

Prevention, Outreach & Education Department

Greeks Take the Lead



Official Guide

**EMPOWERING
FRATERNITY & SORORITY
STUDENTS FOR CHANGE**

FOR ALL INQUIRES, CONTACT GTTL@MSU.EDU

Mission & Purpose

The "Greeks Take the Lead" Initiative serves as a way to empower fraternity and sorority students by providing further education on how they can intervene and end sexual violence in their chapters and greater community.

Programming Requirements

1

NEW PRESIDENT TRAINING

2

RISK MANAGER TRAINING (FOR HISTORICALLY-HOUSED CHAPTERS)

3

GENERAL MEMBER ENGAGEMENT:

- GTTL General Member Session
- Individual Chapter/Council Event

2021-22 Greeks Take the Lead

General Member Session Lineup

Supporting Survivors in Fraternity and Sorority Life

- Presenters: MSU Center for Survivors
- Date: Wednesday, February 2
- Time: 6-7 PM EST

Prevention as Mission-Centric in Fraternity & Sorority Life

- Presenter: Ashley Schulte, Delta Zeta
- Date: Thursday, February 10
- Time: 5:30-6:30 PM EST

Keynote: Cyber-Self Defense: Protecting Yourself and Others in the Digital Age

- Presenter: Adam Dodge, EndTAB
- Date: Wednesday, February 16
- Time: 6-7 PM EST

Intersectionality: Racial Identity and Domestic Violence

- Presenter: Tanesha Ash-Shakoor, Voices of Color
- Date: Monday, February 21
- Time: 6:30-7:30 PM EST

Cultivating Radical Self-Love as a Foundation for Accountability

- Presenter: Charles Andrean, Lambda Phi Epsilon
- Date: Tuesday, February 22
- Time: 7:30-8:30 PM EST

“Unboxing” Masculinity – Supporting Male & Masculine-Identifying Survivors

- Presenter: Saed D Hill, Ph.D, Northwestern University
- Date: Wednesday, March 2
- Time: 6-7 PM EST

Deconstructing the "Good Girl" Identity

- Presenter: Cameo King, Good Girl Podcast
- Date: Thursday, March 3
- Time: 6-7 PM EST

More than a Repost: From Instagram to Action

- Presenters: Alaina Julia, Delta Phi Epsilon, and Victoria Mescall, Alpha Delta Pi, Alpha Delta Pi Headquarters
- Date: Monday, March 14
- Time: 6-7 PM EST

Why Us? A Look at Interpersonal Violence Within Fraternities and Sororities

- Presenter: Alex Dudek, Pi Kappa Phi, Kappa Kappa Gamma Headquarters
- Date: Monday, March 21
- Time: 5-6 PM EST

INFORMATION TO REGISTER FOR FOR SESSIONS TO BE POSTED
AT [POE.MSU.EDU/PROGRAMS/GREEKS.HTML](https://poe.msu.edu/programs/greeks.html)

Chapter or Council Event Criteria

Chapters and councils may propose individual events to count towards the "Greeks Take the Lead" Initiative.

The following criteria must be met in order for an event to receive credit towards "Greeks Take the Lead":

TOPICS: The event must address issues related to at least one of the following: Relationship Violence, Sexual Misconduct (i.e. Assault, Harassment or Exploitation), Stalking, Consent, Bystander Intervention, Healthy Relationships, Supporting Survivors, or Additional Topics Pertaining to Gender-Based Violence or Discrimination.

CONSULTATION: Event planners must consult with a staff member from the Prevention, Outreach and Education Department prior to the event.

LEARNING OUTCOMES: The event must have specific, attainable and relevant learning outcomes.

SURVIVOR-CENTERED: The rights, needs and wishes of survivors must be prioritized in the development of the event.

ATTENDANCE & EVALUATION: There must be measures in place to track attendance and evaluate the goals of the event.

How to Propose an Event

Any chapter or council leader who would like to request an event may fill out the "**Greeks Take the Lead**" **Event Request Form** at

TINYURL.COM/MSUGTTLEVENTREQUEST

All event requests must be submitted **at least two weeks** prior to the intended event date.

Survivor Accommodations

Topics pertaining to sexual misconduct, relationship violence, stalking and gender-based violence may be difficult and unsafe for people (especially survivors) to engage in. As a result, we advise the following steps be taken in order to prioritize safety for participants.

OPTIONAL: Advertise that your event is not mandatory for individuals to attend.

ACCOMMODATIONS: Inform all potential attendees that anyone who might find the content difficult or unsafe to engage in email **gttl@msu.edu** (which is run by a confidential resource) to request an accommodation.

SAFE SPACE: For events for 50 attendees or more, coordinate a safe space with the Center for Survivors at **<https://tinyurl.com/msusafespace>**.

Advice for General Member Engagement

Chapter leaders are advised take the following steps in order to help ensure that you reach that threshold:

CHAPTER ROSTERS: Keep accurate maintenance of your chapter rosters for "Greeks Take the Lead".

COMMUNICATIONS: Save all communications (i.e. chapter/agenda announcements, email communications, etc.) regarding "Greeks Take the Lead".

EVENT REQUEST (*If Possible*): Collaborate with one or more chapters/councils to organize an event that could get "Greeks Take the Lead" credit.

Potential Collaborating MSU Offices

PREVENTION, OUTREACH AND EDUCATION DEPARTMENT [FREE & EXEMPT]: POE.MSU.EDU

- Presentations on RVSM Policy, Bystander Intervention, Relationships & Boundaries, Masculinity, Intersectionality b/w Race & Gender-Based Violence

MSU CENTER FOR SURVIVORS [FREE & EXEMPT]: CENTERFORSURVIVORS.MSU.EDU

- Presentations on Survivor Support

MSU GENDER AND SEXUALITY CAMPUS CENTER [FREE & EXEMPT]: GSCC.MSU.EDU

- Workshops and Support for LGBTQIA2S+ Inclusivity

MSU SELF-DEFENSE PROGRAM: RECSPORTS.MSU.EDU

- Sexual Assault Workshop & Self-Defense Program

Frequently Asked Questions (Attendance)

Who is required to attend a new president training?

All new fraternity and sorority chapter presidents are REQUIRED to attend a training that will aid them in promoting a safe and inclusive culture that is free of sexual and relationship violence.

Who is required to attend a risk manager training?

Any historically-housed chapter is REQUIRED have their risk manager (or another leadership position) attend a training on bystander intervention skills and risk reduction strategies, specific to fraternity and sorority dynamics.

Will there be any make-up opportunities for these trainings?

If a chapter president or risk manager is unable to attend their scheduled leadership training, they may attend the training designated for the other position (i.e. presidents can attend a risk manager's training or risk managers may attend a president's training) or have another member in a leadership position substitute for them. Barring unforeseen circumstances, no make-up opportunities outside of these sessions will be scheduled.

Who is required to attend a general member session?

All general fraternity and sorority members are REQUIRED to attend one workshop or event pertaining to issues of gender-based violence. The POE Department will offer sessions in the Spring 2021 semester, and individual chapters and councils may propose events to be counted for Greeks Take the Lead credit. Most general member sessions will be recorded for the Spring 2021 semester.

What if my chapter does not fulfill its attendance requirements?

Chapters that fail to fulfill their attendance requirements will not be eligible to become a registered student organization (RSO) for the 2021-2022 academic year.

Frequently Asked Questions (General Member Events)

How can I make sure my chapter or council event will be approved?

The Prevention, Outreach and Education department will make every best effort to approve as many events that fulfill the criteria provided above. On the off-chance that we receive a significantly large number of requests, events that are collaborations between multiple chapters/councils, open to multiple chapters/councils or open to the general student population will take priority.

What do I do if someone tells me they are survivor and/or they don't feel safe attending an event?

Inform them to email gttl@msu.edu (which is run by a confidential resource) to request an accommodation for both your event and "Greeks Take the Lead" general member sessions.

When is the last day I can submit a chapter or council event for "Greeks Take the Lead"?

The last day to submit a chapter or council event is March 7th, 2022

Does my event have to be a training in order to count for "Greeks Take the Lead"?

NO - As long as the event fulfills the criteria presented above, then the event can be whatever you feel fits the needs of your chapter/council best.

Can I submit an event our chapter/council already held for "Greeks Take the Lead"?

NO - Events cannot be submitted for approval after they have taken place

Bystander Intervention

Bystander Intervention: A process to help prevent problematic behavior we see and prevent the situation from getting worse.

The Bystander Effect

- The tendency for people NOT to intervene in situations where others are present
- The greater the number of people present in a situation, the less likely help will be given due to a belief that someone else is better equipped/trained/suited to handle it

Situations to be an active bystander

- Potential instances of relationship violence or sexual misconduct
- Physical acts of violence
- Actions where members are not upholding the values of your organization
- Discrimination and harassment
- Behavior that perpetuates rape culture
- Substance use concerns
- Mental health concerns
- AND MORE....

Steps to Effective Intervention

1. Notice something is happening
2. Determine that the situation is a problem
3. Take personal responsibility to intervene
4. Know how to help (direct, distract, delegate)
5. Step up!

Notice Something is Happening

Pay attention for

- Facial expressions and body language that may show someone is uncomfortable
- Your internal signs: are you feeling discomfort, stress, worry, or anxiety?
- Changes in usual behavior
- Isolation
- Misuse of alcohol or other drugs

Taking Personal Responsibility: Tipping the Scales to Intervention

- Weigh the costs of intervening/not intervening
- Consider what could be the worst thing that could happen if you don't intervene
- Could this situation cause harm?
- What would you want others to do for you if you were in this situation?
- Reminding yourself and others even a small way to intervene can help tip the scales, your actions can give permission to others to join you
- Understanding that it's your responsibility to intervene as the risk manager or sober monitor

Know How to Help: the 3 D's

Direct

- Acknowledging & putting yourself into the situation to addressing the problem
 - Examples: "are you okay?" "stop doing that" "that joke isn't funny" "do you need help?" & etc.

Distract

- De-escalating the situation without directly addressing the problem
 - Examples: "I want to go get a pizza, do you want to come with me?" "come to the bathroom with me" "my phone is dead, could you tell me what time it is?" *spilling something* *starting a completely different conversation* & etc.

Delegate

- Recruiting friends or others to intervene or to help you intervene
 - Examples: asking friends to intervene with you, asking someone who knows that person better to step in, calling emergency services, telling a bouncer, & etc.

Tips for Direct Intervention

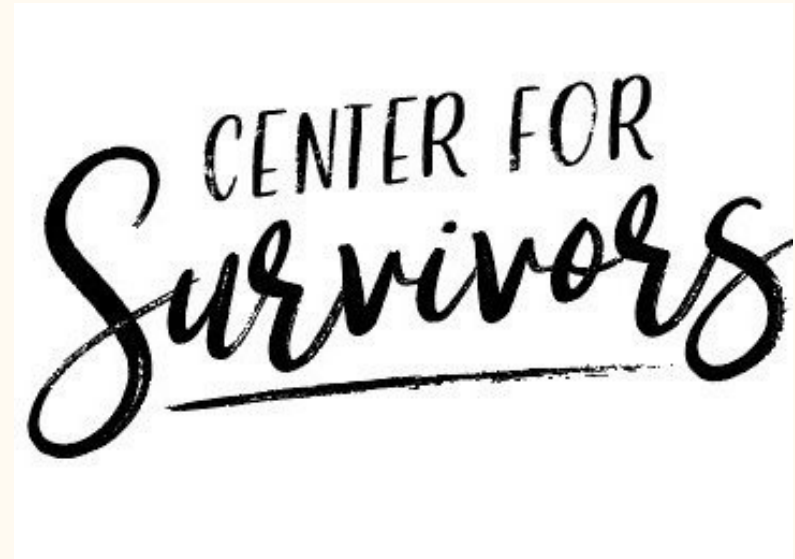
- Avoid swearing or fighting
- Avoid smiling, joking, or laughing
- Create and/or maintain physical space between everyone involved
- Ask open-ended questions (i.e. "How are things going?")
- Do not put your own safety at risk!

Free & Exempt Resources: Survivor & Co-Survivor Support

Exempt resources are not required to report on issues pertaining to the Relationship Violence & Sexual Misconduct and Title IX Policy

MSU Center for Survivors

- Sexual Misconduct (Violence, Exploitation, Harassment) Services
- Located in the Student Services Building.
- Specialized Therapy, Group Therapy, Advocates
- 24/7 Crisis Line - (517) 372-6666
- 10AM-10PM Online Crisis Chat
- Website: centerforsurvivors.msu.edu



Sexual Assault Healthcare Program

- Free & Confidential Forensic Medical Exam
- Priority on Patients' Health and Well-Being
- Access to a Medical Advocate and Coordinate Follow-Up Care
- Services are Available 24/7; Survivors can walk in at anytime
- Located in Student Services Building
- Phone: (517) 353-2700



Sexual Assault
Healthcare
Program

MSU Safe Place

- Relationship Violence & Stalking Services
- Shelter, Specialized Therapy, Group Therapy, Advocates and Safety Planning
- Phone: (517) 355-1100
- Website: msu.safeplace.edu



End Violent Encounters (EVE)

- Domestic & Sexual Violence Services
- Support, Advocacy, Counseling and Shelter
- 24/7 Crisis Line - (517) 372-5572
- Located in Lansing (not MSU-affiliated)
- Website: www.eveinc.org



Free & Exempt Resources: General Student Support

MSU Counseling & Psychiatric Services (CAPS)

- Individual, Group and Relationship Counseling
 - Psychiatric Services
 - Located in Olin Health Center
 - Website: caps.msu.edu
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MSU Gender and Sexuality Campus Center

- Educational, Social and Support Programming for LGBTQIA2S+ MSU Community Members
 - Located in Student Services Building
 - Website: gscs.msu.edu
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MSU Office of the Ombudsperson

- Offers assistance to any student in resolving conflicts and disputes within the University
- Website: ombud.msu.edu

Connecting Members to Resources

Offer ways to help someone make the first step, if they express interest. Examples include:

- Calling a resource with them
- Accompany them to first session
- Walking them through the process

Remind survivors any decision they make (including doing nothing) is ok, and you are available to talk again in the future.

Remember to give the survivor power over whether or not they want to talk about it with you

Discuss internal accommodation measures that are available for sexual and relationship violence survivors with your advisor - including extended absences from chapter requirements, alternative housing options, and requests to have individuals reported to have committed violence to not be allowed at chapter events or facilities.

Resources for Reporting and Conduct

Office of Institutional Equity

- Purview: RVSM & Title IX Policy; Anti-Discrimination Policy
- Website: oie.msu.edu
- Email: oie@msu.edu
- Phone: (517) 353-3922

National Fraternity or Sorority Organization

- Purview: Conduct & Standards Pertaining to Fraternity or Sorority
- Contact Information Varies By Organization

MSU Police Department

- Purview: Criminal Law
- Website: police.msu.edu
- Email: info@police.msu.edu
- Phone: (517) 355-2221

MSU Office of Student Success & Accountability

- Purview: Student Conduct
- Website: ossa.msu.edu
- Email: doso@msu.edu
- Phone: (517) 884-0789

Additional Support Resources

Campus Equity Navigator

- Can help with individualized supportive measures within the University
- Available to support with or without a report filed or active investigation
- Have Limited Exemption Status BUT Have to Report Under Specific Circumstances
- Email: OCR.jessicapackard@msu.edu

Fraternity & Sorority Life Staff

- Assistance in Navigating Resources in MSU and National Fraternity or Sorority Organization
- Required to Report on Matters Pertaining to RVSM & Title IX Policy
- Website: greeklife.msu.edu
- Email: oie@msu.edu

General Advice for Responding to Reports or Incidents of RVSM

Do not interfere with an investigation.

- If you or other members in your chapter opt to participate, be honest and encourage the same out of others.
- Do not allow incidents of sexual or relationship violence through your chapter's judicial process.

Remain in communication with your chapter advisor, fraternity & sorority life staff and national headquarters.

Check in with the member(s) involved in a report and Direct them to appropriate resources.

- It is okay to ask them questions like "**Is it okay if i ask how you are doing?**"

Communicate and demonstrate to other members that gossiping about a survivor's experience and survivor blaming or shaming won't be tolerated in your organization

FOR ALL COMMENTS,
QUESTIONS, OR INQUIRES,
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