

**University of Melbourne
Respect Taskforce
Meeting 6/2018**

CONFIRMED MINUTES

A meeting was held from 3.00 pm to 4:30 pm, Wednesday 15 August 2018
Level 7 Meeting Room, Raymond Priestley Building

Members present: Richard James (chair), Amanda Davis, Paul Duldig, Sally Eastoe, Siobhan Forbes, Cathy Humphreys, Joseph McCarthy, Jenny Morgan, Damian Powell, Georgina Sutherland, Molly Willmott.

BUSINESS

A. Formal Matters

A1 Welcome and Apologies

Apologies received: Elizabeth Capp, Jonas Larsen, Dan Persaud, Zimo Wang

In attendance: Tim Lee and Bridgid Junot (MU Sport) for B1, Bren Carruthers (for Zimo Wang), Amelia Terry (shadowing).

A2 Minutes

The minutes of the previous meeting were confirmed as accurate.

A3 Action items

The action items are all in progress.

A4 Report from the Chair

- A new poster campaign has begun. These posters contain a broader Respect message than prior posters (which were focused just on the issues of sexual assault and sexual harassment). There were concerns raised by the Taskforce that the language was not direct enough, but it was acknowledged that there is a fine balance between attracting attention and avoiding additional distress for survivors.
- A summary of the Respect work was provided to Council. Feedback has been that they showed a great deal of interest and have requested more information (specifically on staff-staff and staff-research student issues) at a later meeting.
- Staffing changes - Elizabeth Capp is leaving the University - which is a loss of expertise to the Taskforce. Once someone has been employed to cover her other work Celia Scott will be working full-time on the Respect initiatives, which completes a recommendation by the Taskforce.

B1.

Topic	MU Sport report
Presenters	Tim Lee, Bridgid Junot
Discussion	<p>Tim Lee gave a short overview of the scope of MU Sport, before Bridgid Junot provided a more detailed outline of the work being done to mitigate the risk of sexual assault and sexual harassment, and to achieve their goal of a safe and respectful environment for all members. This includes:</p> <ul style="list-style-type: none">• A clearly articulated zero tolerance policy for sexual assault and sexual harassment.• ‘Be the Influence’ training for students.• A major cultural shift in the management of representative sport, which is now based on a sound and comprehensive risk analysis approach to sending teams rather than expected performance outcomes. This has included: a team management screening process, duty statements from all team managers, a safety handbook, students co-located with staff, clearly stated behavioural expectations and Safer Community Program briefings.• Policies and procedures for all clubs around respectful relationships – which improve consistency of management and response.• Annual meeting with each club where standards are set, and positive behaviours are reinforced.• Prior confusion around governance has been resolved, and members (whether or not they are students) can now be excluded from clubs if they do not comply with University policy.• Advising groups provided to help resolve any conflicts or breaches that do occur.• Trips and tours register (which could potentially provide a framework for a University wide system).• Work has begun on developing a suite of programs that take proactive steps towards providing a safe and supportive environment for specific cohorts and equity groups (e.g. Pride in Sport).• Next steps will include club member agreements outlining expectations and standards, safety management plans, a leaders’ register, training in behaviour management and emergency response situations, and crisis management plans.

	<ul style="list-style-type: none"> • It was noted that it would be beneficial for the Colleges to work with MU Sport to help raise their own standards for intercollegiate sport. • Data collection on incidents has not been robust to date as they face the same issues as elsewhere, of incidents not being reported, cultural concerns around reporting and a need to increase confidence that reports will be acted on.
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B2.

Topic	One-year anniversary
Presenters	Molly Willmott, Richard James
Discussion	<ul style="list-style-type: none"> • On August 1st there was national student demonstration against sexual assault and sexual harassment to mark the one-year anniversary of the release of the AHRC report. The Victorian universities met on South Lawn at the University of Melbourne, with an estimated 350 people in attendance over the course of the afternoon. • Media coverage on the day and following was very low-key. • Molly also reported on the actions being undertaken by UMSU, with a current focus on working with clubs to improve the culture of both the clubs generally, and the camps that they run. Governance and policy changes have been implemented to lead these improvements from the top down. UMSU are also working on connecting with college equity officers to break down the wall that can exist between the colleges and UMSU. UMSU are also hoping to apply for a dedicated advocacy resource to help survivors with reporting and accessing counselling and support. Campus safety guides are being expanded, and they will publish information to let students know what happens when they make a report. • Universities Australia have released two guidance/principles documents which will be reviewed by the Taskforce in greater detail at the next meeting. It was noted that these had been provided to the University with very little notice prior to UA's media releases. • Amanda advised that a Supervisor Standards Reference Group has been established.
Next steps	<ul style="list-style-type: none"> • Sally will review the Appropriate Workplace Behaviour Policy alignment with the Principles for Respectful Supervisory Relationships. • Review of UA documents moved to next meeting

B3.

Topic	Project updates
Discussion	<p>Vic Health / Behavioural Insights: Bystander Interventions</p> <ul style="list-style-type: none">• Project will be about changing social norms around bystander action.• 3 workshops have been held thus far to design the intervention. These were:<ul style="list-style-type: none">○ Taskforce to set the scope and style of the project○ Faculties – FFAM, Science, MDHS – to refine the scope, start to shape the message, mode of delivery, timing and goals○ Students – online information session – survey to complete with their feedback (~50 students potentially involved) to develop the specifics of the message etc. Students were nominated by Faculties.• Aim to roll out an email-based communication campaign beginning in O-week 2019.• This semester research will be undertaken to determine the social norms which will inform the campaign.• There may also be other preparatory activities this semester, but this is still in discussion. <p>Graduate Student Video</p> <ul style="list-style-type: none">• 5 speakers locked in for start of September<ul style="list-style-type: none">○ Carolyn Evans - Deputy Vice-chancellor (Graduate) & Deputy Provost○ Justin Zobel – PVC Graduate and International Research○ Peng Kuang – President, GSA○ Zimo Wang – Women’s Officer, GSA○ Catherine Sedunary, Manager, Campus Community• The completed video should be available by October 4.