



The following individuals were involved in the development and implementation of the S.T.A.R. certification initiative:

From the MIT Panhellenic Association

Yasmin Inam - President, 2014

Hannah Barrett - Executive Vice President, 2014

Audrey Sedal - Vice President of Programming, 2014

From MIT's Administrative Offices

Don Camelio - Community Development & Substance Abuse

Duane De Four & Kelley Adams - Violence Prevention & Response
MIT Mental Health

Ian Miller - Panhel Advisor, FSILG Office, 2014



GOALS & STRATEGY

Overview

S.T.A.R. is an educational programming initiative related to training sorority members on issues of personal risk, health, and safety. The program seeks to enhance the ability of sorority chapters and leadership to educate their members on how to navigate risk and wellness issues in effective and high-impact ways. Currently, within the sorority community, there is no formal training that gives leaders the tools to encourage such safe behavior. There is also no formal MIT resource chapter members can use to learn about best practices for personal risk, health, and safety management. With much consideration to the unique structure of the sorority community, the proposed initiative therefore shall strive for the following goals:

- (1) This program should not be general or repetitive, especially since external programming already exists addressing issues of personal risk, health, and safety. Instead, material will be specifically tailored to sorority women and the scenarios they may face.
- (2) The material should not be passive. In order to keep the engagement from students and ensure that information is remembered, the format of the proposed programming must be inclusive and participatory in its style.
- (3) Most chapters receive programming and training from their national organizations. Many chapters also already choose to do self-directed presentations on issues related to risk and personal wellness. The proposed initiative is not meant to replace this existing material, only to complement it and create a reliable structure within our community.

Specifically, the proposal's end purpose is to create a minimum standard for chapter's personal risk and wellness programming while maintaining enough student autonomy that sensitive and complex topics can be addressed in a personalized and comfortable environment. Overall, we envision S.T.A.R. to be an education certification program that recognizes chapters who satisfy a minimum personal risk, health, and safety-training program for their members.

General Timeline:

Officer Case Trainings for Panhel executive officers, chapter presidents, and S.T.A.R. coordinators from each chapter is to take place in December to coincide with newly elected chapter positions and Panhel positions. Chapter S.T.A.R. Programming dissemination will begin in February of the new term, where chapters will be expected to start following the S.T.A.R. programming guidelines and will be held to resource eligibility standards by the Panhellenic Council and MIT Offices.



PROGRAM CONTENT

S.T.A.R. is built upon six principles of risk and wellness management, and seeks to ensure that chapters' programming addresses key topics relevant to sorority women. These principles are: Bystander Intervention, Sexual Assault, Mental Health, Substance Abuse, Policy Awareness, and Women's Health. In collaboration with relevant MIT Offices, the following requirements must be achieved in order for a chapter to receive S.T.A.R. certification.

Risk & Wellness Overview - Bystander Intervention	
Minimum Requirements	<ul style="list-style-type: none"> Officer Leadership Training – Panhel Hosted; Annual New Member Case Scenarios (from Officer Training); Within 1st month of each new member class
Optional; Strongly Encouraged	<ul style="list-style-type: none"> Chapter-wide Case Scenario Workshop Overview of Chapter-specific initiative (Watchcare, Contact-a-Sister, etc.)
Additional Suggested Content	<ul style="list-style-type: none"> CPR Training for Members
MIT Approver	<ul style="list-style-type: none"> Don Camelio, Community Development and Substance Abuse

Sexual Assault	
Minimum Requirements	<ul style="list-style-type: none"> 1 Program per Semester, at least 1 hour allotted per program <ul style="list-style-type: none"> Must include 1 program a year on Sexual Assault Disclosure Must include 1 program a year on Sexual Assault Intervention (this may be fulfilled by completing the Risk Case Scenarios program with the entire chapter)
Additional Suggested Content	<ul style="list-style-type: none"> What is Sexual Assault Steps to help Sexual Assault Survivors Healthy Relationships Consent and Communication Around Sex
MIT Approver	<ul style="list-style-type: none"> Duane de Four, Violence Prevention Response Kelley Adams, Violence Prevention Response <p>Note: All topics pertaining to sexual assault, must be presented with a properly trained individual – as approved by MIT VPR</p>
Strongly Recommended	<ul style="list-style-type: none"> Panhel also strongly recommends that each chapter has at least 1 member involved in VPR's Peer Ed Program to serve as a trained peer-to-peer source and presenter on Sexual Assault

Mental Health	
Minimum Requirements	<ul style="list-style-type: none"> • 1 Program per Year <ul style="list-style-type: none"> • TBD/No minimum content requirements
Suggested Content	<ul style="list-style-type: none"> • Recognizing Depression • MIT Mental Health Resources • Stress Relief Best-Practices • Referring a Friend to Seek Help • De-stigmatizing Mental Health
MIT Approver	<ul style="list-style-type: none"> • Chapter's MIT Mental Health Liaison
Strongly Recommended	<ul style="list-style-type: none"> • Panhel also strongly recommend that each chapter has at least 1 member living in-house involved as a MedLink to serve as a trained peer-to-peer source on medical and mental health issues

Substance Abuse	
Minimum Requirements	<ul style="list-style-type: none"> • 1 Program per Year <ul style="list-style-type: none"> • Must include 1 program a year related to safe drinking amounts, BAC, and pacing strategies
Additional Suggested Content	<ul style="list-style-type: none"> • Drug-specific Topics • Recognizing Addiction • Effects of Substance Abuse • Correlation of Substance Abuse with Other Risk Topics • Alternatives to Drinking
MIT Approver	<ul style="list-style-type: none"> • Don Camelio, Community Development and Substance Abuse

Policy Awareness	
Minimum Requirements	<ul style="list-style-type: none"> • FSILG New Member Training & Hazing Prevention; Annual • MIT Risk Management policy, Alcohol/Substance policy, including Social Events policy and Help Seeking protocol • Judicial Board Procedures (Panhel+Chapter)
Suggested Content	<ul style="list-style-type: none"> • FIPG Risk Training • IFC Rules for Fraternity Party Hosting • Social Media • How to be a Good Social Event Guest/Host
MIT Approver	<ul style="list-style-type: none"> • Brittany Scancarella, Panhel Advisor • Don Camelio, Community Development and Substance Abuse

Women's Health	
Minimum Requirements	<ul style="list-style-type: none"> • 1 Program per Year • (For 2016) Content is provided & presented by Dr. Stuopis
Suggested Content	<ul style="list-style-type: none"> • Nutrition (weight, exercise, eating disorder awareness & prevention) • Sexual Health <ul style="list-style-type: none"> ○ STD Screening ○ Contraception ○ OBGYN • Skin cancer prevention • How to be an educated health care consumer
MIT Approver	<ul style="list-style-type: none"> • Brittany Scancarella, Panhel Advisor • Dr. Cecilia Stuopis, Director of MIT Medical

As long as all minimum content requirements are achieved, and relevant MIT offices verify the strength of a chapter's program, chapters are given full flexibility in what initiatives they undertake to receive certification. Additionally, though the program is designed for chapters to be able to achieve the above requirements within their weekly chapter meetings, chapters are free to combine topics or choose to pursue a one-time comprehensive risk workshop instead.

Chapters should also not feel limited by the minimum requirements established in the S.T.A.R. program. Instead, chapters can couple the minimum requirements with other topics under the same category within one programming session. They are also encouraged to gage what issues seem most pertinent to their members and offer programming that fits specifically to their membership needs. We additionally advise chapter leaders to leverage individual members who may be involved and knowledgeable in these topics, in the spirit of peer-to-peer programming, as well as the resources available at MIT.

A summary of examples for existing chapter initiatives related to these topics are provided in a separate document. We also suggest chapters to communicate and share with one another their individual chapter initiatives in order to establish a system of shared information and support regarding S.T.A.R. Certification.



PROGRAM LOGISTICS

Because S.T.A.R. relies on individual sorority chapters to host their own membership risk and wellness programming, a core component of the initiative is to create a central tracking system to ensure all chapters are achieving S.T.A.R certification requirements. There are two types of checkpoints chapters will be expected to follow:

- (1) Annual Risk & Wellness Programming Plan
- (2) Risk & Wellness Programming Registration Submissions

Annual Risk & Wellness Programming Plan

Each chapter's Vice President of Risk or Vice President of Membership Education will be expected to submit a risk and wellness programming schedule within the first two weeks of each semester. The schedule will outline when and what programming will be hosted for chapter members as projected for the next year, but will not be considered binding or final. The Risk & Wellness Programming Plan will be put on file through an online submission form where the following information for each program event will be provided:

Submitter's First Name: [Susie](#)
Submitter's Last Name: [Sorority](#)
Submitter's Email Address: SusieS@mit.edu
Chapter: [Alpha Alpha Alpha](#)

Risk & Wellness Category: [Bystander Intervention, Sexual Assault, Mental Health, Substance Abuse, Policy Awareness](#)
Anticipated Date: [3/17/2015](#)
Brief Description: [Program will be discussing this specific topic and will be held in a workshop format. We plan to hold the program during our weekly chapter meeting. We are not yet sure who will be running the program, but we will either invite someone from this MIT Office or will invite a volunteer from this non-profit to manage the workshop.](#)

+ ADD NEW PROGRAM EVENT ([all anticipated programs must be included](#))

Upon submission, a copy of the schedule will be sent to the Director of Community Development and Substance Abuse (CDSA), the Panhel Advisor, the Panhel Executive Vice President (with President CC'ed), the Chapter Vice President of Risk, the Chapter Vice President of Membership Programming, and the Chapter President. The Panhel Executive Vice President, with guidance from the CDSA, will review each chapter's risk and wellness programming plan and notify all related parties of its approval or rejection.

The goal of the Annual Risk & Wellness Programming Plan is to ensure each chapter properly considers all the requirements of the S.T.A.R. Certification and that they will be on-track to meet those requirements without issue. It also provides an opportunity for reflection in considering what topics and types of programming might most benefit the current chapter membership.

Risk & Wellness Programming Registration

At least one week before a personal risk, health, and safety program event, presentation, or workshop, a relevant chapter member must submit a Risk & Wellness Programming Registration form, similar to a social event registration form. The online form will request the following information:

Submitter's First Name: [Susie](#)
Submitter's Last Name: [Sorority](#)
Submitter's Position: [VPRisk, President, VPProgramming, etc.](#)
Submitter's Email Address: SusieS@mit.edu

Chapter: [Alpha Alpha Alpha](#)
Date of Program: [5/21/2015](#)
Expected Sister Attendance: [92/129](#)

Risk & Wellness Category: [Bystander Intervention, Sexual Assault, Mental Health, Substance Abuse, Policy Awareness, or Other](#)
Program Type: [MIT Office, External Group, Chapter Member, or National Organization](#)
Program Presenter: [Emma Expert](#)
Presenter Role: [Sister, Exec Member, VPR Staff, Non-Profit Volunteer, etc.](#)

Date of Approval Meeting: [5/14/2015](#)
Approver Name: [Alan Approver](#)
Additional Comments: [Program will be discussing this specific topic and will be held in a workshop format. We plan to hold the program during our weekly chapter meeting.](#)

Upon submission, a copy of the registration will be sent to the Panhel Advisor, the Panhel Executive Vice President (with President CC'ed), the Chapter Vice President of Risk, the Chapter Vice President of Membership Programming, the Chapter President, and the relevant MIT Office.

Additionally, the relevant chapter member must schedule an approval meeting with the corresponding MIT Office. At the approval meeting, the MIT approver will check the program contents and provide guidance on ways to properly host the program. If the program contents are satisfactory, then the approver from the relevant MIT Office will send a confirmation email following the registration form.

A risk program event only needs to be approved by the relevant MIT office if the chapter wishes to have that program count to the baseline S.T.A.R. distribution requirements. Programs being conducted in addition to the minimum requirements should still be submitted via online form but don't need approval.

Finally, once the chapter successfully hosts the relevant program, the chapter should submit to the Panhel EVP and Panhel Advisor a program attendance list containing the names of all the members who attended. This is in order to track what percentage of chapter membership is being exposed to adequate risk programming.

At least 50% of chapter membership must have participated in programming in order to count towards S.T.A.R. Certification; however, that number does not have to be achieved at one time, and chapters may choose to repeat programming with a new set of members in order to reach minimum participation.



CERTIFICATION BENEFITS

In order to incentivize active chapter participation in the S.T.A.R. Certification program, the following benefits will be awarded to chapters who complete all minimum programming requirements. Specifically, in order to be eligible for:

- Receiving Chapter Panhel or FSILG Awards
- Receiving FSILG Office Funding

A chapter must have successfully fulfilled all S.T.A.R requirements in the previous semester.

Additionally, S.T.A.R Certification will be indicated on MIT's Panhellenic Website next to each relevant chapter's logo, along with an additional webpage explaining certification criteria. The recruitment booklet will identify individual certified chapters, and will also include a 1-page spread on the program within the sorority community.

Panhel will also annually present the Risk & Wellness Management Award. This award will recognize the sorority chapter that not only actively participated in the S.T.A.R. Certification initiative, but also went above and beyond in engaging its members both in and out of formal chapter activities, in topics and events related to the five tenets of the S.T.A.R program.