President's Initiative to Prevent Sexual Misconduct (PIPSM)

Committee Progress: July–December 2020

1) Employee Prevention Systemwide Online Training Committee

The key aim of the employee systemwide online prevention training is to help our community grow the skills and knowledge necessary to promote a healthy campus climate and culture that is free from sexual misconduct, discrimination and retaliation.

Goal	Activities	Accomplishments
Increase awareness and knowledge to change UMN culture to one that does not tolerate sexual misconduct, discrimination and retaliation, and supports victims to safely report.	Ongoing online training implementation .	• Assigning training on a monthly basis to new hires (completion required by the end of the month). • Training completion rates shared monthly with University executive leadership.
	Development process for 2021 employee sexual misconduct, discrimination and retaliation prevention required online training implementation.	• Updated systemwide campuses (Crookston, Duluth, Morris, Rochester) on development and consultation process for new training. • Consulted with governance committees and systemwide key stakeholders on module development. • Revised EverFi training modules based on consultations. • Developed 8 videos showcasing UMN resources that are embedded in training modules.

		• Prepared for the technical work required to deliver the training and to track completions.
		• Expanded reach of employee training to reach undergrad student workers and certain nonemployee including Persons of Interest and temporary casual employees meeting hours worked requirements.

2) Department Development Committee

During 2020-21, the Department Development Committee is focusing on developing capacity within academic units to advance respectful academic cultures in their units. Specifically, the DDC is focusing on developing comprehensive resources to ensure that department leaders have what they need to proactively and reactively strengthen their units' climate and culture. These resources include strengthening leadership development programming for unit leaders by revising existing programming, developing programming for experienced chairs/heads, piloting an organizational climate assessment, and developing resources through a partnership with the Illusion Theater of Minneapolis. Additional work to strengthen our collective capacity includes the facilitation of a Climate Support Network on the Twin Cities campus that brings together leaders throughout the university to build community and capacity related to enhancing academic climates. Throughout this work, we are continuing to focus on sexual misconduct while broadening our scope to include other kinds of harassment as well, recognizing that academic climates are influenced by the intersectional experiences of all of their members.

Goal	Activities	Accomplishments

Create resources for academic leaders to prevent and respond appropriately to sexual misconduct.	- Scanned existing resources to determine needs. - Initiated a video project and other decision-making supports to complement existing resources. Created a "life cycle" framework to guide resource development and to help leaders look proactively at how to create a healthy environment, as well as handle things as they arise and after they are handled. - Illusion Theater collaborates with the DDC to develop virtual space structure and format to facilitate conversations amongst academic leaders that promote effective practices to create and sustain a positive academic culture including: - preventive actions to promote effective unit practices - interpersonal skills building (model and practice) - sessions include multiple mini scenarios designed to be cohesive and comprehensive related to the theme and address behaviors that encompass multiple forms of harassment, oppression, and discrimination.	- Organizational Climate Assessment pilot survey and implementation process developed. - Interviews conducted with key stakeholders and faculty to develop the content for 4 virtual sessions. - Committee formed to consult on development process.
Develop a Climate Support Network (CSN) that includes	Solicited CSN members from colleges. Approximately 55 people have agreed to participate.	Our efforts thus far have been positive, and need to be expanded to ensure they have high

members from across the Twin Cities campus.

- Conducted a needs assessment with CSN members to inform meetings and future efforts.

The CSN will:
- Share and discuss university policy related to academic culture
- Share and discuss university resources that support a positive academic culture
- Share knowledge about effective practices in creating and sustaining a positive academic culture - be concrete with tasks/suggestions/approaches
- Provide support for network members to refer/support people with concerns
- Provide support for network members to promote positive organizational climates
- Increase capacity of entire university to assess and strengthen culture

Benefits to participants: 1) Become part of a network of people with resources/common aims; 2) Have easy access to university resources related to positive academic cultures; 3) Have in-house resources to consult when issues arise (or to prevent issues from arising)

Benefits to institution: 1) More knowledge/skills/motivation to take appropriate proactive and responsive action; 2) Making the University an inclusive place to work/learn.

potential for culture/climate change within academic units.
- Many people are expressing concern about the lack of attention being paid to issues related to culture/climate other than sexual misconduct.
- We know that "Attending to an organization's climate is crucial to preventing and addressing harassment because organizational climate is the greatest predictor of sexual harassment" (National Academies of Science, Engineering and Medicine, 2018).
- After our first kick-off meeting early in 2020, we paused the CSN during the early months of the pandemic and the racial unrest we experienced following the murder of George Floyd. After surveying our members to assess their needs, we hosted four virtual sessions in the latter part of 2020. These included:

July 2020, the CSN had an open discussion about the needs of the University and how the CSN could support both CSN members and institutional needs.

September 2020, Associate Vice President Julie Showers facilitated a session on productive and respectful conflict strategies.

October, 2020, Assistant Vice President Amina Jaafar facilitated a session on effective communication related to diversity, equity and inclusion.

		November, 2020, Vice Provost Rebecca Ropers facilitated a session on equity-oriented evaluation.

3) Student Education and Engagement Committee

The Student Education and Engagement Committee seeks to engage students in developing, implementing, and evaluating strategies that support a campus free of sexual misconduct, including (but not limited to) comprehensive training programs.

Goal	Activities	Accomplishments
Increase capacity and support for student groups to conduct peer-led, discussion-based sexual violence prevention training and implement environmental prevention strategies.	**Athletics** • In July 2020, Dr. Alan Berkowitz conducted training with student-athletes and staff. • The group, Athletes Supporting Advocacy and Prevention (ASAP), leads sexual misconduct prevention efforts within Athletics with support from athletics leadership, Aurora Center and Boynton staff. ASAP is currently working to implement a peer-led all-athlete training about relationship violence during the Spring semester.	ASAP continues to actively engage in sexual violence prevention efforts within Gopher Athletics.

	Fraternity and Sorority Life After piloting a peer-led bystander intervention training within Greek Life in Fall 2019 that received really positive feedback from students, staff from Boynton, Aurora, and FSL are working with Greek student leaders to restructure and provide staff support for a program called Prevention Advocates. The goal of this program is to deliver consistent and recurring peer-led prevention education and engage students in implementing one environmental prevention strategy within their chapter. We are currently working closely with two Greek Prevention Advocates Planning Student Interns to develop the program.	Planning for the program is underway with recruitment of the first cohort planned for Spring to start the program in the Fall 2021.
Conduct a series of qualitative assessments among specific student populations to inform tailored prevention strategies.	**Assessment among students in fraternities and sororities** In order to better understand barriers to the use of affirmative consent among Greek students in the context of a hook-up where alcohol is involved, we conducted in-depth interviews with 42 Greek undergraduate students in Fall 2019. Analysis of the results is nearing completion, with plans to share results with community stakeholders in the Spring of 2021. **Assessment among LGBTQIA undergraduate students** Utilizing a power-conscious public health framework and community-engaged methodology, we conducted 30 qualitative interviews to explore LGBTQIA undergraduate students' conceptions and experiences related to sexual consent and sexual violence in April and May 2020. Analysis was completed in the Fall of 2020 and results are being shared with the university community. We are preparing a campus report highlighting our findings that will be distributed early Spring semester. Through a virtual community forum and asynchronous presentation of results and a survey, we	These two assessments are informing novel prevention strategies among these two groups.

	gathered feedback from LGBTQ+ students on our results and proposed prevention initiatives.	
	We are also working to share our results externally, as there is a dearth of research on sexual violence prevention within LGBTQ+ communities. This fall/winter we presented our study at the following conferences:	
	1. [The National Academies of Science, Engineering, and Medicine Action Collaborative on Preventing Sexual Harassment in Higher Education: 2020 Public Summit](#) 2. A paper presentation at the Association for the Study of Higher Education (ASHE) 45th Annual Conference 3. The 2021 NASPA (National Association of Student Personnel Administrators) Strategies Conference	
	We plan to submit at least one manuscript for publication in a peer-reviewed journal in the coming months.	
Require all incoming students to complete Sexual Assault Prevention online training	The Sexual Assault Prevention courses were administered for incoming students in fall 2020. Completion rates were: • Sexual Assault Prevention for Undergraduates: 7092/9156 = 77.5% • Sexual Assault Prevention for Graduate Students: 3735/4517 = 82.7% • Sexual Assault Prevention for Adult Learners: 242/308 = 78.6%	The courses continue to provide a baseline of information to students about sexual misconduct, intervention skills, affirmative consent, and resources for support.

4) Institutional Accountability & Responsibility Committee: National Academies of Sciences, Engineering, and Medicine: Action Collaborative on Preventing Sexual Harassment in Higher Education (NASEM AC):

The NASEM AC serves to facilitate leadership and key action from involvement with academic institutions and key stakeholders across the US to work toward targeted, collective action on addressing and preventing sexual harassment across all disciplines and among all people in higher education.

Goal	Activities	Accomplishments
The UMN co-chairs Termuhlen and Buhlmann serve on one of the four workgroups, focusinged on: Remediation: Limiting the Damage (UMN**)** • Support the target • Prevent retaliation • Reintegrate targets, bystanders, and the accused persons	Co-Chairs attended 2nd annual meeting June, 2020 (on-line conference), Washington DC.	• Wrote 1st annual report of UMN Action Collaborative commitment statement of activities in the NASEM Action Collaborative Year 1 Rubric. UMN submitted reports for three initiatives: (1) the UMN Organizational Climate Assessment, (2) Qualitative Study in LGBTQIA Students' Risk and Protective Factors for Sexual Harassment and Sexual Assault, and (3) Restorative Justice and Climate Support Network. • Presented UMN PIPSM and NASEM AC integrated model
	PIPSM engagement process.	• Co-chair presented NASEM AC update at PIPSM Advisory Committee mtg. • Provided extensive feeback to EOAA on employee online training.
	Co-Chairs, and Program Manager, attended October, 2020 Public Summit at UWA in Seattle, WA (on-line summit).	• Buhlmann co-presented Response and Remediation breakout session.

5) Public Awareness Campaign

The implementation of the faculty and staff public awareness internal strategy campaign will take place in fall 2021. University Relations is a key partner in the development and implementation phases.

Goal	Activities	Accomplishments
To create a sustainable public health/public awareness campaign to convey that it is everyone's responsibility to build a culture where sexual misconduct and incivility (other forms of discrimination) are not acceptable.	Development process for 2021 faculty and staff public awareness campaign implementation.	• Met with University Relations to develop campaign messaging format, summer/fall 2020 • Consulted with Steering, Advisory Committees on messaging development.

6) Evaluation Committee

Collecting data in our community is an essential public health practice and allows us to identify gaps, informs future development and where we need to go to further skills building and policy development to address and prevent sexual misconduct in our community.

Equally important is establishing and maintaining a sustainable system to organize and catalogue existing and future data for purposes of program development, research, and evaluation.

Goal	Activities	Accomplishments
To develop the PIPSM 2021 survey to: • Measure key metrics and a comparison to 2018 and include new questions on climate • Assess satisfaction and impact of the training	• Met with systemwide campuses (Crookston, Duluth, Morris, Rochester) on survey development. • Met with key stakeholders (OGC/Chief Data Practices Compliance Officer , OIR, PIPSM) to work through privacy issues, develop 2021 survey Tennessen warning.	• Facilitated a comprehensive development process that expanded to systemwide partners for the 2021 survey.

• Gather data on prevalence of sexual misconduct, discrimination and harassment	• Consulted with key stakeholders on survey content (PIPSM Steering and Advisory Committees, OED, President's Office, Disability Resource Center, Gender and Sexuality Center). • Analysis of the data: identified Principal Investigator and Co-Investigators for research and administrative data management team.	
Create an inventory to establish existing UMN data sources designed to measure components of sexual misconduct.	• Updated the AAU data sources	• Completed inventory assessment process and are now able to triangulate conclusions from multiple sources.

7) Research Committee

The Research Committee serves to facilitate coordinated efforts to access existing data and support original research

Goal	Activities	Accomplishments
To coordinate University system-wide efforts to access existing campus data and support original research that advances sexual violence prevention, policy, and response efforts. • Research committee milestones for data analysis and dissemination [student support requested] Research committee call for proposed analysis projects by	Examine and describe the individual and institutional level factors associated with sexual misconduct, using the UMN-TC pre- and post-intervention sexual misconduct survey data. Support student researchers to explore these research questions with research committee member support and advising.	• Faculty/staff post training data set--- received approval for data set access on December, 2019. • AAU data have been obtained and are being examined by committee members. • Exploring original research project with student offenders and their trajectory into adulthood.

faculty/postdocs/students supporting PIPSM priorities [admin support requested]		
To connect University researchers and foster collaborative grant seeking and research efforts advancing PIPSM priorities • Research committee coordination of multi-disciplinary grant seeking efforts [grant and admin support requested, as well as updated website presence with easy mechanism for contacting co-chairs, and communication support to get the word out about this resource to the broader University community]	Using College Student Health Survey (CSHS) data -examine cross-sectional relationships looking at risk/protective factors, victimization, and perpetration as THEY RELATE to sexual harassment among students.	• Summarized the CSHS 2018 data on harassment by peers, faculty and staff (see report summary provided to steering committee) • Manuscript of peer harassment predictors is under review. • 2018 data being examined for factors associated with victimization, including ACES, bullying.
	Generate relevant policy recommendations based on the results of our data analysis (white papers, policy briefs, peer reviewed publications, etc.).	in process