

SPEAK. LISTEN. LEARN. ACT. RETRIEVER COURAGE

It takes a courageous community to make a lasting impact on sexual assault here at UMBC and beyond. Change requires the courage to **SPEAK OUT**, to **LISTEN**, to **LEARN**, and to **TAKE ACTION**. We are grateful for the courage of the community members who have shared their experiences of sexual assault and harassment.

We must fully live our campus values - **INCLUSIVE EXCELLENCE**, **COLLABORATION, INNOVATION**, and **IMPACT** - to make UMBC a safer, more caring living, learning, and working environment for all. We commit to reach together and do better because this is urgent work that impacts us all.

WHAT IS RETRIEVER COURAGE?

Retriever Courage is a campus-wide initiative to develop a productive dialogue and create a coordinated campus process for preventing and responding to incidents of sex discrimination and sexual violence/misconduct in a proactive, caring, and transparent manner.

WHO ARE THE EXTERNAL CONSULTANTS?

Jody Shipper, J.D., and Cherie Scricca, Ed.D. of Grand River Solutions, Inc. have broad and deep experience working with colleges and universities to address Title IX compliance in a framework that provides effective trauma-informed support and care, as well as experience developing programs that help prevent sexual misconduct. Learn more at courage.umbc.edu/partners/grand-river-solutions/

WHAT WILL THE CONSULTANTS DO?

February 7, 21, 22, 28, and March 1: On-campus meetings will be held with Retriever Courage partners and additional community members identified by the partners and the consultants. In addition, open information gathering sessions for the UMBC community will be held on February 7 and **March 1**. For those who prefer not to share publicly or are unable to attend the sessions, an anonymous Google form is available at courage.umbc.edu. Feedback will be shared with Shipper and Scricca.

February-May: Consultants review current university processes, policies, procedures, and practices regarding sexual misconduct. Help determine what is working well and where UMBC can learn from other institutions' best practices and from evidence-based research. The consultation will extend beyond the specifics of Title IX alone, to include models for prevention and training for students, faculty, and staff, and best practices for providing support to those impacted by sexual violence.

May: Recommendations will be presented to UMBC community. More details will be announced.

THANK YOU!

THANK YOU TO ALL OF THE UMBC COMMUNITY MEMBERS WHO HAVE MADE A COMMITMENT TO RETRIEVER COURAGE.

- Retriever Courage partners, including:
 - >> University Steering Committee, Chair Adam Harvey '17, Ph.D. '21, and Vice Chair Damian Doyle '99, M.S. '16
 - >> Faculty/Staff Advisory Committee and Co-chairs Elle Everhart, Christine Mallinson, Susan McDonough, and Jim Milani '73
 - >> Student Advisory Committee and Co-chairs Nadia BenAissa '20, Lorraine Dell'Acqua '19, and Aliya Webermann Ph.D. '21
 - >> Training Implementation Team and Chair Sarah Shin
 - >> Implementation Team and Co-chairs Lynne Schaefer and Nancy Young
 - >> The student, faculty, and staff members of the Evaluation Committee and Procurement Advisory Group, who helped search for and select the consultant team
- Over 2000 community members who have participated in Title IX/sexual misconduct prevention and response training to date.
- Thousands of community members who are participating in advocacy work and additional training to help prevent and respond to sexual violence/misconduct.
- Campus organizations and groups who agreed to meet with the consultants over the spring semester.
- Everyone who has shared suggestions and feedback to inform this ongoing work.

WE NEED YOU!

This work is challenging, and it calls for each one of us to be involved, to listen to and learn from one another, so that UMBC will become a stronger community and Retriever Courage can have a lasting impact on campus and beyond.

If you would like to be part of the Faculty and Staff Advisory Committee or the Student Advisory Committee, please visit courage.umbc.edu/partners and email one of the committee co-chairs.

Please consider participating in workshops, training, advocacy work, and discussion sessions offered by groups across the university throughout the year. Visit courage.umbc.edu/get-involved for more information.