

## UNC Gender-Based Violence Prevention Advisory Group

Thursday, December 3, 2020 1-2:30pm

### Present:

Shereka Littlejohn Dunston, Jenn Scott, Caitlin O'Loughlin-Rosa, Holly Lovern, Rebecca Gibson, Beth Moracco, Taylour Neal, Shakiera Branch, Helyne Frederick

### Absent:

Alyssa Sanchez, Anwar Boutayba, Audrey Pettifor, Kayla Baresich, Laci Hill, Lizie Abouchar, Neel Swamy

### Agenda

#### 1. Introductions and overall updates

We briefly discussed findings from the feedback survey we disseminated in November.

We discussed logistics for Spring 2021 meetings and decided to establish a set monthly meeting time. The group also discussed the importance of our recommendation that a student-focused group with an evening meeting time be established that would not be an open meeting.

Update from Taylour Neal: CARES Act Funding to make a commercial that could be applicable to all campus members. It will be a 45 second video with professional video and voiceover as an educational resource for campus members, including UNC-Chapel Hill.

Update from Shereka Littlejohn Dunston – She and her colleagues disseminated a study regarding men of color engagement in violence prevention. Orange County Rape Crisis Center invited students to an institute on gender and racial justice from a Call to Men and two UNC students have been funded to attend.

There is an upcoming webinar from PreventConnect on [Creating Emergent Spaces for Sexual Violence Prevention during COVID-19](#) facilitating by two UNC-Chapel students (including advisory group member Shareen El Naga) and Christy Croft from the North Carolina Coalition Against Sexual Assault.

#### 2. [Senior Prevention Strategy Officer search](#)

The group discussed the Senior Prevention Strategy Officer (SPSO) position that posted on 11/20. More information on this search process is linked and included below. Group members discussed the value of targeted recruitment for a position like this, such as emailing people who hold director positions in interpersonal violence prevention offices at similar institutions. Advisory group members expressed concern that the pay range for the position was not listed as it might be unclear to potential applicants the level of the position based on the job

description. Advisory group members also hoped there might be opportunities to send targeted recruitment messages that would provide potential applicants opportunities to learn more or ask questions.

The group also discussed considerations for the interview process, including a desire to provide experiential or problem-solving opportunities during the interview. Members also hoped that the selection committee could complete a values sort to gain clarity on desired qualities and skills of the successful candidate.

For communication, the advisory group would like to receive notes on the process as it moves forward and to have input on the structure of the “on campus” interview. They also hoped that the SPSO candidates could view the report from the advisory group prior to their “on campus” interview and that there would be specific time to meet with the advisory group as a part of that process.

### **3. Discussion of [“Actions to Take Immediately”](#)**

Members discussed the previously brainstormed list of items to fulfill the portion of our charge on “actions to take immediately.” The group suggested adding, (1) applying for funding to enhance budget and staffing for prevention (e.g., Office on Violence Against Women federal campus grant applications are due in February) and (2) the SPSO search process to the list.

### **4. Discussion of [Foundational Action Steps](#)**

The group reviewed the foundational action steps and discussed positioning them under overarching goals. Group members were interested in both (1) including persons responsible in addition to the SPSO to indicate the collective work necessary to advance these crucial steps, and (2) sharing what could be accomplished at each stage of hiring of additional personnel. The group also decided that prioritizing the plan by year would be challenging but instead wanted to focus on some key areas for focus to build foundational prevention efforts.

The group also discussed the importance of including information about infrastructure, especially communication as well as the need for senior leadership to charge the units that report to them with the importance of this issue. For example, senior leadership could have the dean of each academic unit designate someone who is responsible for violence prevention-related programming and communication.

### **5. Questions to Answer**

- Are we engaging in targeted recruitment efforts?
- Can we add the salary range to the position announcement?
- Can we gain further clarification as to the scope of the position or provide additional context for potential applicants?

- Are there materials we can share with campus partners about this position and the university's investment in prevention?
- Can the advisory group play a role in helping design campus visit activities?

## 6. Next Steps

- Advisory group members fill out the poll by Fri. 12/11 so we can determine a standard meeting time for the Spring 2021 semester.
- LB Klein will follow up with Katie Nolan about the SPSO search.
- LB Klein will send draft materials to group members for review next week.

## 7. Next meeting:

January 2021 TBD

### Actions to Take Immediately

1. Convene a discussion of EverFi modules, continued use, and proposed changes.
2. Create a unified Sexual Assault Awareness Month, and use April as an opportunity to launch the hub and introduce the SPSO.
3. Establish communication pathways and oversight for key next steps.

### Foundational Action Steps and Goals

Decentralized structure and difference across schools – designate a point person in each school

Joint message from Amy and Becci to the Deans specifically asking who their student affairs person is to be directing this to

Long-Term Goal	Foundational Step	STOP SV Categories	Persons Responsible
Establish a comprehensive prevention and advocacy center.	Designate a named hub focused on gender-based violence prevention and advocacy.	Opportunities to empower and support, Support survivors/victims	
Coordinate centralized prevention messaging that centers groups at highest risk of experiencing violence.	Develop a communication plan for the 2021-2022 school year.	Social norms, Create protective environments, Support survivors/victims	
Use a bystander strategy to engage all	Revise the One Act bystander	Social norms, Teach skills	

members of the UNC-Chapel Hill community members as having a role in preventing gender-based violence.	intervention program or develop/contract with another bystander intervention program.		
Integrate gender-based violence prevention into the curriculum of every student.	Partner with EDUC 101 and other first-year/transfer student courses to ensure inclusion of gender-based violence prevention content in the curricula.	Create protective environments, Social norms, Teach skills	
Provide comprehensive prevention education to new and continuing faculty, staff, and students.	Draft a data-driven plan for gender-based violence prevention opportunities for students for the 2021-22 school year.	Social norms, Teach skills, Opportunities to empower and support	
Develop a partnership network between all academic units on gender-based violence prevention.	Develop and distribute a violence prevention toolkit for graduate and professional students.	Teach skills, Protective environments, Support survivors/victims	

### Senior Prevention Strategy Officer Position

Link to position posting: <https://unc.peopleadmin.com/postings/185715>

#### Tentative Timeline

- November 20 – Position posted.
- Week of December 7 – Initial search committee meeting.
- December 20 – Position closes.
- January 12 – Search committee meets to discuss applications and select candidates for initial phone or zoom interviews.
- January 18-22 – Search committee conducts initial phone/zoom interviews. Search committee meets to select candidates for finalist interviews.
- January 22-27 (as needed) – HR review of candidates selected for finalist interviews.

- February 3 -9 – Conduct finalist interviews.
- February 10 – Search committee meeting to evaluate candidates and send recommendation to Vice Chancellor Johnson and assign reference checks. During this period, the HR Manager will select the finalist and provide justification to HR.
- By February 17 – Offer made.

#### Search Committee Members

- Katie Nolan, EOC/HR, Chair
- Charla Blumell, Assistant Director, Student Wellness
- Salena Braye, Undergraduate student
- L.B. Klein, Ph.D. candidate and Chair, UNC Gender-Based Violence Prevention Advisory Group
- Holly Lovern, Gender Violence Services Coordinator
- Dr. Beth Moracco, Faculty Member, Gillings School of Public Health
- Kim Strom, Ethics & Policy Director and Member, Campus Safety Commission
- Neel Swamy, Graduate/Professional Student
- Rachel Valentine, Director, Orange County Rape Crisis Center