



Mission Progress

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Discussion questions

- What is the board's response to the aspirational goal of the President's Initiative?
- What are the board's aspirations for improving University culture?
- What would the board like to hear more about from us?



*University of Minnesota President
Joan T.A. Gabel*

“Every member of our community should expect to feel safe and respected at the University of Minnesota, free from sexual harassment and intimidation. This commitment to our students, faculty and staff is cornerstone to our values and to the advancement of the University’s land-grant mission of discovery, learning and outreach.”

President Joan T.A. Gabel

SEXUAL COERCION

promising professional rewards in return for sexual favors

threatening professional consequences unless sexual demands are met

UNWANTED SEXUAL ATTENTION

sexual assault

unwanted groping or stroking

rape

PUBLIC CONSCIOUSNESS

relentless pressure for sex

relentless pressure for dates

unwanted sexual discussions

sexist insults
e.g. *women don't belong in science*

obscene gestures

vulgar name calling
e.g. "slut," "bitch," "c**t"

insults to working mothers
e.g. "you can't do this job with small kids at home"

offensive sexual teasing

sabotage of women's equipment

sexually humiliating acts

GENDER HARASSMENT

nude images posted at work

sexual insults
e.g. "for a good time call...",
calling someone a whore

offensive remarks about bodies

gender slurs
e.g. "pu**y"

Organizational climate and culture change

PIPSM will create and sustain a University culture free of sexual misconduct, violence, and harassment.

Culture Systemic Indicators	Climate Public Health Approach	Measure Success Evaluate and Improve
<ul style="list-style-type: none">• Intentional and proactive leadership• Change in power dynamics• Improve accountability• Increase transparency• Support targets of sexual misconduct	<ul style="list-style-type: none">• Evidence-based practices• Comprehensive prevention• Focused strategic action and activities• Community based and stakeholder driven	<p>Positive data outcomes will demonstrate an increase in:</p> <ul style="list-style-type: none">• Trust in University leaders to respond appropriately to reports of sexual misconduct• Confidence in reporting incidents without retaliation• Transparency in reporting processes and outcomes

Identification of the Problem—Sexual Misconduct

University of Minnesota students, staff and faculty report experiencing sexual harassment and sexual assault.

- Undergraduate women students
- First year women students
- Graduate women students
- Transgender, queer, and gender nonconforming
- Women employees

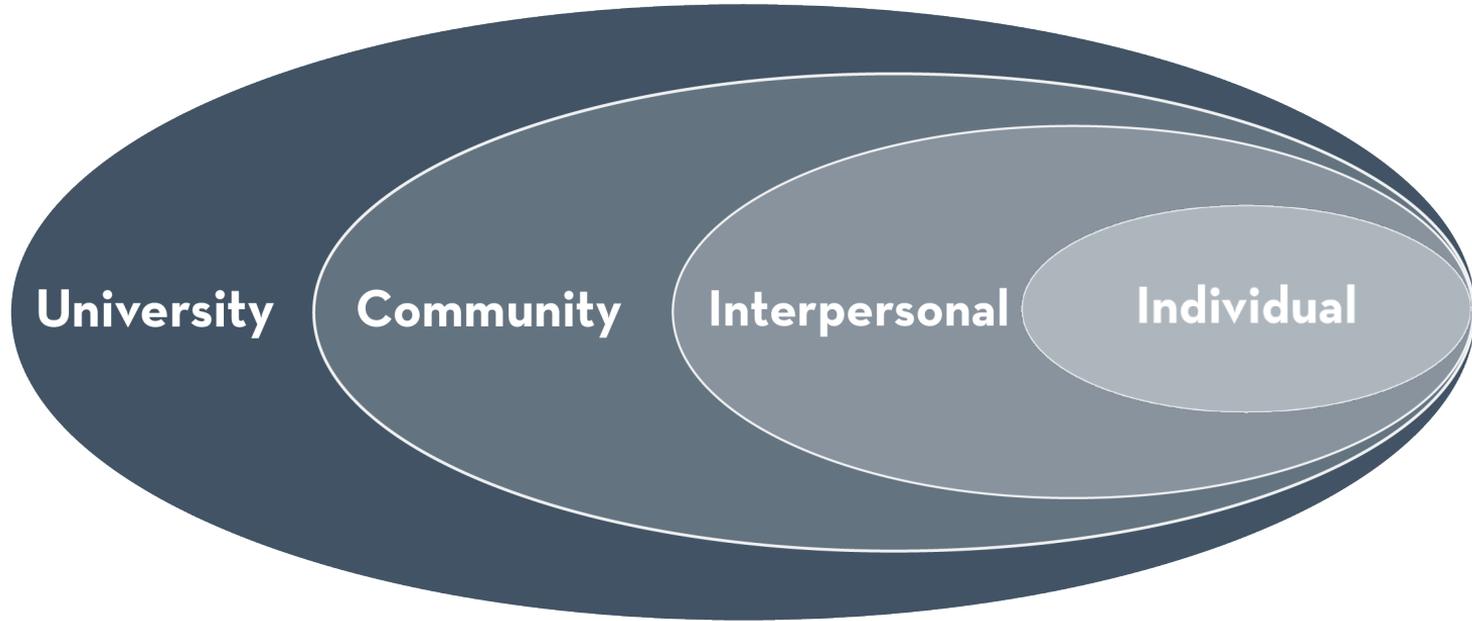
Climate and Culture Indicators, Twin Cities Campus

- The number of **students** who experience sexual assault and report to an agency or service is too low.
- The number of **students and employees** who witness or become aware of sexual misconduct who take appropriate action is too low.
- The confidence level in **students** that the University will take reports of sexual misconduct seriously is too low.
- The confidence level in **employees** that the University's ability to prevent retaliation and to respond properly to sexual misconduct needs improvement.

Indicators of success

University	Community	Individual
<p>Increased confidence in the University's ability to handle sexual misconduct.</p>	<p>Increased belief that individuals who experience sexual misconduct will be supported by members of the University community.</p>	<p>Improved perception of safety among students and employees.</p>
<p>Increased confidence in the University's ability to protect those who report from retaliation.</p>	<p>Increased belief that sexual harassment will not be tolerated by other members of the University community.</p>	<p>Increased likelihood that individuals will take appropriate action when they experience or become aware of sexual misconduct.</p>

Social-ecological model is our framework for prevention



Organizational Structure

STEERING COMMITTEE

John Finnegan
Karen Miksch
Patty Franklin

ADVISORY COMMITTEE

John Finnegan
Karen Miksch

Program Manager
Sara Veblen-Mortenson

Institutional Responsibility
and Accountability
Phil Buhlmann, Amanda Termuhlen

Student Education & Engagement

Sonya Brady, Alicia Leizinger

Evaluation & Research

David Golden, Linc Kallsen

Research Subcommittee

Katie Lust, Carolyn Porta

Public Health Awareness Campaign

David Golden, Matt Kramer

Department Development

Rebecca Ropers, Chris Uggen

Required Faculty & Staff Training

Brian Burnett, Karen Hanson

What makes PIPSM unique—A public health approach

- **Community based.** Promotes collective action.
 - 62 formal stakeholders; grassroots advocates, and all faculty, staff, and students
- **Evidence-based.** Uses research and data to understand the causes of sexual misconduct as well as the conditions that enhance safety and healthy relationships.
- **Comprehensive.** Implements strategies that complement and reinforce one another across the social-ecological model.
- **Focused.** Identifies effective strategies and practices as well as areas for improvement through evaluation.

Result: Long-term culture change and prevention

Lessons learned

- Moving beyond legal compliance is essential.
- Training is a key tool, but only as part of comprehensive multi-strategy prevention effort that increases awareness and knowledge in the goal of changing the University's culture and climate.
- On-going community assessment is vital to both evaluate program components and inform ongoing strategic development.
- Confidence in the University's ability to prevent retaliation and properly respond to reporting is critical and an important area of improvement for the University community.
- This work must be victim-centered and trauma-informed to validate and honor the harm done in our community.

Our aspirational goal

Our ultimate goal is to create and sustain a University culture where sexual misconduct including sexual violence and harassment of any kind is not part of our collective experience.

Positive data outcomes will demonstrate an increase in:

- Trust in University leaders to respond appropriately to reports of sexual misconduct
- Confidence in reporting incidents without retaliation
- Transparency in reporting processes and outcomes

Discussion questions

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Thank you



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