

Isthmus Safety Initiative APPLICATION FORM

Submit Application to: cddapplications@cityofmadison.com

Deadline: 12:00 pm CST (noon) on **August 29, 2022**

Official submission date and time will be based on the time stamp from the CDD Applications inbox. Late applications will not be accepted

Please limit your proposal and responses to space provided in this form. Responses to this RFP should be complete and comprehensive but succinct. Materials submitted in addition to this application form will not be considered in the evaluation of the proposal.

If you are applying for multiple programs or activity areas you **must** fill out this application for each program or area. Do not attempt to unlock or alter this form. Font should be no less than 11 pt.

If you need assistance with this proposal or are unclear about how to respond to any questions listed below, please contact Caleb Odorfer, codorfer@cityofmadison.com, for questions about content and Jen Stoiber, jstoiber@cityofmadison.com, for technical questions.

Legal Name of Organization:	Rape Crisis Center	Total Amount Requested:	\$ 60,134.68
Unique Entity ID (UEI):	JQSNPZ6KCCE7		
US CAGE CODE (if UEI cannot be provided):			
Activity you are Applying for:	<input type="checkbox"/> Safety Ambassadors <input checked="" type="checkbox"/> Bystander Intervention Training for Bartenders and Bar Staff		
Contact Person:	Rachel Dietzman	Email:	Rachel.dietzman@thercc.org
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Agency Profile:

1. Describe the history and current structure of your organization and speak to the diversity of your staff.

Founded in 1973, the Rape Crisis Center (RCC) advocates for those harmed by sexual violence by centering survivors, promoting societal change, and committing to be an evolving force for social equity. RCC has provided 24/7/365 sexual assault victim Helpline counseling, information, support and referral since 1973. In 1974, RCC began providing medical, legal, campus and systems advocacy; individual and group counseling; and community education.

Today RCC remains the only comprehensive sexual assault resource center for the City of Madison. RCC provides 24-hour helpline support, emotional-support, system advocacy, personal advocacy, short-term counseling and therapy, community education and outreach, youth programs centering sexual violence prevention, and programs promoting self-defense and bystander intervention. All client services are available in Spanish and English and, in conjunction with other agencies, in other languages including ASL. RCC provides education on sexual assault and consent in middle schools and high schools, supports gender equity clubs in high schools and provides primary prevention through our youth advisory group called GameChangers. RCC's prevention programs are based on best practices, and target populations most at risk. RCC also provides verbal and physical self-defense through a program called Chimera, and de-escalation bystander intervention training for alcohol serving establishments through a program called Safer Bar.

In 2021, RCC provided personal advocacy and emotional support to over 300 individuals, responded to over 1,500 calls on the helpline, provided more than 222 accompaniments to victims, and provided education to more than 4,000 people through 225 outreach programs.

In 2020, RCC restructured the position of Executive Director - creating two Co-Executive Directors to expand and improve leadership at the organizational level, sharing responsibilities while independently overseeing operations within Direct Services and Outreach and Prevention Services. Currently, we have a staff of 20 Direct Service Advocates (Day-Time and On-Call), and more than 60 Helpline volunteers, who are trained in trauma-informed counseling and advocacy that allow us to provide advocate accompaniment support to nearly 600 clients and answer over 2,000 calls annually. Additionally, we have four Outreach and Prevention staff who reach over 3,000 unduplicated individuals through an average of 200 presentations. RCC employs four Administrative Staff that directly support our capacity to provide direct service and prevention services. This includes an office coordinator and grants specialist who oversee fiscal responsibility, program reporting, and evaluation. In 2021, RCC has leveraged our organizational capacity to expand our Therapy Services program to include four full-time positions. This expansion was a direct response to the needs of our clients and community.

Today, RCC staff representation exists as 55% of staff members identifying as Black, Indigenous, Latinx/Hispanic, Asian, Pacific Islander, Multiracial, or some other race, other than white. Additionally, 44% of staff members belong to the LGBTQIA+ community, and 25% self-disclosed

having a disability. The board has nine members with 40% people of color (African American and Latinx).

2. Describe how your agency builds relationships and authentically engages with individuals and populations served. Specifically include information on previous strategies used to authentically engage with BIPOC, LGBTQ+, immigrant, and/or individuals, households, and low income populations.

In 2020, RCC changed our leadership, organizational structure, mission, vision, and core values. Changes to these aspects of our organization allowed us to reexamine our approach to human services and expand in new directions, centering those most impacted by sexual violence, specifically Black communities. We recognized that we could not deepen our work and authentically engage without addressing the history of our organization and the harm that we have caused. RCC's leadership has worked to address the organization's history of embodying white feminism and upholding the values of oppression that have harmed Black women, Black Trans women, and gender non-conforming Black persons throughout our history. Our efforts to center the experience of the Black community align with our new vision statement; RCC envisions our community free from sexual violence and all forms of oppression. In centering the Black experience, RCC acknowledges that oppression is the root cause of sexual violence. Without eradicating all forms of oppression, we cannot eradicate sexual violence.

Building relationships and authentically engaging with these populations looks like supporting agencies whose primary mission is to serve these populations, are already working with and are deeply embedded in these communities. Our intention is to make RCC a viable and successful option for survivors of color and other marginalized survivors even if the service we provide is warm handoff to a culturally-specific agency if that is best for the survivor. Additionally, we understand the importance of collaboration. For example, strong partnerships with teachers, school districts, and state-level administrators have provided opportunities for RCC to connect with youth from underserved communities and to educate staff who interact with them daily. Through these opportunities, RCC staff can either directly provide services or refer survivors to the services of other community agencies. Our Multicultural Outreach Specialists and Bilingual Advocates reach large numbers of youth from underserved communities in schools, which positions RCC as a primary service provider far into the future.

Beyond continuing to maintain two multicultural outreach positions, two bilingual advocate positions, and two bilingual on-call advocates, over the past year, the RCC has made several efforts to ensure that our services are reaching underserved communities, including:

- Creating the first and only support group for LGBTQIA+ identifying survivors in Dane County. This program is now a permanent part of our ongoing services.
- Establishing a three year partnership with the nINA Collective to decolonize and address systemic racism impacting our practices in order to create an equitable and culturally responsive environment for staff and clients to thrive.

- Ensuring that our staff and board of directors is representative of the communities we serve with 55% of staff members identifying as Black, Indigenous, Latinx/Hispanic, Asian, Pacific Islander, Multiracial, or some other race, other than white. Additionally, 44% of staff members belong to the LGBTQIA+ community, and 25% self-disclosed having a disability. The board has nine members with 40% people of color (African American and Latinx).
 - Creating new forms of engagement during the pandemic for the African American and Latinx community by offering live mindfulness courses entirely in Spanish, and creating an online workshop for Black mothers to aid in talking about sex and healthy relationships with their children. These projects piloted in 2021 are now concrete programming in 2022.
 - Expanding our Therapy Services to increase access to therapy for low-income individuals with or without insurance. Services are free.
 - Becoming a Comprehensive Community Services (CCS) Agency. The CCS program offers a wide array of psychosocial rehabilitation services. These are services and support activities that assist CCS clients with mental health and/substance use conditions to achieve their highest possible level of independent functioning, stability, and independence, and to facilitate recovery.
 - Developing and entering the third year of a program that works to address the victimization of individuals with disabilities in the workplace through soft-skills professional training.
 - Instituting a new database that better captures the demographics of clients served.
 - Providing funds that support victim stabilization, including transportation, housing, and emergency funds to overcome financial barriers.
 - Opening our volunteer training program to accept all genders. In the most recent training, the RCC added 8 new helpline volunteers.
3. How is your agency linguistically responsive to populations served?
 RCC employs one Multicultural Education and Outreach Specialist, two Bilingual Advocate positions, and two Bilingual On-call Advocates to the LatinX and Spanish speaking communities. RCC also provides 24/7 coverage of a Spanish Language Helpline through RCC's La Linea - a helpline answered in Spanish and staffed by bilingual, bicultural staff. RCC works with The Geo Group to offer translation services for speakers of languages not spoken by staff and Purple Communications to communicate with individuals who are deaf or hard of hearing.

Another way RCC has been linguistically responsive is by recognizing how our agency's name, translation, and cultural implications of the translation impact the likelihood of Spanish-speaking survivors accessing our services. Through research and direct work in the community, we know that sexual assault is rarely spoken about openly in LatinX communities. The topic is considered taboo and a private matter. A survivor's family may deny that they were sexually assaulted or be

unsupportive of victims' desire to seek help. Despite our work on the ground in these communities, we recognize that the name – Rape Crisis Center may act as a deterrent for individuals to access our services. As a result, RCC is currently undergoing a rebrand and conducted a community-wide survey that generated over 300 responses. In order to increase access and extend our reach to meet the needs of this community.

Lastly, through the recent expansion of our Therapy Services program, RCC increased access to therapy services for Dane County's Hmong community. In 2022 RCC hired Lisa Xiong, a bilingual/bicultural service facilitator. Xiong will support the Hmong community, which is the first position to do so in RCC history.

4. Briefly describe your organization or group's connection to relevant systems, collaborations, and networks in the target area. What is your group/organization's role and how long have you been in this role?

RCC has deep partnerships with local service providers. These partnerships allow staff to connect with the populations served by the organizations and/or to receive specialized training to improve existing opportunities for outreach in the community. Co-Executive Director, Dana Pellebon is on the board of directors of OutReach LGBT Community Center. This relationship facilitated our partnership to establish the first support group for LGBTQIA+ survivors of sexual violence in Dane County.

RCC's Co-Executive Directors Dana Pellebon and Missy Mael participate in Dane County Violence Prevention Collaboration in the City of Madison. Partners include, DAIS, Rape Crisis Center, Rainbow Project, and Focused Interruption. Pellebon and Mael are also on committees for the Public Health Department's Violence Prevention Roadmap Team, to help determine initiatives that should be coordinated through Public Health to prevent violence. This presence ensures that we know what each provider is doing, what resources we need, and what we have and to bolster each other's efforts. For example, RCC's expansion of our Therapy Services program was a direct response to the needs of our clients and community partners. During the pandemic, when therapy waitlists surged, clients working with RCC, UNIDOS, and DAIS faced waiting for 3-6 months to access a therapist. This issue was exasperated for clients seeking culturally specific or bilingual/bicultural therapists and for clients with active court cases who were turned away by therapists because of their case. Through collaboration, RCC found a solution to this crisis that serves our clients and community partners.

RCC also provides training to law enforcement in the City of Madison focused on developing skills that support interactions with victims of sexual assault by ensuring that they are guided by trauma informed practices.

Rape Crisis Center also provides leadership for and support to sexual assault victim services throughout Dane County. For two years RCC's Co-Executive Director Dana Pellebon, has and continues to co-chair the Dane County Sexual Assault and Domestic violence Coordinated Community Response Team (CCRT), and Sexual Assault Response Team (SART), which is a coordination between county agencies, law enforcement, and the district attorney to review practices around investigating and supporting victims of sexual assault organizing efforts to

increase cultural responsiveness, victim centered services, and trauma informed approaches. She also serves on the Attorney General's SART, the Commission on Sensitive Crimes, and the Sexual Assault Kit Initiative Team, which works with law enforcement and the district attorney's office to inform survivors of sexual assault results of DNA matching to perpetrators. RCC's Co-Executive Director Missy Mael has served on the CCRT and on the Dane County Sexual and Reproductive Health Alliance. RCC also serves on several committees throughout Dane County, as well as on the Latino Health Council.

RCC Advocates also provide services on-campus at the three major institutions of higher education in Madison (University of Wisconsin, Madison College, and Edgewood College). RCC also works closely with the Forensic Nurse Examiner Program (FNEP) at UnityPoint Meriter (UPM) hospital to ensure every victim they see has an advocate present for their exam, if desired. UPM has assigned an on-call room for RCC on-call advocates to use for overnight shifts. RCC Advocates also respond to the UW-Madison University Health Services Forensic Nurse Examination Program on UW Madison campus. Both locations offer full forensic nurse examination services. RCC Advocates provides medical and legal advocacy and emotional support at both sites.

In 2020, the RCC formalized MOUs with Madison Technical College and Edgewood College that created provisions for providing services, including in the case of Edgewood College, training on consent and sexual assault to all of the school's sports teams. These MOUs have helped to fully embed our services on these campuses and ensure that we are reaching as many students as possible. Our advocates have returned to providing in-person services at all campuses.

5. How does your organization train staff for engagement with individuals and populations served?

Upon onboarding all RCC staff members are required to complete volunteer Helpline training so that they are proficient in trauma informed counseling and advocacy. Additionally, RCC strives to provide professional development that promotes self-awareness, gaining knowledge, and improving skills needed to offer culturally responsive, trauma-informed, advocacy and support to survivors of sexual assault. This is critical to adapting our services to meet the needs of African American, LatinX and LGBTQIA+ communities. Previous opportunities for professional development have included, direct service staff members attending Nuertras Voces Conference and all staff attending the YWCA Racial Justice Summit. RCC also budgets for individual professional development for area-specific training. This has included integrating mindfulness support and trauma healing, through committing to TIMBo (Trauma Informed Mind Body Program) training for staff. This work has been important to evolving our services to clients, as well as providing tools for staff dealing with vicarious trauma. RCC has worked to encourage other forms of professional development including a Transformative Justice Training Series: Racism, White Supremacy, & Anti-Violence Work hosted by Brandi Grayson of Urban Triage. The trainings are a part of a multi-session series created for service providers to discuss their role in systemic racism and provide education on the impact of systemic racism on the clients they serve.

In 2021, RCC began a three-year partnership with the nINA Collective, a consulting collective that partners with organizations on systems change initiatives to advance racial equity within their organizations and field. The nINA Collective is comprised of experts who work in the field of Racial Equity and Inclusion. This partnership allows for specific leadership opportunities for staff who choose to join the CORE Team. As a CORE Team member, staff will examine the organizational operations with a racial justice lens to create a more equitable workplace for current and future employees and the clients we serve. This work includes conducting research, surveying staff, presenting findings, and implementing new practices as a team.

RCC values life experience and direct service work in the communities our programs serve. For example, the Safer Bar program is led by RCC staff Bri Breunig and Ayden Prehara, both of whom are experienced sexual violence educators and facilitators. Both trainers also have worked in the service industry, specifically alcohol serving establishments for over 10 years cumulatively in Madison prior to working at the RCC. This multifaceted experience provides a unique connection both with the foundational understandings of sexual violence and community outreach, as well as direct experience and connections with bar communities of Madison.

6. How does your organization collect and protect client/participant data?

RCC ensures client data protection by maintaining secure protocols and privacy standards for our staff that deal with data, as well as for the physical and electronic tools used to store data. First, for staff, RCC emphasizes protection of client information at every step of onboarding and daily operations. It is a question during the initial interview of potential staff to learn their experience in privacy, a portion of the training during onboarding, and consistently evaluated area as staff engage with client data. Supervisors ensure that staff practice specific standards in entering information into our database, anonymously discussing client information when needed, and ensuring that no information is shared externally that could compromise the security of client data.

Second, all databases and software used that engages with client data have been selected specifically for their protection protocols. This includes upgrading to a HIPPA compliant Office 365, utilizing an encrypted client database that is on our office server avoiding any potential cloud breaches, and only sharing client information through Dropbox which has been upgraded to be HIPPA compliant as well. All passwords are kept private between staff and hardware has schedules set for password updates to ensure that only specific staff maintain access. Over the past few years, we have cycled out of physical files, those that we do have are kept in locked file cabinets until our documentation policy allows for them to be secretly shredded.

Finally, an important step towards ensuring client data protection is a commitment to privacy and confidentiality. We have configured our helpline to be entirely anonymous, which means that caller ID information is neither received nor sent out. Those trained to answer the helpline are specifically given protocols for maintaining this anonymity.

7. Describe your agency's history with federally funded activities.

Throughout our organizational history, RCC has applied for federal funds and maintained relationships with federal funders to support our programs and initiatives as a sexual violence

resource center. RCC receives annual funding through the Wisconsin Department of Justice for the Victims of Crime Act (VOCA) which funds our Direct Service department to support survivors of sexual assault as they navigate systems after an assault has occurred. Similarly, the Wisconsin Department of Justice has supported our Direct Services through funding from the Violence Against Women Act (VAWA).

RCC employs a Grants Specialist who is dedicated to researching funders (both government, and foundation prospects), securing funds for unfunded or expanding programs, and writing reports for existing contracts. RCC consistently applies for funding as it relates to our programs. This includes funding from local city and county funding sources as well as federal funders. Recently, RCC applied to the U.S. Department of Justice, Office on Violence Against Women for funding to evaluate the capacity of RCC's Safer Bar program to prevent sexual assault and provide an evidence-based model for other agencies to train bars and alcohol-serving establishments. Our research would provide a critical understanding of how to develop impactful community intervention models and the channels for educating and equipping critical social zones with understandings of sexual violence. Pursuing funding activities at this level reflects our capacity to manage and conduct federally funded activities.

Program Profile

8. Provide a detailed plan of the activity you propose to implement.

Bars and restaurants are beloved public institutions and fulfill many different roles in a community. As such, they are in a unique position to help foster a safe, respectful and protective environment for all who frequent them.

We know that in Madison, 1 out of 10 sexual assaults happen at a bar or restaurant. We also know that at least half of people who commit sexual violence are under the influence of alcohol at the time. Unwanted sexual attention, such as verbal harassment and groping, is commonplace in bars and clubs. Sexual aggressors may also take advantage of the bar space to select, isolate and/or intoxicate their targets, making bars a unique and crucial place to address sexual violence.

In 2022, a high profile Madison bar owner was charged with 66 counts of stalking and intimidation. This has left the local bar/restaurant community shaken and speaks to the prevalence of predatory behaviors accepted in the service industry.

Safer Bar, is a de-escalation and bystander intervention program designed for owners, managers, and all staff at alcohol-serving establishments to reduce incidents of sexual violence in Madison, WI. The program is designed to build on existing skillsets of service industry workers and build community around violence prevention, creating and leveraging neighborhood connects and stakeholders as a way to keep people safe and minimize reliance on police. Safer Bar is rooted in violence-prevention education and trauma-informed practices with an intersectional lens to address and intervene in harmful or predatory behavior in the safest way possible. It is survivor-centered, evidence-based, and participatory. The program emphasizes the strengthening of community and neighborhood stakeholders as a key strategy. We tailor our programming to fit staff needs, the individual identity, and culture of each establishment. The intervention includes education for bar staff about the prevalence and consequences of sexual

violence, including its disproportionate impact on people of color and those who identify lesbian, gay, bisexual, transgender, queer, and questioning (LGBTQ+). Program participants also learn how to identify signs of sexual and other types of aggression and harassment in patrons as well as strategies to respond, including assertive communication and the 5 Ds of bystander intervention including direct, distract, delegate, delay, and document. The latter “D” is specific to bar bystander training and involves working with neighboring bars to create safety plans to prevent aggressors in one bar from leaving to cause problems in another. Documenting and communicating about aggression in real-time is key to preventing ongoing harm. This style of collaboration can easily extend to Safety Ambassadors working in the project area.

Safer Bar Program Goals:

1. Increase bar/tavern staff awareness of sexual violence and ability to identify predatory behavior and sexual violence.
2. Increase willingness to intervene once risk has been identified
3. Build a toolkit for bar/ tavern staff to intervene when they see sexual violence occurring (including resources to provide patrons)
4. Build connections and infrastructure between neighboring bars to improve community level response to harm outside of police involvement.

Safer Bar works to achieve these goals by providing the following education:

Identification:

- Providing a framework for addressing attitudes and behaviors that contribute to sexual violence, such as endorsing traditional stereotypes about gender roles or accepting/affirming ideas or arguments that blame victims
- Understanding intersectionality of race and sexual violence perception to address implicit bias prior to understanding signs of predatory behavior
- Understanding verbal, nonverbal, and physical cues of predatory signs
- Recognizing and identifying predatory behavior and sexual aggression

Intervention:

- Assertive communication skills
- Early interventions, negotiations and/or mitigations to address potentially threatening behavior
- Assertive boundary-making and language tools to reduce probability of conflict and harm
- Early mitigation (example addressing over-served patrons)

Recently, Safer Bar has seen increased requests from the service industry wondering how to address gun violence. This has included questions on how to navigate gun threats, responding to frustrated patrons threatening to return to the establishment with a gun, patrons saying they have a gun on them, and how to safely evacuate if a gun is pulled or if shots are fired. We also know that Wisconsin saw a 70% increase in gun related homicides from 2019-2021 (<https://www.wpr.org/wisconsin-had-315-homicides-last-year-thats-70-percent-increase-2019>).

These conversations have presented a need in the Safer Bar program to address and support bystander intervention that address gun violence for bar and restaurant staff.

In October of 2022, RCC is expanding Safer Bar - collaborating with Focused Interruption to include gun violence intervention and awareness training facilitated by Chief Executive Officer and Founder, Anthony Cooper. Together RCC and Focused Interruption will facilitate a three-part bystander intervention training that empowers individuals to be able to notice, identify, and intervene safely in situations related to sexual violence and gun violence. This expansion also provides safety planning for both sexual violence and gun violence for all Safer Bar participating establishments.

Safer Bar anticipates an average of 12 -15 bars to complete the program each year for a total of 24-30 bars reached within the project area from 2022-2024. Bars enrolled in the program will participate in a three-part series in order to receive Safer Bar certification 1) listening session 2) education session 3) follow up session. The RCC Safer Bar program expands upon the standard format of presentation, discussion, and active learning exercises common in Safer Bar trainings, to include supplementary materials such as new staff onboarding materials, safety planning guides, emergency response sheets, and digital neighborhood community connection opportunities. Our program heavily emphasizes the community connection in building a sustainable bystander practice. Our program uniquely focuses on neighborhood connections between RCC Safer Bar trained establishments to problem solve in real time and via a community Facebook page. Safer Bar training is available for all Safety Ambassadors participating in the Isthmus Safety Initiative.

Listening sessions: Safer Bar has previously operated using two sessions but has expanded to include the listening session as an effort to better understand the unique needs faced at each establishment as they relate to gun violence and sexual violence. This provides opportunities to support staff and build off existing skills while working within the existing curriculums.

Education Session: The Safer Bars program grounds our bystander intervention training in education about the intersections of gender, sexuality, race/ethnicity, social class. This helps to deepen participant's understanding of their own internal biases to more acutely hone their bystander intervention skills. For both sexual violence and gun violence the program provides target strategies to intervene in individual bar settings, live practice of scenarios by Safer Bar facilitators, development of safety planning for individual bars/staff, and evaluating bar managerial policy. Training is further supported through granting access to a Facebook group for bars that have completed the training to discuss issues and share resources and understandings.

The addition of bystander intervention for gun violence into Safer Bar will include the following competencies. These will be facilitated by Anthony Cooper of Focused Interruption as a part of each education session.

- 1)How to de-escalate and avoid a fight
- 2)How to identify when there is a gun present
- 3)When to use physical restraint

- 4)How to communicate with your team during an altercation
- 5)Bystander safety exit planning when gun present
- 6)Recognize team capacity limits for de-escalation/prevention

Follow Up: The follow up training session will work to talk through situations bars faced in the interim between sessions and allow for further guided practice on bystander intervention strategies. Facilitators dedicate this hour to check in and provide support on strategies taught in previous sessions, provide clarification and revisit situations so staff can feel more confident intervening in the future.

9. Describe how your program will meet the goals of the ISI program?
The focus of the ISI is on increasing safety in the downtown Madison entertainment district by introducing interventions to reduce gun crime and sexual violence. The Safer Bar Program as a collaboration between the Rape Crisis Center and Focused Interruption provides a comprehensive bystander awareness and intervention training to staff of alcohol serving establishments in the project target area. Becoming Safer Bar certified will empower staff in the downtown entertainment district to support de-escalation of aggression and intervene in the case of sexual violence and gun violence.

This collaboration between Madison’s leading agencies within the project focus areas (sexual violence and gun violence) embodies sustainable collaborations and building capacity to successfully address social issues from multiple angles. Safer Bar addresses the intersection of sexual violence and gun violence in Madison’s nightlife and encourages building community within the service industry around violence prevention. This approach to community violence prevention is sustainable and necessary to reduce crime and improve social conditions that contribute to crime.

10. What are your expected service hours and locations? Describe the frequency and duration of services (i.e. hours, days, months). In addition activity operation hours, please include hours spent on planning, supervision, relevant staff meetings, and training.

Location and Service Hours:

Safer Bar de-escalation and bystander intervention training takes place directly on site of each bar that requests training. Safer Bar facilitators have portable presentation materials, screen, projector, laptops, and supplies to carry out the training and are available to conduct trainings seven days a week at a time that is most convenient for the bars. Trainings occur outside of standard operating hours, which vary for each establishment. For example, some bars and restaurants are closed on Mondays in which case facilitators will provide training to all staff on a Monday, if a bar is open seven days a week in the evenings, training will typically occur in the morning when the bar is closed. Safer Bar facilitators work with bar management to coordinate a time that reaches all or most staff members.

Frequency:

Safer Bar training facilitated by Rape Crisis Center and Focus Interruption connects with each alcohol serving establishment for a total of 5 hours over 3 sessions which take place throughout the year no more than two months apart. The session time allocations are:

Listening Session: 1 hour
Safer Bar Education Session: 2 hours
Follow-up Session: 2 hours

Safer Bar facilitators will serve 3-4 establishments a month, supporting bars as they navigate each stage of the training (listening session, education session and follow up session). If necessary, increased time can be extended to bars, to ensure the education and content is not rushed.

Admin: 10 hours

Includes planning and adapting each education session to the unique needs of each bar (gathered from the listening sessions). Coordination and communication to plan each Safer Bar session. Outreach and recruitment of bars, supervision of Safer Bar facilitators, meetings between Rape Crisis Center and Focused Interruption, program evaluation (development and augmentation of surveys) and reporting, connecting bars to one another - encouraging them to foster community and work together, providing admin and monitoring of the Safer Bar Facebook page. Coordination and communication with BCJI Stakeholders.

Narcan (30 minutes) and Stop the Bleed Training (90 minutes) will take place at bars and alcohol serving establishments at a time that is most convenient for staff throughout the six-month window of receiving Safer Bar training.

11. Describe your expected implementation timeline for the activity. As a note, expected contract start is October; current grant end is September 2023, but an additional no-cost grant extension is expected to extend the grant end to September 2024. Please use the September 2024 grant end for your expected timeline.

RCC Safer Bar curriculum is well developed and actively circulating alcohol serving establishments in Madison. The program began in 2017 and was revitalized in 2022 after a hiatus due to COVID-19. The project expansion to include gun violence awareness and bystander intervention training by Focused Interruption will begin in October 2022.

September of 2022: RCC and Focused Interruption will work to combine bystander intervention curriculums to ensure the Safer Bar program is cohesive and comprehensive to educate individuals how to notice, identify and safely intervene on situations of sexual violence and gun violence.

October of 2022: Safer Bar will begin marketing and outreach to alcohol serving establishments within the designated project area (around State Street running from the State Capital (Mifflin and Carrol Streets) to the edge of University of Wisconsin at North Lake Street and two to three blocks on either side of State Street).

November 2022 – September 2023: Safer Bar training will begin serving approximately three participating bars and restaurants a month. Participants will receive three sessions (1. listening 2. education 3. follow up) to be completed on a rolling basis. Ideally, each bar/restaurant will receive one training a month, however an anticipated challenge of this project is coordinating

with bars to schedule each session. We understand finding time for all staff education can be difficult, if monthly training is not possible, there will be no more than two months in between sessions. With this in mind it is estimated that each establishment will complete Safer Bar Training within six months of the initial listening session.

October 2023: After one year of Safer Bar programming in the designated project area evaluation will take place before moving into year two. This will include integrating collective feedback from surveys and project evaluations, making necessary changes to ensure our program has the best possible outcomes for the community, and evaluating rates of crime and violence in the service area.

November 2023 - September 2024: Year two of Safer Bar program will begin. The program will continue to train alcohol serving establishments as they sign up on a rolling basis. Year two will implement any necessary feedback from year one with an emphasis on building community around violence prevention with the establishments who have already received the training.

September 2024: evaluation of program outcomes and community impact. Identifying any changes to rates of crime and violence in the project area.

12. Describe any relevant training, certifications, and accreditations your staff has received and/or will receive for this activity.

The Safer Bar bystander intervention training will be facilitated by Bri Breunig and Ayden Prehara of the Rape Crisis Center and Anthony Cooper of Focused Interruption.

RCC Communications Specialist and Safer Bar Facilitator Bri Breunig (they/she) is qualified to facilitate Safer Bar. They have worked to provide youth and adult education and advocacy in Madison, WI for over ten years. They have a background in gender and women studies and have spent two years in the role of Education and Outreach Specialist for the Rape Crisis Center prior to their current position, and seven years working as a Madison service industry professional. Their combined experience and connections to the local service industry leave them well-positioned to further community partnerships and facilitate the Safer Bar program. They bring an informed lens of the experiences of those working in alcohol-serving establishments who regularly face and witness sexual harassment. Their skillset will ensure proper recruitment of bars and bar staff participants, facilitation of trainings, and effective implementation of research data collection.

RCC Education and Outreach Specialist, Safer Bar Facilitator, Ayden Prehara (he/they) is a queer, trans, and disabled educator and activist with a decade of experience in Madison nonprofits. He earned a degree in Gender and Women's Studies and LGBT studies from UW Madison; his senior thesis focused on ethical youth/ adult partnerships in nonprofit organizations. In addition to his work with the Rape Crisis Center, he currently sits on the CORE team of the Wisconsin Trans Health Coalition. Ayden's skills and experience working within the Madison community, as well as their experience working in the service industry for seven years, aligns with this project position to provide education and resources to alcohol-serving establishments participating in the Safer Bar program. They are well-positioned to work alongside the Rape Crisis Center and Focused Interruption to provide support to carry out the project.

Anthony Cooper (he/him) is the Chief Executive Officer and President of Focused Interruption, Safer Bar Facilitator. He also serves as the Vice President of Strategic Partnerships and Reentry Services at Nehemiah Center for Urban Leadership Development. Cooper is Crisis Prevention and Intervention (CPI) certified and certified as a drug and alcohol coach. He has over a decade of experience in the public service and the violence prevention sector supporting communities and providing consultation for systems. In 2019, he received the Dane County Martin Luther King Jr. Humanitarian Award for his work in re-entry and violence intervention and prevention services. Cooper currently serves as a special investigation unit facilitator on violence prevention strategies with the Madison Police Department. His work proving rapid response services in the aftermath of gun violence and helping individuals coming out of incarceration re-integrate with the community situates him as an excellent partner to expand the Safer Bar program to include gun violence prevention and safety planning into the curriculum.

13. Describe your organization's experience implementing a community-based program or activity that uses proven violence prevention and intervention methods to reduce violent activities and improve safety.

The RCC Safer Bar program began supporting alcohol serving establishments with bystander intervention and de-escalation practices to reduce violence in 2017. During this time, the program measured increased awareness of intervention methods on staff members before and after the program, but did not connect the program to overall community safety levels. In 2020 the program stopped and has resumed in 2022. Based on our research and program design, we know that bystander intervention programs have been shown to successfully change bystander attitudes and increase bystander abilities to identify and prevent sexual violence by increasing general awareness of sexual violence and providing tools on how to be active bystanders (Banyard et al., 2007; Katz & Moore, 2013; Mujal, 2021). Safer Bar provides the tools and education to support this work.

In 2022 RCC applied for funding under the Office on Violence Against Women to evaluate the capacity of RCC's Safer Bar program to prevent sexual assault and provide an evidence-based model for other agencies across the nation to train bars and alcohol-serving establishments. If funded, this evaluation will include a three-year partnership with Kate Walsh PhD, an Associate Professor at the University Wisconsin – Madison Departments of Psychology and Gender & Women's Studies. This study will help identify and formalize the impact of this program, measuring improved safety and reduced violence in the community through increased community surveys beyond bar staff and monitoring crime levels in project neighborhoods.

The Safer Bar program expansion to provide gun violence prevention by Focused Interruption will increase agency collaboration and education to alcohol serving establishments within the project area who face safety challenges with both sexual violence and gun violence. This collaboration is an opportunity to monitor the reduction of violent crimes and increased levels of safety related to sexual violence and gun violence in the project area.

Banyard, V. L., Moynihan, M. M., & Plante, E. G. (2007). Sexual violence prevention through bystander education: An experimental evaluation. *Journal of Community Psychology*, 35, 463-481.

Katz, J., & Moore, J. (2013). Bystander education training for campus sexual assault prevention: An initial meta-analysis. *Violence and Victims*, 28, 1054-1067.

14. Describe how health and racial equity will be incorporated into the proposed activity.

Safer Bar, facilitated by staff from the Rape Crisis Center and Focused Interruption will empower individuals to understand and provide opportunities to discuss community violence as a public health issue. Safer Bar is unique in its intersectional framework that is often missing in intervention programs. Bystander intervention models often do not provide education around the disproportionate impacts and outcomes for people of color and people in the LGBTQ+ community as it relates to sexual violence and gun violence. Our program will provide community resources that can connect participants to, ISI safety ambassadors, outreach workers, social service agencies, downtown businesses and associations and key stakeholders to encourage a community approach to violence prevention. This approach continues to ensure there are tools in place for victims to seek justice through an active and engaged community in identifying and intervening in sexual assault and gun violence. This also supports bystanders to further their education about community resources and further participation in the collective response.

15. Describe how you will ensure that all of the activities conducted are culturally relevant to the populations you intend to serve.

In addition to encouraging a collective response to violence prevention, Safer Bar Facilitators provide listening sessions - first meeting to happen with Safer Bar participants. In this session, our facilitators collect information about what the participant needs. This is crucial to ensuring our work with each establishment is culturally relevant and equitable to their needs, as well as understanding how our program can be augmented to best support their education and growth to notice, identify, and intervene safely in situations. The Safer Bar program maintains a curriculum to deliver, however, the material will be adjusted to meet unique needs faced by each establishment. For example, there may be establishments who maintain a system for intervention and would like further emphasis on safety planning vs establishments with staff who require education about methods to intervene before safety planning can occur.

16. Describe how you will conduct outreach to engage the focal populations in the hotspot area for the activity and to ensure participation.

RCC's staff connections have allowed Safer Bar to benefit by having commitments from experienced bar staff and managers, as well as important service industry individuals and organizations, to have a role in the development and networking phases of the project design. Including several bars that have participated in our pilot Safer Bar training and Spirited Women, a collective of female bartenders who work to improve the industry through education, social gatherings and charitable events. As a result, RCC has strong connections to state street and the project area. We have also had a commitment of assistance in program development, networking and promotion from Francesca Hong, representative of the 76th district of Wisconsin State Assembly and the first Asian American member of the Wisconsin Legislature. Prior to her political office, she was a staple in the Madison service industry, a co-founder of a restaurant, and founder of the Culinary Ladies Collective. Her extensive experience and connections with the alcohol serving establishments of Madison will be critical in supporting the program.

RCC staff have existing connections to the state street area to support the initial project implementation. Focused Interruption also has connections to the state street area through their community safety workers who are an integral part of their work. Outreach will be done by making contact through existing connects, canvassing, and digital marketing through the RCC Safer Bar Instagram (@rccsaferbar) with 227 followers. In efforts to build community around violence prevention, Safer Bar facilitators will encourage participating establishments to spread the word about the programs with their service industry connections within the service area.

17. How do you coordinate and collaborate with other relevant service/intervention organizations? If you are collaborating with another organization, please describe your partner's roles and responsibilities. They must also submit a signed letter describing their roles and responsibilities with the program.

RCC regularly coordinates and collaborates with local agencies to support our clients and further violence prevention initiatives. Our Co-Executive Directors Dana Pellebon and Missy Mael participate in Dane County Violence Prevention Collaboration for the City of Madison. Partners include, DAIS, Rape Crisis Center, Rainbow Project, and Focused Interruption. Pellebon and Mael are also on committees for the Public Health Department's Violence Prevention Roadmap Team, to help determine initiatives that should be coordinated through Public Health to prevent violence. Our partnerships ensure that we know what each provider is doing, what resources we need, and what we have and to bolster each other's efforts.

This funding will support the expansion of Safer Bar bystander intervention training to include gun violence prevention and safety planning by Focused Interruption. The mission of Focused Interruption is to use a holistic approach to reduce generational trauma by providing evidence based intervention and prevention services to people, neighborhoods and families most impacted by gun violence.

This collaboration will address violence prevention at the intersection of sexual violence and gun violence by educating staff at alcohol serving establishments how to notice, identify, and intervene safely in situations.

Anthony Cooper, Executive Chief Officer and President of Focused Interruption will facilitate the Safer Bar program with RCC staff Bri Breunig and Ayden Prehara and provide education to bar staff about gun violence prevention in the following areas.

- 1)How to de-escalate and avoid a fight
- 2)How to identify when there is a gun present
- 3)When to use physical restraint
- 4)How to communicate with your team during an altercation
- 5)Bystander safety exit planning when gun present
- 6)Recognize team capacity limits for de-escalation/prevention

18. Describe how you would work with diverse populations including BIPOC, LGBTQ+, etc. Note: CDD asks funded programs to collect data on age, race, ethnicity, income level, and gender identity.

Rape Crisis Center and Focused Interruption, work with diverse populations in Madison, through our client and community relationships. RCC envisions our community free from sexual violence and all forms of oppression because we understand that without eradicating all forms of oppression, we cannot eradicate sexual violence. We have seen in our research and direct work in the community that diverse populations including BIPOC and LGBTQ folks are at increased risk of experiencing violence throughout their lifetime.

For example, a study published by the UCLA Williams Institute in 2020 identified LGBT people as nearly four times more likely to be victims of violent crime compared to non LGBT people. We understand the institutional disconnect between formal services and these communities result in many victims not seeking out support. Through increased partnership with culturally specific organizations, and education programs like Safer Bar we are seeking to build and grow our relationships, and create safer communities for those impacted by sexual violence and gun violence. We understand the importance of collaboration with community agencies to provide a comprehensive response that meets the unique needs of clients at the intersections of interpersonal and systemic violence. RCC and Focused Interruption maintain relationships with agencies and attend collaborations like the Dane County Violence Prevention Collaboration. This presence increases collective response and connections to diverse agencies to provide comprehensive support for our clients.

Safer Bar facilitated by Rape Crisis Center and Focused Interruption will leverage our existing relationships to reach diverse populations in the project area. Safer Bar will collect feedback using pre and post program surveys for alcohol serving establishments who participate in the program. The surveys will collect information on establishment staff demographics who receive the training including age, race, ethnicity, income level, and gender identity.

Budget:

Please complete the initiative's proposed budget in the required application document. Do not attach any other documents for the budget unless specifically asked to do so. As a note, the budget should reflect the expected time frame to September 2024.

1. **Staff Positions:** List all paid staff that will be working on the proposed program/project.

Title of Staff Position Include only One Employee per Line	FTE* in this Program		For Seasonal only: # of Weeks Employed with Program	Total FTE with Agency / Organization	Proposed Hourly Wage ¹	2022 - 2023		2023 - 2024	
	Choose Seasonal or Year Round					Wage and Fringe		Wage and Fringe	
	Year Round	Seasonal				BCJI Funds	Total Cost	BCJI Funds	Total Cost
Communication Specialist - Safer Bar Facilitator	1	0	0	1	\$22.95	\$8,601.47	\$57,343.10	\$8,816.50	\$58,776.68
Outreach & Education Specialist - Safer Bar Facilitator	1	0	0	1	\$21.29	\$7,443.75	\$49,625.01	\$7,629.85	\$50,865.64
					\$	\$	\$	\$	\$
					\$	\$	\$	\$	\$
					\$	\$	\$	\$	\$
					\$	\$	\$	\$	\$
					\$	\$	\$	\$	\$
					\$	\$	\$	\$	\$
TOTAL						\$16,045.02	\$106,968.11	\$16,446.35	\$109,642.32

*FTE = Full Time Equivalent (1.00, .75, .50, etc.) 2080 hours = 1.00 FTE

2. **Budget and Funding:** You may be asked to submit additional information on agency finances and/or your most recent audit statement.

BUDGET EXPENDITURES	TOTAL PROJECT COSTS	AMOUNT OF CITY \$ REQUESTED	AMOUNT OF NON-CITY REVENUES	SOURCE OF NON-CITY FUNDED PORTION
A. Personnel Costs (Complete Personnel chart below)				
1. Salaries/Wages (show detail above)	216,610.43	32,491.56	184,118.87	public and private grants, individual donations, fundraising events
2. Fringe Benefits and Payroll Taxes	30,258.66	4,547.30	25,711.36	public and private grants, individual donations, fundraising events
B. Program/Project Costs				
1. Program/Project supplies and equipment	3,500	3,500	0	
2. Office Supplies	500	500	0	
3. Transportation	2,296	2,296	0	
4. Food	0	0	0	
5. Other (explain)	0	0	0	

BUDGET EXPENDITURES	TOTAL PROJECT COSTS	AMOUNT OF CITY \$ REQUESTED	AMOUNT OF NON-CITY REVENUES	SOURCE OF NON-CITY FUNDED PORTION
C. Space Costs				
1. Rent/Utilities/Telephone	0	0	0	
2. Other (explain)	0	0	0	
D. Special Costs				
1. Other (explain): Contracting with Anthony Cooper of Focused Interruption. \$100/hr	16,800	16,800	0	
2. Other (explain):	0	0	0	
E. TOTAL (A + B + C +D)	269,965.09	60,134.68	209,830.23	X

a. Additional Information on Budget (if needed):

Special Costs:

RCC is contracting with President and CEO of Focused Interruption, Anthony Cooper. His rate is \$100/hr at approximately 7 hours per month for two years of the project.

b. What percentage of your total Agency Budget is this project?

15%

c. Other Funding: What other funding do you anticipate pursuing if the project is expected to continue?

RCC employs a Grants Specialist who is tasked with securing grants from private and public funders to support RCC's unfunded initiatives. RCC researches and applies to grants that align with each program area in both our direct services and education and outreach department. Recently, RCC applied to the U.S. Department of Justice, Office on Violence Against Women for funding to support Safer Bar and evaluate program capacity to prevent sexual assault and provide an evidence-based model for other agencies across the nation to train bars and alcohol-serving establishments. RCC will continue to research and apply for grant funding that supports programs like Safer Bar.

RCC also employs three development staff who support the agencies marketing, fundraising, stewardship of individual donors, and events. Their work also targets RCC's unfunded areas of our program areas throughout the year

Budget Narrative:

Please provide a high level overview of the proposed budget expenditures in the space below (do not just copy/paste budget proposal). Please include details about how funding will be used by your organization to implement the identified strategy. Please limit this section to no more than two (2) paragraphs:

RCC and Focused Interruption staff serving as Safer Bar Facilitators will dedicate 15% of their time to the development and implementation of all Safer Bar programming. This will include recruiting bar and restaurant participants, conducting training, and ensuring the effective implementation of data collection tools such as community or patron surveys. The fringe benefits requested for each position reflects the prorated cost for each employee based on percentage of time projected on the project – fringe benefits include FICA, health insurance, short term disability, and life insurance all calculated for 2 years of the grant period.

Office and program supplies includes materials that are used to accompany promotion and awareness of the Safer Bar program, including coasters, window clings, outreach material (page protectors, binders, pens, and brochures). This will also support printing of certificates of training completion, evaluation, training manuals, onboarding quiz, safety plans, and emergency response plans. Program mileage is for the estimated cost of mileage for project staff to commute from our offices to Safer Bar training sites to conduct training. The rate is calculated using the current GSA Mileage Reimbursement Rate of \$0.585/mile and estimated at 200 miles per month for 24 months.

Evaluation:

1. Identify 2-3 measurements of success. How will you collect this data? Note: CDD staff will discuss these with you and then incorporate them into your quarterly service report.

RCC and Focused Interruption will measure the success of the Safer Bar program through the following:

85% of individuals who complete Safer Bar training will demonstrate/report increased awareness of de-escalation methods and ability to identify predatory behavior and sexual violence.

85% of individuals who complete Safer Bar training will demonstrate/report increased awareness of de-escalation methods and ability to identify when a gun is present and gun violence.

85% of bars enrolled in the Safer Program between 2022-2024 will complete the training within six months of their listening session

85% of bars who complete Safer Bar training will report having improved safety planning to address incidents of sexual violence and gun violence in their establishment.

Safer Bar will collect feedback using pre and post program surveys for alcohol serving establishments who participate in the program. The surveys will ask questions to measure the following indicators of success and collect information on establishment staff demographics who receive the training including age, race, ethnicity, income level, and gender identity.

2. Detail in the space provided the following (for reference, review the “Data Collection and Grant Reporting” and “Outcome and Impact Measures” Sections in the RFP as examples):
 - a. How will your organization measure success, or determine if this initiative has successfully met the selected outcomes?
 - b. What data and evaluation measures does your organization intend to use?
 - c. Describe your measurement tools and data collection processes to measure and report on chosen outcomes.

Data Collection: Data to evaluate the Safer Bar program will derive from four primary sources: 1) bar staff self-report surveys administered before and after the Safer Bar intervention and at 6 months and 12 months post-intervention; 2) monthly counts of harassment/assault incidents occurring within or near the bar; 3) community surveys about bar safety administered at in year 1; and 4) crime data for the year prior to the implementation of the program and in year 2 (following implementation of the program while follow-ups are ongoing).

Bar Staff. An estimated 25 bars in the downtown Madison area will receive Safer Bar training in the project area (around State Street running from the State Capital (Mifflin and Carrol Streets) to the edge of University of Wisconsin at North Lake Street and two to three blocks on either side of State Street). Among bar staff, we will collect demographics and use self-report measures to assess changes in knowledge, attitudes, skills, efficacy, and willingness to intervene in instances of sexual violence and gun violence pre and post the Safer Bar training.

- Attitudes will be assessed with a 15-item modified version of the Illinois Rape Myths Acceptance Scale (McMahon & Farmer, 2011) that has been used in prior bar bystander intervention studies (Powers & Leili, 2018). Assessment for attitudes around gun violence are still being determined as the program is planned.
- Bystander skills will be assessed with brief vignettes. These scenarios will be developed with bar staff to ensure that the scenarios presented are realistic. Equivalent versions of vignettes will be developed so they can be used within participants over time without repeating the exact same scenario. Following the scenario, staff will be asked which, if any, signs of sexual aggression and anticipated gun violence they noticed (and will select from a checklist of behaviors/signs) and what they would do to respond in that moment (including documentation).
- Willingness to intervene will be assessed with a 14-item measure used in prior research with bar staff (Powers & Leili, 2018) asking about different bar-relevant situations (e.g., “I would intervene if I saw several people crowd around a very intoxicated person) and rated from 1 = least willing to 10 = most willing. Scores will be averaged. Assessment for willingness to intervene for gun violence is still being determined as the program is planned.
- We also will administer these self-report questionnaires and vignette equivalents to bar staff at 6 and 12 months after the intervention to examine whether changes in knowledge, attitudes, skills,

and willingness to intervene were maintained. To examine whether bar staff used their knowledge and skills to intervene over time, participants will be asked at baseline and again at 6 and 12 months post-intervention about the number of different incidents of sexual violence and gun violence they witnessed or learned about in the past 6 months and whether/how they intervened.

Monthly Bar Counts of Sexual Violence and Gun Violence. Each month, we will collect from bars a tally of harassment assault and violence incidents that occurred within the past month either within the bar or in the neighborhood where the bar is located. We also will ask when bar staff learned about the incident and whether/how they responded. This assessment will allow us to collect in real time data about sexual and gun violence incidents and bar responses. We also will have the facilitators record bar activity/collaboration in the shared Facebook group to examine whether active participation in that component of the safety plan is associated with improved outcomes.

McMahon, S., & Farmer, G. L. (2011). An updated measure for assessing subtle rape myths. *Social Work Research*, 35(2), 71-81.

Powers, R.A., Leili, J. (2018). Bar Training for Active Bystanders: Evaluation of a Community-Based Bystander Intervention Program. *Violence Against Women*. Vol. 24(13) 1614-1634.
<https://doi.org/10.1177/1077801217741219>

Required Attachments:

Please submit as attachments, along with this Application, the following documents:

Application Submittal Checklist	
1. RFP Application Form	<input checked="" type="checkbox"/>
2. Collaborative Agreements or MOUs	<input checked="" type="checkbox"/>
3. Designation of Confidential and Proprietary Information	<input type="checkbox"/>
4. Insurance Certification	<input checked="" type="checkbox"/>
5. Fiscal Agent Form	<input type="checkbox"/>

Disclosures

If applicable, please include the following:

A. Disclosure of Conflict of Interest:

Disclose any potential conflict of interest due to any other clients, contracts, or property interests, e.g., direct connections to other funders, City of Madison funders, or potentially funded organizations, or with the City of Madison.

RCC received funding from the City of Madison CDD in 2022, Crisis Prevention and Intervention Services RFP to support our direct services and education outreach programs.

RCC has recently applied to the City of Madison CDD 2022 Youth, Young Adult, and Adult Employment Services RFP to support the RCC GameChangers program.

B. Disclosure of Contract Failures, Litigations:

Disclose any alleged significant prior or ongoing contract failures, contract breaches, or any civil or criminal litigation.

N/A