

# President's Initiative to Prevent Sexual Misconduct

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

Program Manager, Sara Veblen-Mortenson MPH, MSW

Office of the President/School of Public Health



**Vision:** The Initiative envisions a University that promotes a culture of health and wellness in relationships, commitment to the welfare of others, protection of human rights and due process, and a University community that is safe and free from sexual harassment, sexual violence, and sexual misconduct.

**Goal:** Create a community & culture that is intolerant of sexual harassment, assault, or misconduct of any kind and its members are expected to take action to prevent it from occurring. This is everyone's responsibility.

### Public Health Approach

Health promotion and prevention described as “what we as a society do collectively to assure the conditions in which people can be healthy” (IOM/National Academy of Medicine, 1988).

**Public health approach** supports **long-term culture change, focuses on prevention**, and is....

- **community-based**; promotes collective action,
- **comprehensive with** strategies from the individual to the community to shape/promote change in campus norms, values, culture, behavior,
- **evidence-based** in understanding causes of sexual misconduct and the conditions that enhance safety, welfare and healthy relationships, and
- **focused** on outcomes and continuous quality improvement.

### Comprehensive Prevention Plan Implementation

Develop mutually reinforcing, synergistic programs to foster a comprehensive environment of change that reduces sexual harassment and assaults.

- **Coordinating Committee:** Key positional roles and stakeholders serve as hub for other committees focused on key aspects of comprehensive plan.



### Committees:

#### Phase I: Faculty/Staff required web-based training

**Goal:** Increase awareness and knowledge to change UMN culture to one that does not tolerate sexual misconduct and supports victims to safely report.

**Action:** 43 systemwide campus units, 22,229 employees (99.2%) completed the training (6/30/18)

#### Phase II: Department Level Development

**Goal:** Support academic units in developing respectful cultures that promote individual and departmental achievement.

#### Action:

- Create networks and resources to help academic leaders prevent and respond appropriately to sexual misconduct.
- Academic Leaders' Workshop Oct, 2018 (Deans, Associate Deans, Department Heads and Chairs) with live theater.
- Objectives: actors model factual tailored sexual misconduct scenarios, practice skills through role play, interactive experience



### Student Education & Engagement

**Goal:** Develop structured program and education plan for first - fourth year undergraduate, graduate, professional students.

#### Action:

- Hired Health Promotion Specialist (fall, 2018) to lead process to develop, implement, manage, evaluate, and institutionalize campus-wide student programs and activities.
- Convene cross-functional sexual assault prevention work group to inform, develop, and implement a coordinated prevention programming plan.
- Require all new students to complete sexual assault prevention training.
- Identify outcome objectives, compare existing campus programming to the outcome objectives, and explore new strategies to effectively address the outcome objectives.

### Public Health Awareness Campaign

**Goal:** Create a sustainable public health awareness campaign to prevent sexual misconduct.

**Action:** Launched "It Ends Here" student campaign fall 2018; bystander engagement focus.



### Evaluation & Research

**Goal:** Develop metrics for evaluating sexual assault and misconduct prevention, education, advocacy and awareness activities on campus.

#### Action:

- Inventory existing data sources designed to measure components of sexual misconduct.
- Catalogue existing UMN data and researchers.
- Address data gaps; student (sexual harassment, sexual assault, and perpetration); faculty & staff (frequency of sexual harassment, bystander engagement).
- Identify potential new sources of information when analyzed.
- **Research Subgroup** to facilitate coordinated efforts to access existing data and support original research.

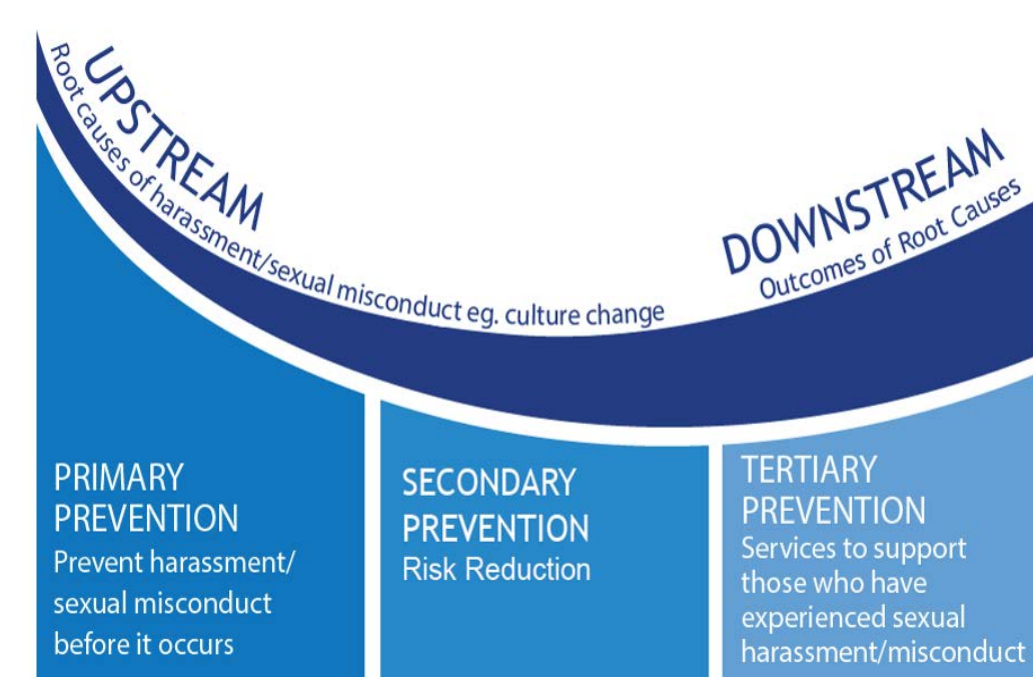
### Institutional Responsibility and Accountability

**Goal:** Develop Institutional accountability & responsibility strategies to promote a culture that is serious about prevention and accountability when individuals violate those expectations.

#### Action:

- Propose specific improvements in how UMN is organized to prevent and redress sexual misconduct through better definition of unit responsibility and accountability.
- Pilot inventory in units to assess nature of current training, policies, and procedures to identify existing gaps.
- Collaborate with EOAA for revised accountability processes (appeals, process for sanctions, additional question to employee applications, redaction of key documents).

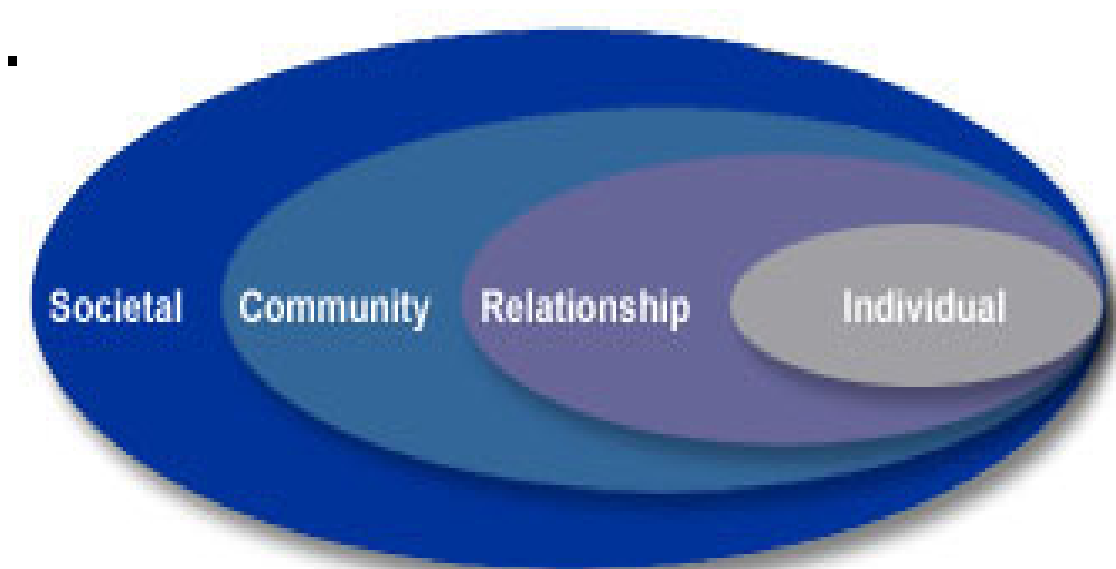
Essential Shifts For A Public Health Approach



Sources: modified from openminds.com/market-intelligence/executive-briefings/improving-population-health-management-public-health-approaches, and <https://www.thecommonwealth.healthhub.net/prevention>.

### Socio Ecological Model: Framework for Prevention

- Complex interplay between individual, relationship, community, and societal factors.
- Range of risk/protective (experiencing or perpetrating) factors for violence.



[www.cdc.gov/violenceprevention/overview/social-ecologicalmodel.html](http://www.cdc.gov/violenceprevention/overview/social-ecologicalmodel.html)

**Challenges:** ● **Prevention:** focus on 'upstream' ● **Evaluation:** gaps in data, identify key metrics ● **Sustainability:** capacity building, decentralized

**Advice:** ● **Funding sources** for implementing and evaluating strategies/on-going research ● On any of the challenges!

Contact: [veble001@umn.edu](mailto:veble001@umn.edu)

Website: <https://safe-campus.umn.edu/sexual-misconduct-prevention>