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

- <u>April 2013</u>: Open letter to the community from students responding to the Willamette Truth incident expressing concerns about campus climate, safety
- <u>May 2013</u>: CLA faculty member's meditation expressing concerns about university responsiveness to individuals disclosing incidents of sexual harassment or violence
- <u>July 2013</u>: *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

SURVEY PARTICIPANTS

ALL STUDENTS

- 1,123 completed surveys (45%)
- 58% female
 33% male
 (8% declined to respond;
 0.5% transgender)

- 2,513 survey recipients
- 52% female48% male

Student Survey: Profile of Participants

SURVEY PARTICIPANTS

ALL STUDENTS

- 15% multicultural
 61% white
 (23% declined to respond;
 1% responded Other)
- 75% undergraduate
 20% graduate
 (5% unknown)

- 32% multicultural
 58% white

 (10% unknown)
- 79% undergraduate
 21% graduate

Focus Groups: Who Participated

Sought

Fulfilled

11 focus groups
 120-150

 participants,
 primarily students

 8 focus groups
 60 participants, about half students, half faculty and staff

Focus Groups: Who Participated

Sought

 3 faculty/staff groups
 > Undergraduate faculty, graduate school faculty, and staff with daily or regular student contact as part of their duties

Fulfilled

- 3 faculty/staff groups
 - o 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

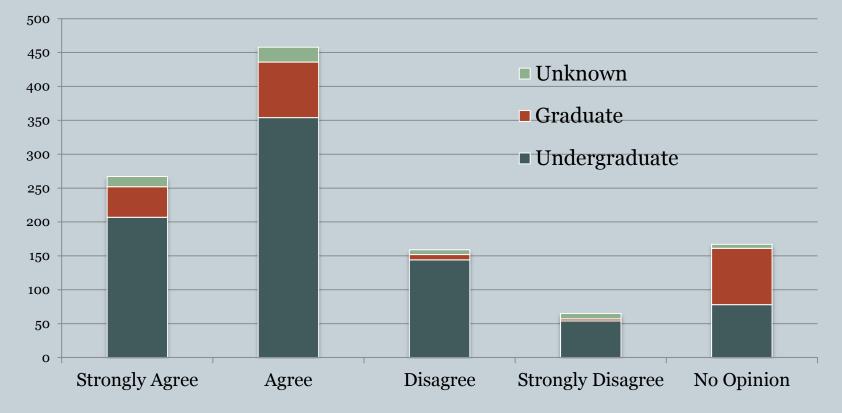
Conclusions about the data:

- SASED 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

• 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.

- Sarah and Joe are both partially responsible for what happened.
 - o 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

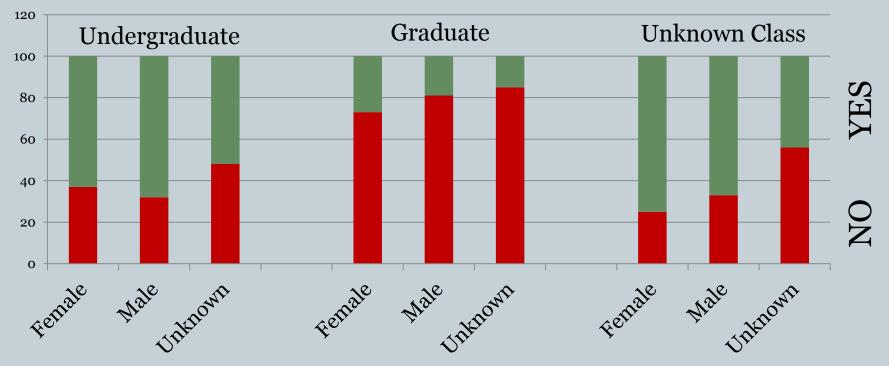
- Joe might have sexually assaulted Sarah unintentionally.
 - 58% of men and 60% of women agreed with this statement
 - No significant difference between classes

• Awareness of Resources

- o 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

- 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

	Female		Male		Unknown		Trans
	ACHA	WG	АСНА	WG	ACHA	WG	WG
During the last 12 months, I experienced:							
Being sexually touched without consent	14%	16%	3%	5%	0%	8%	40%
Stalking (e.g., unwanted attention or contact, waiting for you outside your classroom or residence hall, repeated texts)	4%	13%	4%	7%	0%	8%	20%
Attempted sexual penetration (vaginal, anal, oral) without consent	5%	8%	2%	1%	0%	3%	40%
Sexual penetration (vaginal, anal, oral) without consent	3%	5%	1%	2%	0%	2%	40%
I feel physically safe on campus during the day	99%	98%	100%	100%	100%	97%	80%
I feel physically safe on campus at night	87%	76%	96%	96%	100%	83%	60%
ACHA= Survey given 4/2013 WG= Campus Climate survey of 10/13							

Highlight indicates only statistically significant differences

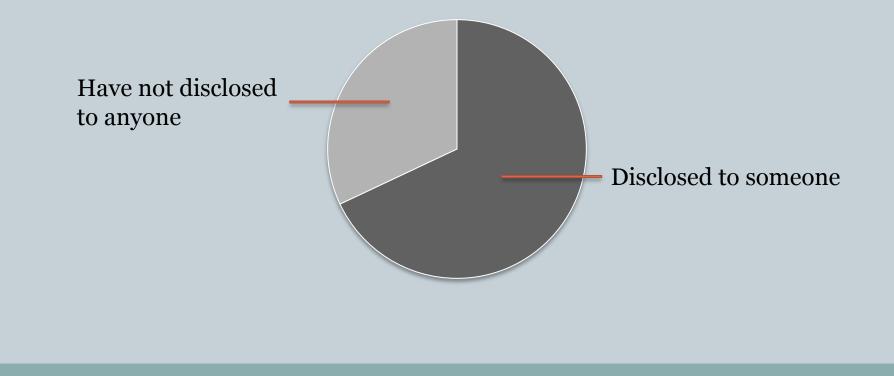
• All reported Harassment and Assault

Perpetrated by someone not affiliated with Willamette

Perpetrated by a Willamette Community Member

- 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:

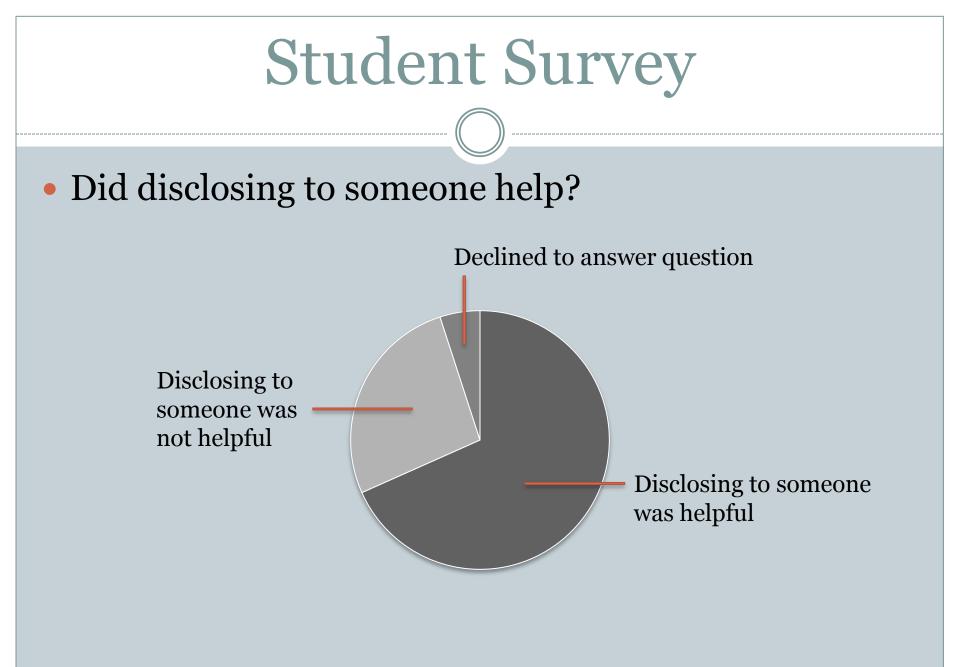


• Who do students disclose to?

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

Students Who Have Not Disclosed to The One

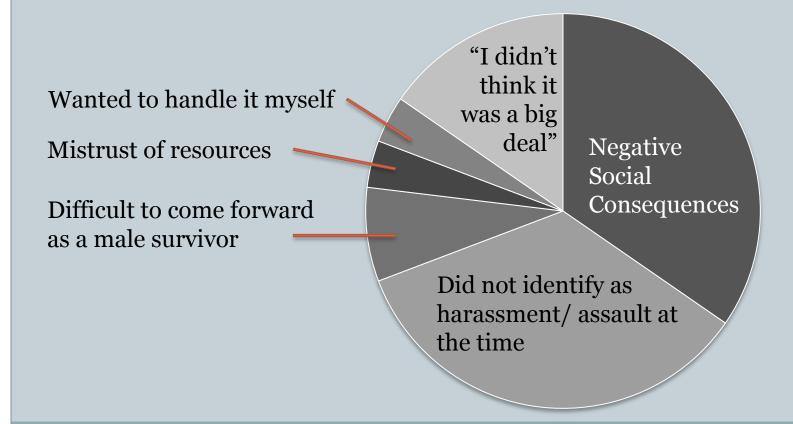
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• Why did some students choose not to disclose?



• Why did some students choose not to disclose?



- Populations with significant differences
 - 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
 - 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

- 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

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

- 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

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

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