President’s Working Group on Sexual Assault & Harassment

JANUARY 28, 2014
♦ COMMUNITY UPDATE
♦ EMPLOYEE TRAINING
♦ CAMPUS CLIMATE SURVEY

FEBRUARY 4, 2014
♦ CASE STUDIES
♦ CAMPUS JUDICIAL PROCESS (CONTINUED)
♦ REVIEW CHARGE
♦ DISCUSS RECOMMENDATIONS

MARCH 4, 2014
♦ RECOMMENDATIONS
Meeting Agenda

- Welcome and announcements
- Recent Campus and Community Incidents
- Campus Climate Survey
- Next Steps
Update: Recent Campus and Community Incidents

JIM FERRARIS, DEPUTY CHIEF OF POLICE
SALEM POLICE DEPARTMENT

JEFF STAPLES, DETECTIVE
SALEM POLICE DEPARTMENT

ROSS STOUT, DIRECTOR OF
CAMPUS SAFETY

DAVID DOUGLASS, DEAN OF
CAMPUS LIFE
Campus Climate Assessment

CONDUCTED BY:

SURVEY: WILLAMETTE UNIVERSITY OFFICE OF INSTITUTIONAL RESEARCH
MIKE MOON, DIRECTOR

FOCUS GROUPS: OREGON SEXUAL ASSAULT TASK FORCE
MICHELE ROLAND-SCHWARTZ, EXECUTIVE DIRECTOR
Campus Climate Assessment: Purpose

- **April 2013**: Open letter to the community from students responding to the Willamette Truth incident expressing concerns about campus climate, safety

- **May 2013**: CLA faculty member’s meditation expressing concerns about university responsiveness to individuals disclosing incidents of sexual harassment or violence

- **July 2013**: *Statesman-Journal* article: Discrepancy between incidence data and anecdotal reports
Campus Climate Assessment: Purpose

- What accounts for the discrepancy?
  - Support for those who report?
  - Survivor-centered response?
  - Timely response?

- Are there other factors (such as trust) that are having a chilling effect on reporting?

- What are we missing?
Student Survey: What did we ask?

50 questions:
- Student perceptions and beliefs about:
  - Campus climate and safety as it relates to issues of gender, power and sexual violence
  - The dynamics of sexual violence
  - University outreach, education, response and support resources and programs
    - Awareness of what is available
    - Confidence in/use of the resources, programs and services we offer
Student Survey: What did we ask?

- Students’ **actual experiences** at Willamette regarding:
  - Incidence of harassment and violence (attempted or achieved) while at Willamette
  - The aftermath of specific incidents (what happened next and feedback about that)
Student Survey: What did we ask?

- Demographic information
  - Undergraduate or graduate student
  - Gender
  - Race
## Student Survey: Profile of Participants

<table>
<thead>
<tr>
<th>Survey Participants</th>
<th>All Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,123 completed surveys (45%)</td>
<td>2,513 survey recipients</td>
</tr>
<tr>
<td>58% female, 33% male (8% declined to respond; 0.5% transgender)</td>
<td>52% female, 48% male</td>
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</tbody>
</table>
### Student Survey: Profile of Participants

<table>
<thead>
<tr>
<th>SURVEY PARTICIPANTS</th>
<th>ALL STUDENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>• 15% multicultural</td>
<td>• 32% multicultural</td>
</tr>
<tr>
<td>61% white</td>
<td>58% white</td>
</tr>
<tr>
<td>(23% declined to respond; 1% responded Other)</td>
<td>(10% unknown)</td>
</tr>
<tr>
<td>• 75% undergraduate</td>
<td>• 79% undergraduate</td>
</tr>
<tr>
<td>20% graduate</td>
<td>21% graduate</td>
</tr>
<tr>
<td>(5% unknown)</td>
<td></td>
</tr>
</tbody>
</table>
### Focus Groups: Who Participated

<table>
<thead>
<tr>
<th>Sought</th>
<th>Fulfilled</th>
</tr>
</thead>
<tbody>
<tr>
<td>11 focus groups</td>
<td>8 focus groups</td>
</tr>
<tr>
<td>120-150 participants, primarily students</td>
<td>60 participants, about half students, half faculty and staff</td>
</tr>
</tbody>
</table>
## Focus Groups: Who Participated

<table>
<thead>
<tr>
<th>Sought</th>
<th>Fulfilled</th>
</tr>
</thead>
</table>
| • 3 faculty/staff groups  
  - Undergraduate faculty, graduate school faculty, and staff with daily or regular student contact as part of their duties | • 3 faculty/staff groups  
  ○ 29 participants:  
    - 18 faculty, 11 staff  
    - 15 female/14 male  
    - 26 white/3 multicultural  
    - 13 CLA/5 Law faculty  
    - 3 classified/8 admin |
## Focus Groups: Who Participated

### Sought

- **8 student focus groups**
  - Heterogeneous ("a variety of") student group
  - CMs
  - SARAs
  - Multicultural students
  - Athletes and members of Greek organizations, by gender
  - International students
  - LGBTQI students

### Fulfilled

- **5 student focus groups**
  - 31 participants
    - 25 female/6 male
    - 20 white/11 multicultural
    - 29 undergrads, 1 grad, 1 unknown
    - International? Unknown
    - LGBTQI? Unknown
Conclusions about the data:

- Based on the high level of participation and demographic representation, the survey data provides useful insight into the experiences, attitudes, opinions and beliefs of the on-campus student community; and

- Student participation in focus groups was significantly lower and less representative, but still provides useful anecdotal feedback.
Student Survey

- Campus Climate
  - 96% of students believe reducing sexual harassment and sexual violence is a **community-wide responsibility**
  - 88% feel Willamette demonstrates a commitment to the success of all students
  - 84% agree with the statement “Willamette values gender equity (i.e., people receive equal treatment regardless of gender)”
“The university responds to sexual harassment in a serious manner”
Focus Groups found that students strongly support the implementation of bystander intervention (such as Green Dot) as a deterrent to sexual harassment and violence.

96% of women and 93% of men state that they would likely intervene if they saw someone trying to take advantage of an intoxicated person.
Students are less confident in peers readiness to intervene
- 62% of students would intervene if they heard someone making a sexual joke about another person
- only 30% believe the average Willamette student would intervene in the same situation
- This self serving bias is reflected in perceptions about alcohol and drug use
  - In the NCHA, 35% of students asserted that the average Willamette student drank alcohol at least every other day
Scenario

- Sarah and Joe went out last night. They were both drinking alcohol during the date. Sarah says Joe forced her to have sex. She says that while they were kissing, she turned away from him to show him she did not want to have sex, but Joe pushed himself on her.
Student Survey

- Sarah and Joe are both partially responsible for what happened.
  - only 57% of women and 49% of men correctly disagree
  - Nearly half our students need education on this issue
  - There was not a significant difference between classes on this question
Student Survey

- Joe might have sexually assaulted Sarah unintentionally.
  - 58% of men and 60% of women agreed with this statement
  - No significant difference between classes
Student Survey

- Awareness of Resources
  - Bishop
  - Chaplains Office
  - Salem Hospital by a Sexual Assault Nurse Examiner
  - Mid-Valley Women's Crisis Center
  - Sexual Assault Response Allies (SARA)
  - CMs trained in crisis response
  - No Contact Orders
  - Salem Police
  - Campus Safety
  - Reporting to Office of Rights and Responsibilities
  - Reporting via online WU bias incident form
  - Housing Change Request
  - Class Change Request
Student Survey

- Students indicated the most awareness of and confidence in
  - Bishop Wellness Center
  - SARAs
    - 62% of graduate students are not aware of SARAs
- Students need information about
  - Confidential counseling through the Office of the Chaplains
  - Online sexual harassment/assault reporting option
  - Ability to utilize No-Contact orders
I have received sexual assault and harassment prevention and response education from my CM or through other campus resources.
## Incidence of Harassment and Assault
- 96% of students reported no incidents of harassment or assault

<table>
<thead>
<tr>
<th></th>
<th>Female</th>
<th>Male</th>
<th>Unknown</th>
<th>Trans</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>ACHA</td>
<td>WG</td>
<td>ACHA</td>
<td>WG</td>
</tr>
<tr>
<td><strong>During the last 12 months, I experienced:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Being sexually touched without consent</td>
<td>14%</td>
<td>16%</td>
<td>3%</td>
<td>5%</td>
</tr>
<tr>
<td>Stalking (e.g., unwanted attention or contact, waiting for you outside your classroom or residence hall, repeated texts)</td>
<td>4%</td>
<td>13%</td>
<td>4%</td>
<td>7%</td>
</tr>
<tr>
<td>Attempted sexual penetration (vaginal, anal, oral) without consent</td>
<td>5%</td>
<td>8%</td>
<td>2%</td>
<td>1%</td>
</tr>
<tr>
<td>Sexual penetration (vaginal, anal, oral) without consent</td>
<td>3%</td>
<td>5%</td>
<td>1%</td>
<td>2%</td>
</tr>
<tr>
<td>I feel physically safe on campus during the day</td>
<td>99%</td>
<td>98%</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>I feel physically safe on campus at night</td>
<td>87%</td>
<td>76%</td>
<td>96%</td>
<td>96%</td>
</tr>
</tbody>
</table>

ACHA= Survey given 4/2013  
WG= Campus Climate survey of 10/13  
Highlight indicates only statistically significant differences
Student Survey

- All reported Harassment and Assault

Perpetrated by someone not affiliated with Willamette

Perpetrated by a Willamette Community Member
Student Survey

- 22% of senior women reported that they had been “harassed or assaulted while at Willamette”
- National surveys indicate 1 in 5 of women experience attempted or completed sexual assault during an average five-year college experience
For those who reported that they had experienced sexual harassment or assault while at Willamette:
Student Survey

- Who do students disclose to?

- Disclosed to a friend, family member, or other person not affiliated with Willamette: 28%
- Disclosed to both WU community members and others: 3%
- Disclosed to a Willamette Official, SARA, or CM only: 3%
Student Survey

- 3% Disclosed to a Willamette Official, SARA, or CM only
- 28% Disclosed to both WU community members and others
- 28% Disclosed to a friend, family member, or other person not affiliated with Willamette
- Students Who Have Not Disclosed to Anyone
Student Survey

- Did disclosing to someone help?

- Declining to answer question
- Disclosing to someone was not helpful
- Disclosing to someone was helpful
Student Survey

- Why did some students choose not to disclose?
Student Survey

- Why did some students choose not to disclose?

Wanted to handle it myself
Mistrust of resources
Difficult to come forward as a male survivor

“Didn’t think it was a big deal”
Negative Social Consequences
Did not identify as harassment/assault at the time
• Populations with significant differences
  o Graduate Students
    • Less likely to have received prevention/ response education
    • Less likely to have experienced sexual harassment or assault in the last 12 months in all categories
    • Less likely to know about resources
  o Female students
    • Less likely to feel safe on campus both day and night
    • More likely to have experienced sexual harassment or assault in the last 12 months
Student Survey

- Populations with significant differences
  - Students who have been subjected to harassment or violence while at Willamette
    - More likely to recognize and disagree with rape myths
    - Less likely to use Law enforcement as a resource
      - Both Campus Safety and Salem Police
      - Either unaware of resource or disinclined to utilize
  - Students answering “Scenario Questions” correctly
    - More likely to feel physically safe on campus at night
Questions

- Campus climate – what are the barriers to student empowerment and ownership of Willamette’s campus climate?
Questions

- How do we better engage, on an ongoing basis, students from demographic groups that were underrepresented in survey and focus group participation in issues related to campus climate, sexual harassment and sexual violence?
  - Male students
  - Graduate students (particularly MBA students)
  - Multicultural students
Questions

- How do we address the pervasiveness of myths and misperceptions about the dynamics of sexual harassment and violence among students?
Questions

- How can we encourage disclosures and help seeking, given that barriers are both social and institutional?