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| **President’s Initiative to Prevent Sexual Misconduct (Update 1-8-2018)**  ***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 any victim to safely report.* | **#1:** **Implement the Everfi training on the University platform beginning in February 2018 and completed by June 30, 2018 systemwide.** | ●Final module modifications to Everfi December 2017  ●Communication plan developed for systemwide implementation  ●Developed phased implementation plan across the University system and overseen by OIT and OHR |
| **Faculty/Staff Training**  **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.** | ● Beginning to outline areas of resources, to include assessment, education, and policies and practices to promote accountability/responsibility.  **●**Reviewing membership for committee participation invitation |
| **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 of 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 has been hired to help create and test four different concepts for the public awareness campaign.  ◦Four concepts have been developed and recruitment is underway for focus groups for initial testing of the concepts.  ◦Focus group information will be used to create and implement a larger scale survey to determine responses based on different audience to the proposed campaign.  ◦The concepts include existing and new campaigns. Existing campaign is based on It's On Us; initiated out of the Obama administration. |
| **#3 Develop production schedule and implementation plan; budget estimate** | ●Based on the timeline and budget proposed the project is on schedule to be launched fall of 2018 and within budget. |
| **Student Education & Engagement**  **Goal:** *To develop a structured program and education plan for first through fourth year undergraduates as well as graduate and professional students* | **#1: Identify and convene a cross-functional sexual assault prevention work group to inform, develop and implement a coordinated prevention programming plan.** | ●A position has been created and soon will be posted for a Health Promotion Specialist who will lead the development, implementation, management, evaluation, and institutionalization of campus-wide student engagement programs and activities to prevent sexual misconduct. This position will take the lead on convening the work group. |
| **#2: Require all new students to complete online sexual assault prevention training using Haven and HavenPlus.** | ●A group of campus partners will be meeting on January 31, 2018 to provide input on:  ◦identifying the inclusion criteria that will be used each semester to generate a list of new students that are required to complete online sexual assault prevention training  ◦determining the most effective strategy to promote compliance with completing the course (ie; incorporating possible disincentives such as 'records hold')  ◦determining if the strategy the Twin Cities campus identifies can be used systemwide  ●A plan for fall 2018 will be developed based on this input. |
| **#3: Develop and implement a comprehensive plan for ongoing training for students.** | ●Hire Health Promotion Specialist (Feb, 2018) who will lead the development, implementation, management, evaluation, and institutionalization of campus-wide student engagement programs and activities to prevent sexual misconduct. This position will take the lead on developing and implementing the training plan.  ●Identifying outcome objectives, comparing existing campus programming to the outcome objectives, and exploring new strategies to effectively address the outcome objectives. |
| **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 have been incorporated into the College Student Health Survey (2108) to gather more information from students about sexual harassment and sexual assault  ●A new survey is being developed to evaluate the required |
| **#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 Public Health Awareness campaign is further developed, additional metrics will be added to the framework. |
| **#4: Create a Research Subcommittee to facilitate coordinated efforts to access existing data and support original research.** | ●Recruiting members for cross disciplinary collaborative research during the phases of the initiative and provide access to existing and new data as it is compiled  ●Host Spring 2018 Research Consortium to showcase and discuss ongoing and future research initiatives on sexual violence/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: In development…** | ●Development of “Town Halls” on *Culture Change* campuswide  **●**Reviewing membership for committee participation invitation |