

COSHARE

Issue Number Five – Join Us on Dec 10th in Croke Park.

Welcome to our fifth issue of the COSHARE Network Newsletter,

The final event of the COSHARE HEA North-South project for 2024 will take place on the 10th of December 10am-3pm in Croke Park, Dublin.

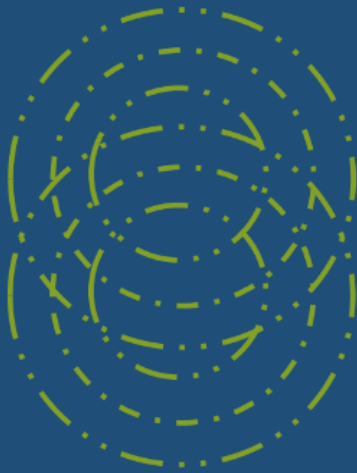
We will launch two research reports:

- Report of the COSHARE Survey of Higher Education Staff
- First Point of Contact Disclosure Skills Evaluation Report

We will also be providing a training session on the day on self-care strategies. Full details towards the end of this newsletter followed by information on upcoming events happening throughout the COSHARE Network, and job opportunities of interest to our members.

But first, a Q+A with Active* Consent's newest team member, Education and Training Lead Clarissa J.DiSantis.

*-Liam McBrearty Msc, Research Assistant for Active*Consent*



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Meet the Members: Clarissa J. DiSantis

Clarissa is a practitioner, trainer, and leading authority on addressing gender-based violence in higher education. In September 2024, she joined Active* Consent at the University of Galway as the Education and Training Lead. Prior to this, from 2016 to 2024 she was the first person to hold a dedicated role focused on sexual violence in higher education in the United Kingdom as the Sexual Misconduct Prevention and Response Manager at Durham University



Q: What advice would you offer to higher education leaders and practitioners beginning or enhancing their approach to sexual violence prevention and response?

A: First, recognise that addressing sexual violence requires culture change and *everyone* has a role to play in creating a safe work and learning environment for all staff and students. Sexual violence is a safeguarding issue, health and safety issue, and equality, diversity, and inclusion issue – as sexual violence is a violation of human rights and impacts victim-survivors' safe and equal access to employment and education.

To create culture change in an organisation, prevention and response initiatives must be embedded at every level of the organisation. I recommend using a *comprehensive institution-wide approach* which is an ethical framework to sexual violence prevention and response that is trauma-informed, survivor-centred, human rights-based, and social justice-based whilst being intersectional and requiring perpetrator accountability.

To the leaders, remember that action demonstrates priorities and investing in and committing to addressing sexual violence in your organisation is an opportunity to show how as a leader you are invested in the safety of your staff and students.

To the practitioners, remember that culture change is a marathon not a sprint. Prioritise practicing self-care in order to sustain your ability to do this work.

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Q: Could you share an example of a policy or programme at Durham University that was particularly impactful that could be adapted for Ireland?

A: Thinking back over the 8 years of work, I can share that one of the policies we had at Durham University that I am most proud of was that we shared the outcome and disciplinary sanctions (if applicable) with Reporting Parties at the end of investigation and disciplinary processes under the Sexual Misconduct and Violence Policy.

This transparency is required of a trauma-informed approach and recognises that the Reporting Party's data is intrinsically linked with the Responding Party's discipline process, given the Responding Party's misconduct is against the Reporting Party. Beyond this we shared anonymised data regarding sexual violence discipline cases through all staff and student emails, public [notice pages](#), public [disciplinary pages](#), and publicly available [annual trend monitoring reports](#) which demonstrated transparency and perpetrator accountability aiding in prevention efforts. This is very much possible in Northern Ireland and the Republic of Ireland.

In a [separate piece of work](#), my colleagues Sharon Cowan, Vanessa Munro, Anna Bull, Kelly Prince, and I outline the arguments for how this is possible under General Data Protection Regulation (GDPR).

Q: Can you share information on the books you have written related to sexual violence prevention and response?

A: My colleague Graham Towl and I have co-authored and co-edited three books specifically to support practitioners, leaders, policy makers, and activists working to address sexual and gender-based violence in higher education.

- [Addressing Student Sexual Violence in Higher Education: A Good Practice Guide, 1st Edition](#) (Emerald, 2020)
- [Stopping Gender-based Violence in Higher Education: Policy, Practice, and Partnerships](#) (Routledge, 2023)

I'm excited to share that in March 2025, the [2nd edition of Addressing Student Sexual Violence in Higher Education: A Good Practice Guide](#) will be published. In the new edition, we updated the original 10 chapters and added five new chapters: 1) Technology-facilitated sexual violence and technology-based solutions; Learning after COVID-19; 2) Tackling resistance to change; 3) Case management and practitioner safety; 4) When universities get it wrong; and 5) Leadership and partnerships.

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December 10th COSHARE Event Announcement- *Supporting and Responding to Staff: Research Insights and Practical Skills*

Join colleagues from University of Galway, Ulster University, the Active* Consent team, and Galway Rape Crisis Centre In Croke Park on December 10th. We will present findings from two new research reports and offer a practical training session on building resilience and self-care skills for people who may be exposed to disclosures or trauma.

The **COSHARE North-South survey report** will outline key findings from the first all-island study of Higher Education staff members' experiences of consent, sexual violence, and harassment in Northern Ireland and the Republic of Ireland. This collaboration by Ulster University and the University of Galway brings workplace culture and wellbeing into the conversation in discussing staff experiences.

The **First Point of Contact (FPOC) Disclosure Skills Training report** describes the research evaluation of this 12-hour training programme offered in collaboration by Galway Rape Crisis Centre, Active* Consent, and University of Galway Student Services. The report shares our learning from the past 3 years of offering training on receiving disclosures and signposting to supports in a trauma-informed way, keeping everybody safe in this process.

The afternoon training session, **Compassion Without Compromise: Self-Care Strategies for Managing Exposure to Vicarious Trauma** is suitable for staff and managers in education and other settings. This interactive session introduces participants to managing the risk of exposure of vicarious trauma and burnout. It draws on the First Point of Contact skill set along with insights from the forthcoming 2nd Edition of *Addressing Student Sexual Violence in Higher Education* (Clarissa DiSantis & Graham Towl).

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Dec. 10th COSHARE Event (continued)

Agenda

- **9:30-10AM** Registration
- **10.00–11.00AM** Launch of the COSHARE North-South Survey Report. Funded by the HEA North South programme.
- **11.15AM-12.15PM** Launch of the First Point of Contact disclosure skills evaluation report. Funded by the Irish Research Council New Foundations scheme.
- **12.15-1.00PM** Complementary lunch
- **1.00-2.45PM** Training session: Compassion Without Compromise: Self-Care Strategies for Managing Exposure to Vicarious Trauma
- **2.45-3.00PM** Conclusion and reflections

Who Should Attend

- Managers, policy makers, and researchers
- Professionals engaged in promoting safer cultures and staff well-being
- Staff working in education or others settings with interests or responsibilities concerning consent, sexual violence, and harassment response

Free parking available on site

Registration Information

Spaces are limited! Register now to secure your spot at this [Eventbrite link](#)

[Or copy and past this link into your browser](#)

<https://www.eventbrite.ie/e/supporting-and-responding-to-staff-research-insights-and-practical-skills-tickets-1075566792229?aff=oddtcreator>

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Notices for the Network:

University of Galway:

November 26th COFFEE MORNING in aid of Cope Galway, Date: Tuesday 26 November. Time: 10.00 – 11.00 am Location: Corrib Room, University of Galway [Sign Up here](#)

November 29th The Intersection of Technology and Sexual Violence, Workshop with Lorrie Hayman, Date: Friday 29 November. Time: 11.00 – 12.00 pm Location: Aula Maxima, University of Galway [Sign Up here](#)

South East Technological University:

SETU Sexual Violence & Harassment Support Unit invites you to attend the Tackling Gender Based Violence Summit on Monday 2nd December 2024. This summit is open to staff, students and practitioners that work in prevention and response to gender-based violence across all Higher Education Institutions and external support agencies

Please click here to register:

[SETU Tackling Gender Based Violence National Summit 2024](#)

If you have any queries please contact ESP.cw@setu.ie

Further Information

National Women's Council and Women's Aid Federation N. I

The National Women's Council and Women's Aid Federation Northern Ireland are pleased to invite you to the launch of a landmark report, *North-South Cooperation to Tackle Violence Against Women*.

This launch will take place on **Tuesday, 26th November**, from **11 am to 1 pm**, in **The Atrium, Department of Justice, Dublin**.

Please let us know if you plan to attend by registering through this [Eventbrite link](#) or by clicking the button below.

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Job Opportunities:

Employer: Gay Health Network

Role: Administration Manager

Part time contract of 624 hours over 48 weeks

Salary - €17,000

Closing Date: 5:00pm 22nd November

Description:

This post is key to providing administrative support and communication to the GHN board, network membership, and the Communications Director. Responsibilities include providing administrative support, facilitating networking processes, organising two to three information-sharing meetings annually, and coordinating the annual Gay Health Forum event. The post also involves assisting with corporate governance compliance and basic bookkeeping including; maintaining ledgers, tracking budget allocation and spending, preparing financial reports and liaising with external auditors. [Info here](#)

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Employer: One In Four

Role: Strategic Engagement Director

Full Time, Permanent, Hybrid (2 days per week WFH)

Salary: 80,000-85,000 commensurate with experience

Closing Date: 22nd November

Description:

One in Four was established in 2003 with a mission to end the trauma of child sexual abuse and a vision for an Irish society where children are safe from the threat of sexual harm. To achieve this, the charity provides specialist psychotherapy and advocacy support to both those who have experienced sexual abuse in childhood and their families. They currently work with c.850 clients per annum.

One in Four is seeking a Strategic Engagement Director to establish and lead our dedicated communications, advocacy and fundraising functions. The successful candidate will develop and implement nuanced strategies to engage key stakeholders, manage reputational risks, secure sustainable funding, and position One in Four as a trusted and influential voice in the field of childhood sexual abuse and preventing further harm. [Info here](#)

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Employer: Kilkenny Rape Crisis Centre

Role: Centre Manager

Permanent Contract 37.5 hours a week.

Salary: 62,414-71,418

Closing Date: 5pm 29th November

Description:

Kilkenny Rape Crisis Centre KASA works for the protection of all of society, regardless of gender or sexual orientation from all forms of sexual violence and abuse. It primarily supports anyone impacted by any kind of sexual inappropriateness and sexual violence through free, confidential, and non-judgmental information, support and counselling. Our service delivery includes professional counselling, advice and support through our helpline for survivors and supporters, Garda and court accompaniment and educational talks and workshops.

The Centre Manager will be responsible for delivering on the vision, mission and strategic plan of the organisation 2025-2028. At operational level the Centre Manager will manage service delivery including the management of staff, financial management and regulatory compliance. The Centre Manager is committed to quality assurance processes and service improvement, demonstrating a service user focused approach. The Centre Manager will also oversee the development and implementation of the organisation's programmes and services on behalf of the Board.

[More info here](#)

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Employer: Rape Crisis Midwest

Role: Rape Crisis Counsellor

Permanent Contract 3 days a week

Salary: 62,414-71,418

Closing Date: 5pm 29th November

Description:

- To provide one to one counselling and support sessions to clients of the service.
- To work with clients who have recently experienced sexual violence with a view to offering immediate support over a short period, in advance of joining the waiting list for more ongoing support, as required.
- To work with clients on an ongoing basis, drawing from the waiting list.
- To keep notes and data in line with RCMW policy and GDPR standards.
- To maintain and update all client records on the RCNI database.
- To work as part of a whole team approach.
- To liaise closely with the Case Manager with regard to client management.
- To maintain levels of supervision in line with best practice and RCMW policy.
- To commit to ongoing training and development in line with RCMW policy.
- To participate in RCMW public awareness campaigns, as appropriate.
- To respond to other duties as required.

[Info here](#)