

Task Force Mini-Retreat January 30, 2015

Deb Love, Eric Garrison, Ginger Ambler, Anna Martin, Dave Gilbert, Peel Hawthorne, Carla Costello, Kiersten Boyce, Helis Sikk, Jodi Fisler, Eric Garrison, Marjorie Thomas, Donna Haygood-Jackson, Rowan Lockwood, Susan Grover, Deb Cheesebro, Alex Greenspan, Jenny Putzi, Cynthia Ward, David Dessler, Mallory Tucker, Guest: Fran Bradford

Ginger welcomed everyone to the retreat and began the meeting at 11:15 a.m.

I. Governor's Task Force (Guest, Fran Bradford)

- The Governor's Task force is divided into 3 subcommittees
 - Prevention (Bradford is on this subcommittee)
 - This subcommittee is looking at strategies and programs; ways to expand the conversation by engaging students, faculty and staff on college campuses
 - Gender roles are important to the conversation
 - Need continued conversations and education-not just once and done
 - Response
 - Campus Sexual Assault Response Teams on college campuses
 - What are the federal rules and regulations? How do we address gaps in federal mandates?
 - How do we help survivors?
 - Equitable response for accused and accuser
 - What if anything should be on transcripts?
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 - Law Enforcement
 - Work on minimizing victim reporting; adjudication
 - Who responds?
 - Mandatory reporting?

These subcommittees are tasked with meeting 2 more times between now and the end of March or early April. They have been asked to come back to the full task force with a draft set of recommendations on moving forward. A presentation is set to be made to the Governor on June 1.

II. Virginia Legislature Updates (Bradford)

- Campus Sexual Assault-more bills than any other topic:
 - Mandatory Reporting
 - Lots of consternation about this; Governor is very interested in topic
 - Different proposals-24 hours to report once you know about an assault
 - Transcript Notation or Letter in file
 - Very likely to have a transcript bill of some-sort
 - MOU with local law enforcement
 - Certification Question for training and policies
 - Likely will sign something on certification

Other issues:

- Bradford noted that one of the biggest issues with Legislators is that they think colleges are trying to cover up sexual assault. There seems to be a disconnect between the legal process, external law enforcement, and what has to happen on college campuses.
- 80% of Virginians think there should be an element of mandatory reporting.
- The concern among Governor's task force members is that if the students know university personnel have to report directly to law enforcement, then many victims won't come forward..
- At the General Assembly meeting a recent UVA grad shared a very powerful story about being raped. She said she talked with a dean and faculty members who helped her get through it. She said that she wanted nothing to do with a legal process and if there was a requirement that assault be reported to law enforcement, she would not have come forward.

III. Survey Results

Jodi shared some preliminary survey results with the task force. The results are not yet public not have not been shared with the President.

Of note:

- This survey did not ask about the influence of alcohol, which plays a large role in sexual assaults.
- Recommendations will emerge as more analysis of the survey data continues
- We will need to make recommendations based on the results of the survey survey data-as we look at the data we will need to be proactive and make recommendations based on the results

IV. Climate Subcommittee Update

- Upcoming Forum: February 12 7:00 Tidewater A&B
Open Conversation with the Campus Community: Gender Based Discrimination and Violence at William & Mary
- The hope is that this conversation will start to bridge the trust gap between students and the task force

There will be Continued Conversations not limited to people to attend the forum.

V. Prevention & Education Subcommittee

- At their recent meetings they had a lot of discussion about focusing on special populations and graduate students-how do you bridge the gap? Need to consider this when developing training programs.
- Other conversations have focused on Causes related to education and prevention-climate, respect for others, if we are going to change the culture we have to focus on the climate-why do people have the attitudes-influences training

- Other questions/concerns they have considered:
 - Might RUSH be moved to second semester? Would that make a difference?
 - Is the all-male peer education program effective?
 - Need for more resources at the counseling center
 - Are faculty, staff and students familiar with the Consensual Amorous Relations Policy?
 - Do people understand what consent is?
 - What is going to have an impact and change the way you think?
 - What are some intersections that impact sexual assault? Alcohol? Hazing?

This was Anna's last Task force meeting. Chief Cheesebro will take over as the chair of the Prevention & Education subcommittee.

VI. Training for Faculty & Staff Subcommittee

- Email went out from the Provost explaining about training and the CSA assignment to faculty members
- President's email went out instructing faculty & staff about taking the training and that it is required of all employees
- There will be a posttest after the survey
- After 14 days, a reminder is sent to those who have not completed the training; then after 7 more days another reminder will be sent
- 2 in-person training sessions offered

VII. Investigation & Adjudication Subcommittee

- This subcommittee is currently evaluating policy and procedures
- The proposed revisions have been made to the sexual misconduct policy & procedure. Will be submitted to the President today.
- We are always looking for ways to continually improve our adjudication process including the improvement of the hearing process and having representatives for the accused and the victim.

Ambler thanked everyone for all their hard work and dedication to this task force and concluded the mini-retreat at 1:56 p.m.