UNC Gender-Based Violence Prevention Advisory Group
Monday, August 17, 2020

Present:

Neel Swamy, Laci Hill, Rebecca Gibson, Audrey Pettifor, Kayla Baresich, Shereka Littlejohn Dunston, Jennifer Scott, Beth Moracco, Shakiera Branch, Helyne Frederick, Holly Lovern, Rebecca Gibson, LB Klein

Absent:

Shareen El Naga, Anwar Boutayba, Alyssa Sanchez, Lizzie Abouchar, Taylour Neal

Agenda

1. **Introductions and updates**
   - The group welcomed, Shereka Littlejohn Dunston, the new Sexual Violence Prevention Coordinator.
   - The Chief Prevention Strategy Officer position has cleared UNC-Chapel Hill administration and is currently awaiting approval from the system.
   - LB has reached out to the Campus Safety Commission subcommittee chairs for sexual violence - Kim Strom and Branny Vickery.
   - LB made updates to charge/members, benchmarking, and current/recent programs documents. Please contact her if you have additional questions or feedback.
   - As of 8/14, UNC has a new Policy on Prohibited Sexual Harassment under Title IX. You can submit feedback or questions here.
   - The Daily Tar Heel now has university sexual misconduct records from 2007 onward. LB reached out to the Editor of the Daily Tar Heel, and she agreed to include the following statement with reporting on sexual assault. See here for an example.
   - LB is working with the Safe@UNC website administrator to add our group information, meeting notes, and other documents.

2. **COVID-19, Campus Climate, and Sexual Violence**

The group discussed the potential impact of COVID and associated public health measures on sexual violence. Two major concerns emerged: (1) Stigma or fear of punishment related to enforcement of guidelines around mass gatherings and physical distancing impacting survivor help-seeking and bystander intervention, (2) The exacerbation of this concern for students of color concerned about disproportionate enforcement of the guidelines against individuals and in spaces that tend to have more students of color (e.g., South Campus).

Action steps:

- Rebecca will follow up with EOC and conduct administrators on putting amnesty in writing.
- Jenn will follow regarding subsequent university-wide COVID messaging and intersections with sexual assault and harassment/amnesty.
- LB will follow up with the Campus Safety Commission sexual violence and COVID subcommittee chairs to express the group's concerns.
- LB will highlight these concerns in her next email to the Vice Chancellors.

3. Communication and engagement

The group would prefer to engage in more widespread engagement but recognizes that everyone's bandwidth is stretched during this challenging semester. Therefore, the group decided to convene smaller groups under the following themes to generate drafts to share with the rest of the group and other constituents. Those groups are:

- **Communication and engagement** – This group will begin to determine individuals and groups with whom it will be critical to communicate with and engage in the formation and implementation of the plan.
- **Immediate action** – This group will focus on the aspect of our charge concerning items that can/should be implemented as soon as possible with the current fiscal and personnel resources and campus environment.
- **Implementation plan** – This group will develop a preliminary logic model and a plan for prevention programming implementation over the next five years. The group will consider the feasibility of various levels of programming based on fiscal and personnel resources, including at the level specified by the Campus Safety Commissions recommendations to lead the nation.
- **Evaluation, dashboard, and metrics** – This group will consider our current data collection and evaluation activities and what should be conducted over the next five years in service of the implementation plan. This group will also draft a dashboard of key metrics related to gender-based violence prevention on our campus that would guide decision-making.

4. Approval of revised prevention philosophy

The group unanimously approved the updated prevention philosophy. The prevention philosophy is a living document and members can propose changes as we move forward.

5. Approval of revised frameworks

The group unanimously approved the revised frameworks. The frameworks can be adapted as we move forward with our process. The prevention philosophy and frameworks will guide the work of the four subcommittees this Fall.

6. Review of 2017 recommendations

Following up from survey responses submitted by advisory group members, the group discussed the recommendations that group members highlighting as being (1) top three most urgent recommendations, (2) already in progress or completed, and (3) should be removed/amended.

Top Three
The three recommendations that advisory group members indicated were most immediately necessary were as follows (other selected recommendations are bolded in the linked table):

- Design, implement, and evaluate evidence-based campus social norms marketing campaign
- Include violence prevention information in residence hall education during the 1st 6 weeks of the semester
- Develop and distribute a violence prevention toolkit to graduate and professional students that speaks to their specific roles

Action Step: The immediate action subcommittee will review these recommendations when they convene.

Already in Progress or Completed
- More academic departments have hired diversity, equity, and inclusion positions and provided implicit bias training since the recommendations report was drafted but the effort is not comprehensive or mandatory as specified in the recommendations report.
- There is a brief presentation for students/parents in orientation that touches upon violence prevention but information has not been prepared for prospective students/parents.
- Information for faculty and instructors is up on the Safe website but dissemination could be more proactive/coordinated.
- The Chancellor has increased messaging on the importance of violence prevention but a timeline should be established for regular updates.
- New employees receive relevant policy information annually in orientation.
- The UNC Gender-Based Violence Prevention Advisory Group was charged and is currently working on prioritizing recommendations and establishing an implementation and evaluation plan.

Action Step: This information will be added to the current/recent programs document and included in the implementation plan subcommittee's discussion.

<u>Should Be Removed/Amended</u>
- The group did not identify any recommendations that should be removed but discussed prioritization with constrained fiscal and personnel resources.
- The group recognized the value of bringing in an external evaluator but that there may be opportunities to leverage UNC's research expertise and capacity in the near term.

7. What questions do we want answered in order to proceed?

The advisory group discussed the Senior Prevention Strategy Officer position and wondered why the Gender Violence Services Coordinator positions do not report to this position. The group expressed a desire for greater alignment of prevention and advocacy given the importance of survivor-centered prevention efforts as well as benchmarking data suggesting that advocacy and prevention are typically co-located.

<u>Action step</u>: LB will follow up with the Vice Chancellors to ask about the senior level position's relationship with the GVSCs.

8. Next meeting and overall action steps:
The next meeting is September TBD. We will also schedule four subcommittee meetings.
- Please fill out the following survey to indicate your availability for our next general meeting by Friday, August 21st at 5pm.
- LB will follow up on meeting scheduling for the four subcommittees.

Revised Prevention Philosophy[1]

The following philosophy guides our recommendations:

Gender-based violence (including sexual violence, interpersonal violence, intimate partner violence, stalking, sexual exploitation, and sexual harassment) is a complex problem that require multi-layered solutions.

Prevention should seek to change the underlying conditions and structures that enable violence, including systems of oppression. To do this, University of North Carolina at Chapel Hill must establish a comprehensive prevention strategy that:

- Uses an intersectional approach and centers groups that are most affected by gender-based violence.
- Reduces risk factors and promotes protective factors.
- Ensures that prevention efforts are shaped by their target audiences, people from marginalized groups, and survivors.
- Promotes community accountability by recognizing that every member of the UNC-Chapel Hill community has a role to play in ending gender-based violence.
- Considers the role that all levels of the social ecology[2] (individual, relationship, community, and societal) play in perpetuating gender-based violence.
- Advocates for structural and systems change in addition to education and individual behavior change.
- Encompasses universal and group-specific training provided across each community member's time at the institution, including minimum required training standards for all students, faculty, and staff.
- Uses and adapts to timely campus data and research, the best available scientific evidence, evaluation results, and community feedback, especially from those most affected by gender-based violence.
- Ensures sustainability of prevention efforts through investment in fiscal and personnel resources, using trauma-informed approaches, and prioritizing the well-being of program implementers.

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[1] This draft philosophy was adapted by the UNC Gender-Based Violence Prevention Advisory Group from the 2017 UNC Violence Prevention Task Force Report, which include information from:
Preventing Violence and Promoting Safety in Higher Education Settings: Overview of a Comprehensive Approach, The Higher Education Center for Alcohol and Other Drug Abuse and Violence Prevention
http://oregonsatf.org/wp-content/uploads/2012/05/preventing-violence-promoting-safety-highered.pdf
[2] Adapted using the Centers for Disease Control and Prevention's Social Ecological Model: A Framework for Prevention handout: https://www.cdc.gov/violenceprevention/pdf/SEM_Framewrk-a.pdf

Frameworks for Gender-Based Violence Prevention Strategies

STOP SV Approach[1]

Social norms that protect against violence (e.g., bystander approaches, mobilizing men)

Teach skills to prevent sexual violence (e.g., healthy relationship skills, empowerment-based training, healthy sexuality, social-emotional learning)

Opportunities to empower and support groups at higher risk of experiencing violence such as women, LGBTQ+ people; Black, Indigenous, and People of Color, and people with disabilities (e.g., strengthening leadership opportunities, strengthening economic supports, providing and supporting space)

Create **Protective Environments** (e.g., establishing and consistently applying policies, addressing community-level and structural risks through environmental approaches)

Support Survivors/Victims[2] to lessen harms (e.g., gender-based violence advocacy services)

Social Ecological Model[3]

- **Individual** – seek to change protective or risk factors in an individual's history or socialization so they're less likely to cause or perpetuate harm (e.g., multi-session programs to establish positive social norms through an intersectional lens)

- **Relationship** – shift attitudes and beliefs in close relationships (e.g., peer-to-peer training)

- **Community** – ensure values and policies are aligned with ending violence (e.g., campus policies, built environments, and systems that promote well-being and social justice)

- **Societal** – advocate for new ways of thinking about violence prevention that target societal systems (e.g.,

Target Audience and Touch Points

- Undergraduate students
- Graduate students
- Faculty
- Staff
- By year (pre-matriculation, 1st year, subsequent years)
- By role (student leaders, teaching assistants)

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[1] This approach was adapted from the STOP SV Technical Package and Sexual Violence on Campus: Strategies for Prevention documents from the Centers for Disease Control and Prevention

[2] We use the terms "survivor" and "victim" interchangeably, recognizing that people who have experienced gender-based violence may identify with one, both, or neither terms.

[3] Adapted using the Centers for Disease Control and Prevention's Social Ecological Model: A Framework for Prevention handout: https://www.cdc.gov/violenceprevention/pdf/SEM_Framewrk-a.pdf

- By identity group (LGBTQ+, BIPOC, people with disabilities)
- By organizational affiliation (fraternities and sororities, athletics)
- By academic department or school (School of Journalism, STEM majors)

- Hotspots (groups and locations that are sites where violence has happened or where there is community concern that they are perpetuating violence)

Principles of Effective Prevention[4]

- Comprehensive
- Varied teaching methods
- Sufficient dose and duration
- Theory-driven and evidence-based
- Build positive relationships
- Appropriately timed
- Socio-culturally relevant
- Evaluation
- Skilled trainers

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[4] This list was adapted from Nation, M., Crusto, C., Wandersman, A., Kumpfer, K. L., Seybolt, D., Morrissey-Kane, E., & Davino, K. (2003). What works in prevention: Principles of effective prevention programs. American Psychologist, 58, 449-456. doi:10.1037/0003-066X.58.6-7.449

STOP SV Approach and Recommendations from 2017 Task Force Report

Element of STOP SV	Recommendation from 2017 TF Report
Social norms that protect against violence	• **Design, implement, and evaluate evidence-based campus social norms marketing campaigns** • Increase student leader involvement in violence prevention • Increase reach of prevention education to distance education students • **Include violence prevention information in residence hall education during 1st 6 weeks of the semester** • *Ensure mandatory, ongoing comprehensive implicit bias education for all faculty, staff, and students* • Disseminate Party Smart information to all students
Teach skills to prevent violence	• **Implement a mandatory for-credit University 101 course** • **Develop and distribute a violence prevention toolkit to graduate and professional students that speaks to their specific roles**
Opportunities to empower and support groups at highest risk	• **Conduct a needs assessment and pilot a prevention program for students with disabilities** • **Conduct a needs assessment on necessity of translating prevention resources into languages beyond English** • Review and update the Policy Statement on Gender Inclusive Language
Create **protective** environments	• *Communicate violence prevention efforts to prospective students and parents* • *Increase access to violence prevention and response materials for faculty and instructors* • *Release an annual statement from Chancellor about current campus efforts to prevent violence and related policies* • *Ensure that new employees receive information at the orientation and annually about relevant policies*
Support victims/survivors	*The task force report focused specifically on primary prevention*

| Partnerships & Evaluation | Provide additional resources/staffing for existing prevention programs Update or establish MOUs with Compass Center and OCRCC around prevention <u>Retain an external evaluator to collect, analyze, and share campus-wide data on the need for and impact of prevention programs every other year</u> <u>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</u> Incentivize faculty/staff participation in prevention trainings *Ensure prioritization and completion of these recommendations and establish an organizational structure for prevention across UNC by charging a Violence Prevention Advisory Group* |