

UNC Gender-Based Violence Prevention Advisory Group

Monday, October 19, 2020 1-2:30pm

Present:

LB Klein, Holly Lovern, Rebecca Gibson, Shereka Littlejohn Dunston, Jenn Scott, Salena Braye, Caitlin O'Loughlin-Rosa, Taylour Neal, Helyne Frederick, Lizzie Abouchar

Absent:

Beth Moracco, Audrey Pettifor, Alyssa Sanchez, Kayla Baresich, Laci Hill, Neel Swamy, Shakiera Branch

Agenda

1. Introductions and overall updates

Welcome

We welcomed Salena Braye who attended the meeting on behalf of an emerging peer advocacy organization focused on Black and Indigenous students and students of color as well as LGBTQ+ students.

Mental Health Coalition

The Mental Health Coalition sent a letter to university administrators on 10/9/20 for response. The following quotation is especially relevant to our work “Mental health looks like assuaging uncertainty and preserving safety through comprehensive planning, transparency, and systemic change.”

Respondent Party Services

Rebecca Gibson shared an update on a convening related to respondent services and educational sanctions. The convening was mostly Equal Opportunity Compliance staff and researchers engaged in a preliminary conversation as to whether more robust educational sanctions would be possible. The group determined that this work is needed but that there are not a lot of models, especially ones that have been evaluated. Please share information with Rebecca on this topic if you have insight.

Update on Campus Safety Commission and SPSO Position

LB Klein met with the chairs of the Sexual Violence Subcommittee from the Campus Safety Commission. They have requested an update from the Chancellor on the Senior Prevention Strategy Officer position, which was a part of their list of sexual violence-related recommendations in their report released in January.

Formative Work

LB Klein described efforts on reviewing related reports (e.g., Campus Safety Commission, Mental Health Task Force) for relevant recommendations, conducting searches of the UNC website/Google for gender-based violence prevention-related terms, and searching student feedback expressed to the media and via petitions.

Feedback Sessions

The following feedback sessions are currently scheduled. A challenge is undergraduate students wanting to provide feedback but having limited bandwidth to do so at this time of the semester, or being interested in attending a space facilitated by other undergraduate students but lacking the bandwidth or desire to facilitate it themselves.

Undergraduate Student Feedback Session – Monday, 10/26 5pm-6:30pm

Graduate Student Feedback Session – Friday, 10/30 2pm-3:30pm

2. Update from Implementation Plan Subcommittee Meeting (see full notes from 9/21/20)

Attendees provided an update from the implementation plan subcommittee meeting. Attendees asked for a cross-walk between related reports, that the final report include a history of efforts to enhance prevention efforts at UNC, and the need for imperfect action. The group posed a question as to if leadership should meet directly with students. Attendees mentioned that this had mixed results in the past, especially if students were expecting to hear about action and the administrators expected they were attending to listen. It might be helpful to have a session with leadership to share their response to the work of this group once they have had a chance to review the report.

3. Update from Evaluation, Dashboard, and Metrics Subcommittee (see full notes from 9/28/20)

Attendees shared that they had brainstormed process and outcome measures. The group explored what a dashboard would look like and the importance of regular updates (bimonthly) and regular public meetings and communications on gender-based violence prevention (biannually). They also discussed creative funding opportunities, internally and externally, for evaluation. The group requested that a draft of the dashboard and a logic model be included in the final report. Audrey Pettifor reached out to Desiree Rickenberg and Abigail Panter regarding the possibility of including retention statistics and tracking transfers related to gender-based violence and are awaiting a response.

4. Immediate Action Steps Discussion

The group discussed the linked immediate action steps document. Shereka Littlejohn Dunston shared that Wellness is working on #3 re: updating One Act, including engaging students of color and is surveying men of color regarding a violence prevention initiative. The group discussed the importance of

also including transfer students in education in addition to first year students. The group also discussed the importance of coordinated communication and that this is an area that gender-based violence response personnel have also been interested in coordinating further and engaging communications personnel. The group also discussed the importance of having an interim leader responsible for efforts until the SPSO is hired and onboarded.

5. Final Report Outline Discussion

The group discussed the final report outline listed below and ideas for each section. The group suggested the inclusion of a section that indicates what establishing a center of national prominence and becoming a national leader on violence prevention would look like.

6. Questions to Answer

- What kind of response can we expect from leadership after we share the report? Should we set a date for them to meet with us? Will they be providing a written response?
- How will the university be communicating about the plan and its sustainability?
- What will the administration do with this information? Rebuilding and instilling trust is needed before students are willing to engage in processes. Without the infrastructure, they are concerned that we will be having the same conversations in a year.
- What are ways to receive feedback from undergraduate students that feel good to them?
- Is the investment of \$2 million for violence prevention still there, and when will it be available for use?

7. Next Steps

- LB will develop a survey to share with stakeholders for feedback.
- LB will following up with undergraduate and graduate students re: survey and feedback sessions.
- LB will follow up on the questions listed above in a meeting with the Vice Chancellors next week.
- LB will share sections of the final report with advisory group members for feedback beginning this week.

8. Next meeting: Wednesday, November 4, 2020 3:30pm-5pm

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Immediate Action Steps

The following are proposed immediate action steps based on the portion of our charge asking which recommendations should be prioritized for immediate implementation. This is a draft last updated 10/14/20.

1. Designate a named hub focused on gender-based violence prevention.

- Hire a Senior Prevention Strategy Officer.
- Until the SPSO can be onboarded, appoint an interim leader for gender-based violence prevention initiatives.
- Align gender-based violence prevention and advocacy (gender violence services) consistent with the STOP SV framework.
- Cultivate a central online space for gender-based violence prevention information-sharing that connects to research, policy, prevention, and response efforts related to intersecting forms of identity-based harms.
- Announce and encourage collaboration with this hub from key stakeholders.

2. Develop and disseminate consistent messaging across university communication channels.

- Convene stakeholders to brainstorm key prevention messages and formats.
- Determine key prevention messaging and determine format/design of those messages.
- Create a list of venues through which prevention messages can be shared both formally (university listservs, social media accounts) and informally (shareables for student leaders, outreach to student organizations).
- Develop a calendar of information that could be shared through those communication channels for Spring/Summer/Fall 2021.
- Partner to disseminate messages.
- Determine how prevention messaging will be evaluated.

3. Revise One Act bystander intervention program or develop/contract with another bystander intervention program.

- Summarize feedback to date on the One Act bystander intervention program.
- Convene stakeholders, including peer educators, to review the One Act bystander intervention program.
- Determine if One Act can/should be modified or if a new program should be developed/selected.

- Draft a new version of One Act or review, select, and adapt an external bystander intervention program (Green Dot, Step Up!, Mentors in Violence Prevention, Bringing in the Bystander, etc.).
 - Engage stakeholders in a review of updated or new curriculum.
4. **Partner with EDUC 101 to ensure inclusion of gender-based violence prevention content in the curriculum.**
- Reach out to EDUC 101 lead instructor in partnership with Helyne Frederick.
 - Determine learning objectives for course content.
 - Develop course content.
 - Develop a plan to train instructors or to provide content directly to students.
5. **Draft a plan for educational opportunities for students on violence prevention with a focus on the 2021-2022 school year.**
- Review and convene stakeholders to discuss continuation of the EverFi SAPU and SAPG programs.
 - Determine key developmental stages and opportunities for undergraduate and graduate students.
 - Audit the university course record for courses with gender-based violence-related content and determine opportunities for curriculum infusion and partnership.
 - Determine learning objectives for students in each undergraduate year as well as for graduate and professional students.
 - Review data and feedback to determine key groups to prioritize in educational programming for the 2021-2022 school year.
6. **Develop and distribute a violence prevention toolkit for graduate and professional students through partnerships with all graduate and professional programs.**
- Convene stakeholders to determine content areas for a violence prevention toolkit and appropriate format.
 - Engage graduate and professional school key student affairs administrators/Deans.
 - Advocate with Provost Blouin on the importance of partnership from Deans/administration of each school on the development and dissemination of this toolkit.
 - Create a toolkit draft based on feedback for graduate and professional students and staff/faculty stakeholders to review.
 - Incorporate feedback from stakeholders for a final version.
 - Develop a dissemination plan based on feedback from key stakeholders.

- Develop a plan for evaluating the success of the toolkit and to ensure the next iteration is informed by stakeholder feedback from year 1.

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Final Report Outline

- I. Introduction
 - A. Executive Summary
 - B. Acknowledgments
 - C. History, Process, and Charge
 - D. Prevention Philosophy and Frameworks
 - E. Alignment with Carolina Next
 - F. Current and Recent Programs
- II. Infrastructure
 - A. Institutional Commitment
 - B. Alignment with Health and Social Justice
 - C. Accountability, Communication, and Transparency
 - D. Investment and Structure
 - E. Evaluation and Metrics
 - F. Sustainability
- III. Immediate Action Steps
- IV. Five Year Comprehensive Prevention Plan
 - A. S – Social Norms
 - B. T – Teach Skills
 - C. O – Opportunities to Empower and Support
 - D. P – Protective Environments
 - E. SV – Support Survivors/Victims
 - F. Plan Overview – Levels of the Social Ecological Model
 - G. Plan Summary by Year
 - H. Plan Summary by Target Audience and Touch Points
- V. Establishing UNC-Chapel Hill as a National Leader
- VI. Appendices
 - A. Summary of 2017 Task Force Report Recommendations
 - B. Benchmarking Table
 - C. SOAR Analysis
 - D. Summary of Media Coverage
 - E. Website Search Results
 - F. Summary of Related UNC Reports Recommendations
 - G. Summary of Undergraduate Student Feedback Session

- H. Summary of Graduate Student Feedback Session
- I. Senior Prevention Strategy Officer Job Description
- J. Meeting Notes June-November 2020