

**University of Melbourne  
Respect Taskforce  
Meeting 9/2018**

**CONFIRMED MINUTES**

A meeting was held from 3.00 pm to 4:30 pm, Wednesday 21 November 2018  
Level 7 Meeting Room, Raymond Priestley Building

Members present: Richard James (chair), Hannah Buchan, Amanda Davis, Sally Eastoe, Siobhan Forbes, Jonas Larsen, Maddy McMaster, Jenny Morgan, Dan Persaud, Damian Powell, Georgina Sutherland, Debra Tegoni, Molly Willmott.

**BUSINESS**

**A. Formal Matters**

**A1 Welcome and Apologies**

Welcome: Hannah Buchan (Women's Officer, UMSU), Maddy McMaster (Acting Director Students and Equity)

Apologies received: Paul Duldig, Cathy Humphreys, Zimo Wang,

In attendance: Bruce Tobin (Acting Associate Director, Public Affairs)

**A2 Minutes**

The minutes from the meetings held on Wednesday 19 September 2018 and Wednesday 17 October 2018 were confirmed as accurate with minor corrections.

**A3 Report from the Chair**

The completed Graduate Student Respect video was screened. It was emphasised that this is just one small piece in a big landscape of activity. Discussion was had around future a tailored piece for all students and for other specific student cohorts.

**B1.**

<b>Topic</b>	<b>Options for anonymous reporting</b>
<b>Presenters</b>	Richard James
<b>Discussion</b>	<p>The University made a commitment to increase student confidence in reporting sexual assault and sexual harassment to the University. One of the possible ways to achieve this is to introduce anonymous reporting. Anonymous reporting has been implemented in a number of different ways across the sector, with varying degrees of anonymity. The discussion paper set out some of the different types of anonymous reporting as well as the different purposes of anonymous reporting.</p> <ul style="list-style-type: none"><li>• Need to be very clear about the goal of anonymous reporting as this drives the type/s of options which should be made available.</li></ul>

	<ul style="list-style-type: none"> <li>• Primary purpose at this stage is to raise confidence in the reporting process and the user experience. It is vital that any reporting mechanism clearly sets out what can and can't be done with the information received, and what will be done with the data.</li> <li>• Concurrent mechanisms and pathways to reporting is ideal, but data collected needs to be consolidated.</li> <li>• Must be executed flawlessly to be effective.</li> <li>• Where anonymous reporting allows alleged perpetrators to be named, but the reporter does not want the issue taken further, a tension is created between the need to respect the reporter's decision and a duty of care to others in the community.</li> <li>• While the Cambridge approach of pure data collection is limited, it is a good starting point as it is comparatively easy to implement quickly and effectively while setting the groundwork for a more advanced model.</li> <li>• Data collection is primarily around looking for macro trends.</li> <li>• While data collection cannot be used to respond at an individual level it can inform actions and macro responses. More localised data than the AHRC survey would provide much more powerful information and allow the University to respond to larger social aspects and culture change.</li> <li>• Questioned whether even a data collection model of anonymous reporting could function as a deterrent for potential perpetrators.</li> <li>• The affiliated Colleges are also considering anonymous reporting (with some having already committed to providing this in 2019). An aligned or shared system would provide more comprehensive data for all parties.</li> <li>• A data collection model is the easiest way to collaborate with affiliates. Establishing jurisdiction, processes and responses with affiliates is a necessary step before a shared reporting system which names perpetrators could be effectively and responsibly managed.</li> <li>• The concept of escrow reporting was very popular but will take longer to introduce as it requires a trusted third party provided (existing whistle blower services may be appropriate but must be evaluated).</li> <li>• It was agreed that in the first instance a data collection model should be introduced, to run concurrently with existing formal reporting mechanisms. Further research into escrow reporting should be undertaken as a possible future option.</li> </ul>
<b>Next steps</b>	<ul style="list-style-type: none"> <li>• Cost out and plan the process for introducing anonymous data collection about sexual assault and sexual harassment.</li> <li>• Later: research escrow reporting options.</li> </ul>

## B2.

<b>Topic</b>	<b>Priority issues for 2019</b>
<b>Presenters</b>	Richard James
<b>Discussion</b>	<p>Priority issues for 2019 were agreed to be:</p> <ul style="list-style-type: none"> <li>• Reporting – improving confidence, awareness of pathways, clearer information about processes and possible outcomes, improved data capture.</li> <li>• 'Always on' communication campaign refresh – ongoing educative awareness campaigns and (separately) preparation for reactive responses.</li> </ul>

	<ul style="list-style-type: none"> <li>• Intersection with colleges (and other affiliates and partners) – to strengthen relationships for a common wellbeing and support framework.</li> <li>• Review of all aspects of legal position.</li> <li>• Independent external review (as per AHRC recommendations).</li> </ul> <p>Other significant works include:</p> <ul style="list-style-type: none"> <li>• Capturing existing and planned actions and assigning responsibility for these.</li> <li>• Review of ongoing resourcing and resource plan.</li> <li>• Bystander intervention opportunities.</li> </ul>
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