President's Initiative to Prevent Sexual Misconduct (Update 4-2019)

Creating a Climate of Respect at the University of Minnesota to Prevent Sexual Misconduct

Workgroup	Aims	Progress
Faculty/Staff Training **Phase I: Faculty/Staff required training (Everfi)** *Goal:* *To increase awareness and knowledge to change UMN culture to one that does not tolerate sexual misconduct and supports victims to safely report.*	**#1: Implement the Everfi training on the University platform beginning in March, 2018 and completed June 30, 2018 systemwide.**	●Faculty/Staff Everfi Training rolled-out on March 5, 2018 to approximately 43 systemwide campus units and a total of 22,229 employees out of 22,399 (99.2%) completed the training by the due date. ●"Sweep" to assign those that did not complete original training (hired after March 30, 2018) starts December 1. The first cohort will be given 2 months to complete - due December 28. All future cohorts (new employees) will be given 1 month. ●Results of the pre/post training surveys indicate online training significantly improved understanding of sexual misconduct, the University of Minnesota Sexual Misconduct Policy, and increased knowledge of reporting responsibilities among faculty and staff. ●Development begins for Fall, 2020 Faculty/Staff systemwide Everfi Training.
Faculty/Staff Development **Phase II: Department Level Development** *Goal:* *To support academic units in developing respectful cultures that promote individual and departmental achievement.*	**#1: Create networks and resources to help academic units prevent and respond appropriately to sexual misconduct.**	●20 members recruited/accepted Workgroup membership representing a diverse constellation of University departments ●Monthly meetings began March, 2018 and include action to: ◦Surface local efforts (in and outside of the university) and policies already in place and make those resources known to the university community ◦Establish importance of and provide tools for active bystander interventions ◦Create institutional change through providing various options to academic units to support them in changing a culture that tolerates sexual harassment and sexual assault ◦ Focus on capacity building ●Dr. Alan Berkowitz conducted Bystander and Social Norms training on March 7 & 8, 2018. ●Implemented 7 Academic Leaders' Workshops with 267 Chairs, Heads, Directors, Associate Deans, Chancellors, and Deans October-Dec, 2018. Partnering with Illusion Theater, workshops focused on understanding leaders' roles in preventing and responding to sexual misconduct. ●Facilitated 3 Listening Sessions for Academic Leaders' Workshop attendees to provide space for sharing ideas about creating respectful department cultures that

		facilitate generative relationships and inhibit harassment. Input will inform additional resources development. ●Developing resources to expand the capacity of academic leaders to continue the conversation regarding preventing and responding to sexual misconduct.
Public Health Awareness Campaign **G*oal:*** *To create a sustainable public health/public awareness campaign to prevent sexual misconduct.*	**#1: Evaluate existing campaigns nationwide that meet public health/public awareness criteria**	●Evaluation of national campaigns was completed in September, 2017 The criteria for evaluation of the campaigns included an implicit call to action, easily customized for a wide audience and interventions, can be modified for awareness and an implicit call to action, based on best practice theories of behavior change and can be used over multiple years.
	#2 Determine applicability of existing campaigns to UMN and recommend model for UMN campaign	●Marketing firm hired to help create and test three different concepts for the public awareness campaign. ("I step in", "It ends here", "united against misconduct"). ◦Three concepts were developed and four focus groups were held with students, staff and faculty for initial testing of the concepts. The groups preferred "It ends here" and "United Against Misconduct". "I step In" was eliminated. ◦Online survey was developed to test the two preferred concepts. Survey sent to random sample of 7500 students/faculty/staff. Received 874 responses. The preferred concept was "It Ends Here". Survey feedback is being used to refine the messages for stakeholder groups and will be shared with them for feedback. -Focus Groups (undergrad/grad) held on June 25 and 26, 2018.
	#3 Develop production schedule and implementation plan; budget estimate	●"It Ends Here" campaign with Bystander Intervention focus launched September 10, 2018. ●Assessment shows 79% of students are aware there is a University initiative to prevent sexual misconduct.
Student Education & Engagement	**#1: Identify and convene a cross-functional sexual assault prevention work group to inform, develop and implement a coordinated prevention programming plan.**	●Hired Health Promotion Specialist fall, 2018 to begin the development, implementation, management, evaluation, and institutionalization of campus-wide student engagement programs and activities to prevent sexual misconduct. ●Assessment shows 79% of students are aware there is a University initiative to prevent sexual misconduct.

Goal: *To develop a structured program and education plan for first through fourth year undergraduates as well as graduate and professional students*	**#2: Require all new students to complete sexual assault prevention training using the Sexual Assault Prevention online courses (e.g., Sexual Assault Prevention for Undergraduates, Sexual Assault Prevention for Adult Learners, Sexual Assault Prevention for Graduate Students).**	●In spring 2018, committee members and campus partners provided input on:
		
		◦inclusion criteria to use each semester to generate list of new students required to complete online sexual assault prevention training
		
		◦effective strategies to promote compliance with completing the course
		
		●A plan for fall 2018 has been developed and implemented based on this input.
		
		●Launched Sexual Assault Prevention for Undergraduates and Sexual Assault Prevention for Adult Learners on July 31. Launched Sexual Assault Prevention for Graduate Students on August 10.
		
		●Completion rates as of 12/3/18:
		
		    ○Sexual Assault Prevention for Undergraduates: 94.7% (first-year students: 94.5%, transfer students: 78.8%, PSEO students: 84.5%)
		    ○Sexual Assault Prevention for Adult Learners: 83.5%
		    ○Sexual Assault Prevention for Graduate Students: 84.9%

	#3: Develop and implement a comprehensive plan for ongoing programming for and engagement of students.	●Health Promotion Specialist leads the development, implementation, management, evaluation, and institutionalization of campus-wide student engagement programs and activities to prevent sexual misconduct.
		
		●Committee meets monthly, has identified five focus areas and is in the process of developing a comprehensive plan with input from students for each of these focus areas.:
		  • Increase bystander intervention behavior among students;
		  • Increase students' ability to respond positively to a disclosure of sexual misconduct;
		  • Increase use of and respect for affirmative consent;
		  • Ensure the University responds appropriately to reports of sexual misconduct; and
		  • Decrease belief in rape myths and empower students to dismantle rape culture.
		
		●Partnered with Athletics to develop, implement, and evaluate a peer-facilitated bystander intervention training using a social norms approach for all student-athletes this Spring 2019. In addition, the committee is working with senior leadership and coaching staff to reinforce the training at all levels of the department.

Research & Evaluation **Goal:** *To develop metrics for evaluating our sexual assault and misconduct prevention, education, advocacy and awareness activities on campus*	**#1: Create inventory to establish existing data sources designed to measure components of sexual misconduct.**	●Staff have been identified and are engaged in the cataloging process of existing University data and researchers. ●Additional data sources have been identified as potential new sources of information when analyzed.
	#2: Develop framework for new metrics to be gathered and in part will fill in some of the gaps in information	●Additional questions incorporated into the College Student Health Survey (2018) and AAU (2019) to gather more information from students about sexual harassment and sexual assault. ●Survey results to evaluate required Everfi Faculty & Staff training impact and collect sexual harassment data among staff/faculty released to UMN community Dec 12, 2018.To view: https://president.umn.edu/content/faculty-staff-sexual-misconduct-prevention-training-pre-and-post-survey-data.
	#3: Create structure for coordination of information sharing for all the Workgroups with special considerations for the evaluation and monitoring of the Public Awareness Campaign	●Several existing measurement tools will be part of the framework. As the PHA campaign is further developed, additional metrics will be added to the framework. Additional questions have been added to the student EverFi courses and a small separate survey to measure the overall penetration of the campaign and impact at three points during the academic year. ●Development begins (March, 2019) on a data management plan that will identify data ownership, an orderly path for data use that will allow members of the Research Subcommittee and others to access existing data for research.
	#4: Create a Research Subcommittee to facilitate coordinated efforts to access existing data and support original research.	●Research Committee (Co-Chairs: C. Porta, K. Lust) added in December, 2018 to increase body of knowledge about sexual misconduct and prevention. Existing data sets will help aid original research designed to break new ground in the field of sexual misconduct.
Institutional Responsibility and Accountability ***Goal:*** *To develop Institutional accountability & responsibility strategies to promote a culture that is serious about prevention and accountability when individuals violate those expectations.*	**#1: Propose specific improvements in how the University of Minnesota is organized to prevent and redress sexual misconduct through better definition of unit responsibility and accountability.** • *Assure continuous improvement through regular internal and external assessment of strengths, challenges, effectiveness.*	●Merged with Coordinating Committee; monthly meetings started in February, 2018. ●In process of developing and piloting an inventory across University academic and administrative units that assesses information about nature of current practices in training, procedures, monitoring, policies to identify gaps that exist. This will provide a foundation for addressing gaps and needs to advocate for more funding and support and department development. ●Review and support of revised accountability processes in collaboration with EOAA **(**Appeals, Process for sanctions, Additional question to employee applications, Redaction of key documents). ●Reviewing and discussing metrics to measure short and long-term outcomes. ●Developed a draft 'Charter' for PIPSM institutionalization in OHR which includes: goals, values, mission and scope, governance/organizational structure.