

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

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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....

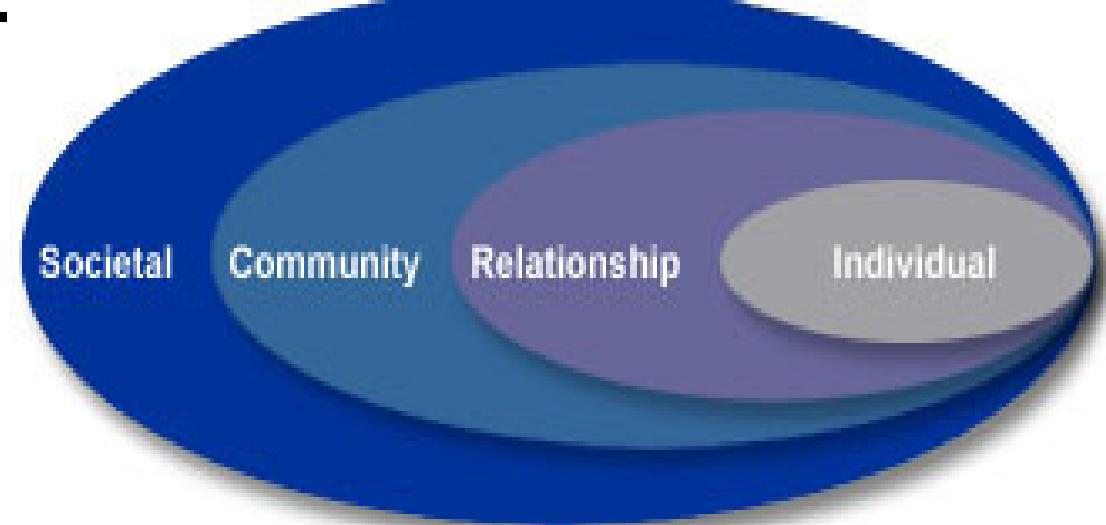
- **community-based**; promotes collective action,
- **comprehensive** with strategies from the individual to the community to shape/promote change in campus norms, values, culture, behavior,
- **evidence-based** in understanding causes of sexual misconduct and the conditions that enhance safety, welfare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



Sources: modified from openminds.com/market-intelligence/executive-briefings/improving-population-health-management-public-health-approaches, and [https://www.thecommonwealthhealthhub.net/prevention](http://www.thecommonwealthhealthhub.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

Challenges: ●Prevention: focus on 'upstream'

●Evaluation: gaps in data, identify key metrics

Advice: ●Funding sources for implementing and evaluating strategies/on-going research

●On any of the challenges!

Contact: veble001@umn.edu

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

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



ILLUSION
THEATER

Student Education & Engagement

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

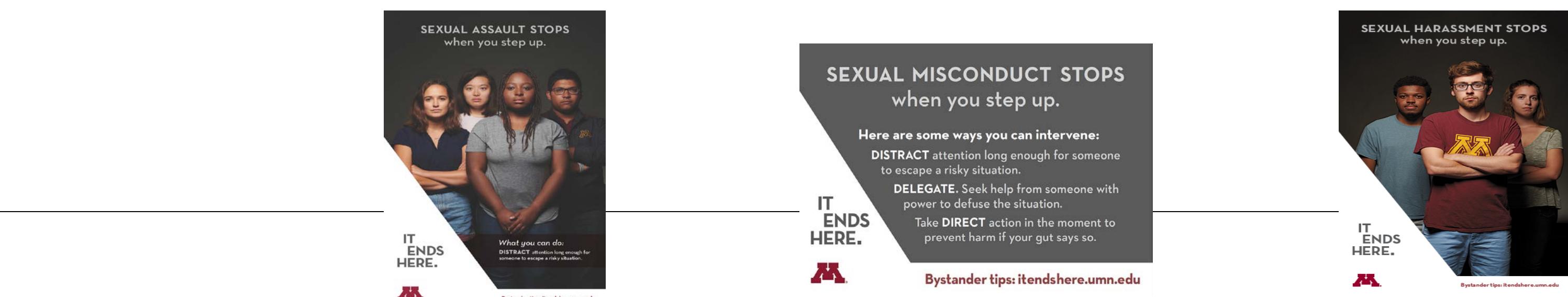
Action:

- 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).