

UNC Gender-Based Violence Prevention Advisory Group

Meeting #1 – Monday, June 29, 2020 12pm-2pm

Present:

LB Klein, Alyssa Sanchez, Kayla Baresich, Holly Lovern, Anwar Boutayba, Rebecca Gibson, Jenn Scott, Shakiera Branch, Beth Moracco, Shareen El Naga, Taylour Neal, Audrey Pettifor, Helyne Frederick

Agenda

1. Introductions

We reviewed the names, pronouns, and roles on campus and/or in the community of all advisory group members. Members also shared the strengths that they bring to the group.

2. Charge outline and members (see pgs 6-7)

LB reviewed the group's charge and the current members of the advisory group. Advisory group members asked questions and LB and other group members who have been a part of prior efforts related to GBV prevention answered them. Many of the questions concerned resources and timelines for key positions, including the Chief Prevention Officer position and allocation of \$2 million.

Action step: LB will follow up with group members to make sure their information is correct and to gauge how they feel about being listed publicly as members. LB will follow up with Vice Chancellors regarding timeline and resources.

3. SOAR analysis

The group engaged in a SOAR (Strengths, Opportunities, Aspirations, and Results) analysis process together. Below are notes on what we brainstormed.

What are UNC-CH's greatest strengths in preventing violence?

- research school - a lot of resources that can be targeted toward violence prevention efforts
- we can serve as the trendsetter when it comes to violence prevention due to our leadership in the system
- UNC system school - a lot of schools are doing so without a broader system, not concerned about closure in the ways others are
- response side can inform prevention - pulse from various sectors on campus

- AAU data to make data-informed decisions
- group like this has a lot of support from students on this - most students are wanting more from the prevention side of things
- there are many individual student organizations, both affiliated with university offices and not - they also help staff implement programming
- we have many strong academic/research programs (social work, nursing, pharmacy, law, public health) that are professional schools where students, faculty, and staff can come together
- strong campus partnership relationships - hybrid approaches between offices
- strong history of student activism and documentation of prior challenges

What are our best **opportunities** for better preventing violence?

- continuity, accountability, and tracking across student and professional leaders
- we can leverage the connections that our team has to multiple areas of campus
- consistent messaging can occur because we have multiple groups on board and buy-in from the institution
- we can better partner with academic partnership around consistent messaging and prevention programming - making prevention more visible
- getting rid of the four-year prevention model - focusing on training folks across grade levels, consider year-by-year as well
- we have a charge and a direction for where to go next, to develop an action plan and not to do the initial assessment
- opportunities to restructure and de-silo - a lot of people are doing work but separately
- narrative has left out students of color, LGBTQ+ students, students with disabilities, and other minoritized groups
- taking accountability for the harm and violence that has already been caused to establish trust - without administration taking accountability, there are challenges in moving forward
- we are having calls from students and staff to move toward a centralized center, also Campus Safety Committee - now that's in the universe - questions on what it looks like but the movement is there
- online programming due to COVID-19, dampens goals for 2020 but online can also be a more centralized location and we can do some meaningful work here and be flexible to meet this moment
- we can use the opportunity of uncertainty to re-envision and plan for future years - move beyond what we've always done
- value in creating a foundation in how we approach prevention work - both within and outside of academic space - can tailor specific to different academic units and groups on campus

- opportunity for every department on campus to recognize that this is their work and they can partner in us customizing it

What are our **aspirations**? What is our preferred future at UNC-CH related to violence prevention?

- an end to violence
- an institution like UNC sets the climate for the nation in centering students' needs and adapting policies and procedures that center the most minoritized students and take an intersectional approach
- central location for violence prevention
- destabilizing power dynamics that contribute to violence
- radical shift
- student-centered and students' voices are heard and included in our policies and procedures
- accountability - administration, places and people, who is holding power - how that power has harmed and continues to harm students
- institutions that are constantly called out - men in fraternities, men involved in athletics programs - aspiration that these groups that have on paper very strong values are held accountable to those written values and that we provide targeted interventions toward these groups where we can tailor our approach to specific organizations and their histories
- better centering students of color - advocate with not for - students/staff, administration/institution, come together with a community-based approach
- low staff turnover due to policies to curb burnout, prevent compassion fatigue, and encourage self-care/compassion satisfaction

How will we know we are succeeding? What are the measurable **results** that will tell us we have achieved our aspirations?

- Major participation from Black and Brown students/communities and meaningful engagement with those students/communities, informal assessments from folks who are in those communities and feeling safe to speak
- a greater retention rate and lower transfer rate, especially among Black students and students of color
- what about UNC staff and faculty? - protecting staff and particularly the lowest paid staff who are often Black, Indigenous, and People of Color - what kinds of interventions are in there for them
- we can come up with indicators both quant and qual - we will need process measures as well as outcomes
- in addition to thinking about the data, prioritizing narrative - for students and staff - CDS and housekeeping, sometimes data and policy can be quite technical and there is

importance in hearing voices and including narratives that speak to the intersectionality of issues

Action Step: LB will follow up with group members to provide additional feedback, especially those who were unable to attend this meeting. LB will also follow up to see if this exercise should be replicated in other spaces.

4. Review Violence Prevention Task Force Report prevention philosophy (pg. 8)

We reviewed the prevention philosophy that was listed in the 2017 Violence Prevention Task Force Report. Members will review and provide feedback on the philosophy so that it can be updated for our next meeting.

5. Communication and transparency

Members discussed what would help us foster communication and transparency. Notes are listed below:

- Safe@UNC is currently being updated. We could host information there after the update is complete.
- Roadmap to COVID emails have put the COVID issues on students' radars. Can we send out university-wide emails at regular intervals with updates and opportunities to engage?
- Will the Chancellor/Vice Chancellors be sending out a university-wide email about this group and the commitment of resources?
- Is there a way to communicate to incoming first years/orientation? Providing structure for incoming students/transfer students on what we are doing?
- What are the requirements for this group? Other groups have needed to hold public meetings/share notes publicly. Do we have discretion, or are there requirements?
- Some members were interested in recording and posting meeting recordings. Others mentioned that would impede or prohibit their participation. The group seemed interested in providing detailed notes but not recordings, but LB will follow up to clarify.
- Holding public meetings at regular intervals (quarterly?) to provide feedback and have senior leadership/advisory group members ask questions.

Action Step: LB will follow up with the Vice Chancellors for answers to key questions and will share back a tentative plan prior to our next meeting.

6. Updating information on current programs (pg. 5)

Our first task is to provide an update on current programs.

Action Step: LB will reach out for program updates and will share a draft of this section prior to our next meeting. Please respond to LB's email to share an update if you are leading any of the listed programs. If you are leading a program that is not listed, please send LB information about that initiative.

7. Reviewing and prioritizing recommendations from the 2017 Violence Prevention Task Force report (pg. 9-10) and 2020 Campus Safety Report (pg. 11)

Action Step: All: Please review before our next meeting, where we will engage in a process together to determine what to prioritize and what is missing as we develop our implementation plan.

8. Summary of Group Action Steps

- Please respond to this survey by Monday, July 14th at 5pm to share your feedback: https://unc.az1.qualtrics.com/jfe/form/SV_eXxAYZEqyD8Xbz7
- Please fill out the following poll with your Fall availability (Aug, Sept, Oct, Nov) so that we can schedule our meetings through the end of 2020: <https://www.when2meet.com/?9308600-7DFsx>

9. Next meeting is Tuesday, July 21st 12pm-2pm

- LB will follow up with key individuals as specified previously and will send an update/agenda ahead of this meeting.

UNC Gender-Based Violence Prevention Advisory Group Charge Outline

Short-Term

The advisory group's first charge is to review the existing Prevention Task Force report and recommendations and:

1. determine if any data or other information needs to be updated or supplemented for the report to reflect current climate
2. review the recommendations and determine whether they are all still relevant to our current campus needs and in line with national research-based best practices
3. develop an implementation plan that reflects
 - a. which recommendations have already been implemented
 - b. which can be implemented immediately, and
 - c. which ones require a long-term strategy
 - d. The group may amend or add to the recommendations based on updated information and the implementation plan should develop priorities based on need, effectiveness, feasibility, and budgetary considerations.

Long Term

For the long term, the group will

1. serve as a standing committee that will establish goals and desired outcomes for prevention and monitor progress to establish a centralized framework with decentralized service delivery
2. communicate regularly with other working groups and committees on campus to maximize efficiencies
3. periodically update the inventory and make available a summary of all initiatives related to violence prevention, and
4. regularly review emerging best practices and assess their applicability to UNC-Chapel Hill
5. periodically revisit prevention philosophy
6. create a report on the progress made, and
7. solicit feedback from the community

This group will initially report to the Vice Chancellors for Student Affairs and Human Resources/Equal Opportunity and Compliance and will later transition to the Chief Prevention Strategy Officer upon their recruitment. Members will be a combination of people who are implementing prevention work directly, those who have expertise in violence prevention, and community stakeholders

UNC Gender-Based Violence Prevention Advisory Group Current Members

Listed alphabetically by first name

- Anwar Boutayba '23, Undergraduate student, Coalition Against Violence
- Audrey Pettifor; Professor, Department of Epidemiology, Gillings School of Global Public Health; Faculty Fellow, Carolina Population Center
- Beth Moracco; Associate Professor, Department of Health Behavior, Gillings School of Global Public Health; Associate Director, Injury Prevention Research Center
- Helyne Frederick; Clinical Associate Professor, School of Education; Program Director, Human Development and Family Studies
- Holly Lovern, Gender Violence Services Coordinator, Carolina Women's Center
- Jenn Scott, Clery Compliance Coordinator, Department of Public Safety
- Kayla Baresich '21, Undergraduate student, Delta Advocates
- LB Klein '21, PhD Candidate, School of Social Work
- Laci Hill '21, Undergraduate student, Undergraduate Executive Branch of UNC Student Government
- Lizzie Abouchar '21, Undergraduate student
- Neel Swamy '23; PharmD Candidate, Eshelman School of Pharmacy; MPH Candidate, Gillings School of Global Public Health; Graduate and Professional Student Federation
- Rebecca Gibson, Report and Response Coordinator, Equal Opportunity and Compliance
- Shakiera Branch '21, Undergraduate student, Healthy Heels Ambassadors
- Shareen El Naga '21, Undergraduate student, Healthy Heels Ambassadors, Coalition Against Violence
- Taylour Neal, Campus Services Coordinator, North Carolina Coalition Against Domestic Violence
- Viviane Linos, Interpersonal Violence Prevention Programs Coordinator, Student Wellness

Prevention Philosophy from the Violence Prevention Task Force Report (2017)

Sexual violence, interpersonal violence, and stalking are complex problems that require multi-layered solutions. Prevention should seek to change the underlying conditions and structures that enable violence, including systems of oppression. Prevention efforts must seek to address each of the many factors that contribute to violence, to reduce risk factors, and to promote protective factors.

The Socio-Ecological Model provides an excellent public health-based framework for addressing sexual violence, interpersonal violence, and stalking. The model encourages intervention at 4 levels: individual, relationship, community, and society. The Violence Prevention Task Force at UNC-Chapel Hill recommends a comprehensive prevention strategy that includes prevention initiatives and early intervention aimed at each of the levels of this model, including:

- Addressing attitudes, beliefs, perceptions, and behaviors that contribute to violence through education, skill building, curriculum infusion, and other evidence-based best practices.
- Supporting healthy group norms and promoting bystander intervention to reduce perpetration across the population.
- Conveying clear expectations for conduct to students, faculty, staff, and visitors to the campus community.
- Creating and disseminating comprehensive policies and procedures addressing each type of violent behavior, and instituting training programs to ensure that the campus community is aware of how to adhere to those policies and procedures.
- Providing a range of support services for victims/survivors, including mental health services, crisis counseling, comprehensive and compassionate support, protective measures, and opportunities to hold offenders accountable.
- Addressing risk reduction while remaining ever mindful that perpetrators alone are responsible for violence and that risk reduction strategies can never fully eliminate the risk of victimization.

Prevention must include the perspectives of a diverse group of community members, including survivors and members of marginalized groups who disproportionately experience violence. These recommendations are intended to be inclusive and wide-reaching, since violence affects everyone, as well as specifically aimed at reducing violence among vulnerable populations as determined by our campus's data.

We recognize that change is difficult and at times uncomfortable, but it is important that everyone at UNC-Chapel Hill recognizes the role that they can play in prevention.

Recommendations from the Violence Prevention Taskforce Report (2017)

Current Programs as of 2017

1. **One Act** (Student Wellness/hha!)– folded into Healthy Heels Ambassadors (hha!), Student Wellness position vacant since April 2018, search conducted in 2019-20, delays in hiring/onboarding due to COVID-19 as of June 2020
2. **HAVEN** (Helping Advocates for Violence Ending Now; Carolina Women’s Center/EOC) – limitations to proceeding with recommendations due to capacity issues
3. **Safe Zone** (LGBTQ Center)– has expanded beyond 20 hour position, capacity issues prevent further expansion
4. **Sustaining Healthy Relationships Online Module** (LGBTQ Center/Student Wellness) – last updated 2018, funding a barrier to transitioning to another platform/further advertising the program
5. **Raise the Bar** (Student Wellness/Student Government)
6. **RVAM & SAAM Calendars** (formerly Carolina Women’s Center, transitioned to Student Wellness) – calendars have been created and disseminated on a limited basis, no funding provided for groups hosting events
7. **Delta Advocates** (Carolina Women’s Center/Student Wellness)
8. **UNC Men’s Project** (folded into hha! due to low capacity/turnout) – new fraternity-based group Champions for Change
9. **Bulletin Boards** – (Student Wellness/Residence Life)
10. **RAD Self-Defense** (Department of Public Safety)
11. **One Love Escalation Workshop** (currently not implemented?)
12. **New Student Orientation and EverFi Modules** (Student Wellness/EOC)
13. **Accessibility of all prevention programs** (All listed above)

New Initiatives Recommended by the Task Force Report

Programs & Education

1. Design, implement and evaluate evidence-based campus social norms marketing campaigns under a new campus-wide committee comprised of faculty, staff, and students, and in collaboration with Heels United for a Safe Carolina.
2. Implement a mandatory for-credit “University 101” first-year course with ideally sections no larger than 25 undergraduate students, under the leadership of a Coordinator and Advisory Group.
3. Increase undergraduate and graduate student leader involvement in violence prevention.

4. Communicate violence prevention efforts to prospective students and parents by training assistant coaches, Athletics recruiting staff, visitation coordinators, and Admissions Ambassadors about prevention and response efforts and highlighting student leadership in violence prevention in Admissions materials.
5. Add a module on violence prevention for the Multicultural Advisors program in the Department of Housing & Residential Education.
6. Include violence prevention information in Resident Advisor's first floor meeting agenda and 1 family dinner per floor in each first-year residence hall within the first 6 weeks of the semester, through a collaboration between Student Wellness and the First Year Experience program in the Department of Housing and Residential Education.
7. Increase reach of prevention education to distance education students.
8. Conduct a needs assessment and pilot a violence prevention program for undergraduate, graduate, and professional students with disabilities.
9. Develop and distribute a violence prevention toolkit for graduate and professional students and post-docs that addresses their multiple roles (student, staff, teacher, researcher) in collaboration between the Graduate and Professional Student Federation, The Graduate School, Office of Postdoctoral Affairs, professional schools, Student Wellness, and Human Resources.
10. Increase access to violence prevention and response information to faculty and instructors.
11. Ensure mandatory ongoing, comprehensive implicit bias education for all faculty, staff, and students.

Systems & Structures

12. Release an annual statement from Chancellor about current campus efforts to prevent violence and related policies.
13. Update or establish Memorandums of Understanding (MOU) with Compass Center and the Orange County Rape Crisis Center (OCRCC) around prevention annually.
14. Conduct a needs assessment on necessity of translating prevention resources into languages beyond English.
15. Disseminate Party Smart information to all students (undergraduate, graduate, and professional students, student organizations, residential and off-campus students) through a partnership between university departments and Student Government.
16. Retain an external evaluator to collect, analyze, and share campus-wide data on the need for and impact of prevention programs from undergraduate and graduate students every other year, through a partnership between faculty and prevention staff in Student Wellness.
17. Retain an external evaluator to collect, analyze, and share campus-wide data on the knowledge, attitudes, beliefs, behaviors, and experiences of faculty and staff every other year. In partnership with Human Resources,
18. Review and update the Policy Statement on Gender Inclusive Language.

19. Ensure that all new employees receive information at their orientation and annually about relevant policies, through the leadership of Human Resources, Equal Opportunity & Compliance, and other relevant offices.
20. Incentivize faculty and staff participation in violence prevention trainings in partnership between Human Resources and supervisors.
21. Ensure prioritization and completion of these recommendations and ~~establish an organizational structure for prevention across UNC by charging a Violence Prevention Advisory Group.~~

Recommendations from the Campus Safety Commission Report (2020)

- ~~1. Immediately establish this group.~~
2. Consistent with the recommendations of the Violence Prevention Task Force and other applicable offices on campus, hire a minimum of four FTE professional staff specifically for programs and trainings around sexual assault prevention and awareness.
3. Require the following information to be presented in person to incoming students at orientation: definition of sexual harassment and violence, ways and places to report, resources and locations of resources, and overview of bystander intervention.
4. Require annual in-person training for all members of Greek life, student athletes, and elected student organization leaders on: definition of sexual assault/harassment, ways to report/university response, and bystander intervention
5. Require an initial in-person training for anyone with instruction duties regarding responsible reporting requirements, sexual harassment prevention with vulnerable populations, and continuum of problematic behaviors. Anyone with instructional duties would, on an annual basis, thereafter, receive required online training on items 1-3 listed above.
6. In recognition of the Chancellor's plan to create an interpersonal and sexual violence center under the leadership of a new senior university official by the start of the Fall 2020 semester, the Commission recommends hiring of an individual with a background in violence prevention to be at the helm of holding the university accountable to a 5 to 10 year strategic plan to reduce sexual violence. This leader will serve as a central force among various campus and community stakeholders and the departments that interact with sexual violence prevention strategies, thus forming a collaborative. This position must have a high-level leadership title and be given financial resources to effectively implement strategies. Additionally, this leader should work with the collaborative to apply for funding and grants that can further support efforts to promote campus safety.