus, while assisting with SHARE’s contributions to Womanspace’s annual Community of Lights and the campus’ Domestic Violence Awareness Month programming.

The SHARE Peers also launched a pilot program this year, SHARE’s Counsel for Eating Clubs (SCEC). This initiative was proposed by a SHARE Peer leadership team member who worked closely with the Eating Club Interclub Council and SHARE staff to co-develop the pilot. The SCEC consists of SHARE Peer leaders and some eating club officers who work to streamline relationship building and accessibility between SHARE and club membership as well as training and other programming opportunities. SHARE is now thrilled to fully implement SCEC as a SHARE Peer Program initiative.

In the spring, many changes were made to adjust to COVID-19. Unfortunately, we cancelled Take Back the Night and hope to have the planned keynote join us next year. Staff converted the annual SHARE training for new eating club members into an asynchronous read-only presentation and post-assessment. The SCEC leadership team worked with staff to convert the peer-facilitated workshop, Stand Up, to a virtual training using Zoom. Additionally, the peers and staff made adjustments to the program recruitment process, by converting the peer-led interviews from a large group speed-interviewing format to two-on-one virtual interviews. We learned this model fostered richer dialogue between the interviewers and candidates and more thorough and meaningful evaluation of each candidate during discussions. This change will be maintained for the next recruitment cycle in Spring 2021. At the conclusion of the recruitment process, SHARE extended offers to 18 students (42% acceptance rate) and all accepted.

MAVRIC

Men’s Allied Voices for a Respectful & Inclusive Community (MAVRIC) Project is an alliance of students, staff and alumni committed to preventing the occurrence of interpersonal violence and abuse within our community by challenging social norms related to misogyny, sexism, stereotyping and gender/orientation bias. MAVRIC has held 6 in-person lunch discussions throughout Fall 2019 with participants ranging from 7-14. In order to continue holding space for folks, we held 9 virtual discussions in Spring 2020 via Zoom due to COVID-19. During this time there was a significant decrease in attendance (average 3-4 participants) which could be due to folks adjusting to circumstances created by COVID-19. Participants engaged in process-oriented and reflective discussions on the varying intersections of masculinity and explored some of the following:

- What words do you avoid using due to internalized ideologies rooted in masculinity, that may best describe an experience you are having? What implications on our gender identity would using those words have?
- What does it mean to be [insert participant’s racial identity] and male-identified? And how does that connect with and/or differ from other male-identified folks who do not hold that intersecting identity?
- What does true love look like? What would it look like for us to access it?

In Spring 2020, MAVRIC held a timely discussion geared towards community healing for men-identified folks around the recent murders of George Floyd, Breonna Taylor, and Ahmaud Arbery. We collectively reflected on the emotional impacts, our internalized biases, and ways in which we can support each other throughout these times. A follow up forum to the community healing discussion, in collaboration with a student-affinity group, was held for Black and Latin-X students to process ways in which students are impacted by institutionalized racism. We explored ways we can strive for allyship with our LGBTQ and Women-identified folks within the Black and Latin-X community.
Supportive Services

SHARE offers a wide range of trauma-informed services, which may be short-term or longer-term depending upon the needs of each student who chooses to access SHARE.

Some of the services SHARE offers are:

**CRISIS INTERVENTION:** When immediate assistance is required, a trained, confidential advocate will speak with the student to provide support and information about available options.

**ADVOCACY:** SHARE can advocate on behalf of a student who chooses to pursue complex services (campus disciplinary process, law enforcement response, medical services), by initiating conversations, posing questions, and asserting the student’s concerns to the powers that be. SHARE can also advocate for systematic change by seeking to modify policies or procedures so they more effectively meet the student’s needs, or the needs of other students who are similarly situated.

**CASE MANAGEMENT:** SHARE can help assess the needs of the student, ensure access to critical resources (housing, transportation, finances), and facilitate connections to desired services both on and off-campus. SHARE also works in collaboration with the University and community-based resources to provide accommodations that promote safety and re-establish well-being.

**SHORT-TERM COUNSELING:** SHARE offers short-term psychotherapy services with licensed mental health professionals. These confidential sessions help students develop skills that can aid them in coping with interpersonal violence issues and support their healing process.

**ACCOMPANIMENT:** If desired, a SHARE advocate can support the student in accessing their desired resources by accompanying the student to meetings or appointments, both on- and off-campus.

**RELATIONSHIP CONSULTATION:** SHARE provides short-term, confidential, and customized services for individuals who believe that they might have had unhealthy relationship role models, and who are concerned that they are bringing unhealthy dynamics into their own relationships. These services empower students to assess their relationships with a focus on emotional and psychological health, growth, and safety.

**COMMUNITY INTEGRITY PROGRAM:** CIP is a timelimited, individualized psycho-educational curriculum administered by a clinical psychologist for students, staff, and faculty found responsible for violating the University’s sexual misconduct and sexual discrimination policy (Title IX). CIP serves to assist individuals in exploring harmful attitudes and behaviors, with an aim to empower individuals to actively contribute to a healthier and safer campus community.

**REFERRALS:** SHARE can provide referrals to treatment providers on and off campus when the needs of the client are beyond the purview of the SHARE office (i.e. long-term therapy, shelter).
SHARE Recognitions

Carrie designed and launched the first Sexual Assault Support Group and partnered with CPS to launch SHARE’s first virtual support group.

Jean, SHARE’s former Prevention Programs Manager, was selected to serve on the NJ Safe and Inclusive Learning Environment Working Group to support the State’s plan to strengthen higher education in NJ.

Avina applied for and was promoted to Associate Director of SHARE in December 2019, expanding her responsibilities to include supervision of all prevention efforts.

Heather assumed new leadership responsibilities for the SHARE Peer Program and received a re-classification of her role in March 2020.

Jackie was appointed by VP Calhoun and served on the Eating Club Working Group to improve the relationships between the University and the eating clubs.

Avina was nominated and selected to serve on the upcoming 2020-2021 Campus Life Development Committee, as a member of the Diversity and Inclusion subcommittee.

Carrie, Jean, Jackie and Avina were invited and joined the Trans Health Team of University Health Services.

The following students served on the SHARE Peers' Leadership Team:

- Tara Frederick, President
- Chesley Chan, VP of External Development and Communications
- Daisy Torres, VP of Membership
- Gina Kim, VP of Programming
- Morgan Mills, SHARE Council for Eating Clubs, Co-Chair
- MacKenzie Caputo, SHARE Council for Eating Clubs, Co-Chair
- Monica Dobrinou, SHARE Council for Eating Clubs, Lead for Sign In Clubs

Connect with Us

To stay update to date on SHARE initiatives, consider joining one or more of our listservs:

MAVRIC listserv can be joined by emailing mavric@princeton.edu

SHARE Peers' Allied Membership can be joined by completing a brief form on our website

Peruse the Respect Matters content on the UMatter website

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