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| **President’s Initiative to Prevent Sexual Misconduct (Update 3-22-2018)**  ***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 March, 2018 and completed by June 30, 2018 systemwide.** | ●Faculty/Staff Everfi Training roll-out initiated March 5, 2018  ●Phased implementation plan across the University system overseen by OIT and OHR  ● Training has been rolled-out to approximately 43 systemwide campus units and 18,000 faculty/staff |
| **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.** | **●**20 members recruited/accepted Workgroup membership representing a diverse constellation of University departments  ●1st Workgroup meeting held on March 7, 2018. Discussion about committee direction included;  ◦Surface local efforts (in and outside of the university) and policies  already in place and make those resources known to the university  community  ◦Establish ongoing attention to a key issue  ◦Create institutional change through providing various options to  academic units to support them in changing a culture that tolerates  sexual harassment and sexual assault  ●Dr. Alan Berkowitz conducted Bystander and Social Norms training on March 7 & 8, 2018 |
| **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 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. |
| **#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 was posted February 19, 2018 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 Workgroup. |
| **#2: Require all new students to complete online sexual assault prevention training using Haven and HavenPlus.** | ●A group of campus partners met 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 (March, 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 was developed to evaluate the required Everfi Faculty & Staff training. |
| **#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 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: 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.** | **●**Merged with Coordinating Committee; monthly meetings started in February, 2018.  **●**February, 2018 meeting suggested idea of conducting an ‘audit’ across all University departments/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 need to advocate for more funding and support. |