

**University of Melbourne
Respect Taskforce
Meeting 2/2019**

CONFIRMED MINUTES

A meeting was held from 2.00 pm to 3:30 pm, Wednesday 22 May
Level 7 Meeting Room, Raymond Priestley Building

Members present: Pip Nicholson (chair), Hannah Buchan, Amanda Davis, Sally Eastoe, Evan Kritikakos, Jenny Morgan, Dan Persaud, Damian Powell, Debra Tegoni, Bruce Tobin, Zimo Wang.

BUSINESS

A. Formal Matters

A1 Welcome and Apologies

Apologies received: Cathy Humphreys, Maddy McMaster

A2 Minutes

The minutes from the meeting held on Wednesday 27 March 2019 were confirmed as accurate.

A3 Action items

An update is required at the next meeting on the time lines for expanding the 'always on' communication strategy to ensure that messages reach all staff and at-risk groups. All other action items are complete, in progress or dependent on the outcome of the external review.

A4 Experts and upcoming events

A database of recommended experts and events arising from this item will be maintained by the executive officer. During discussion, it was noted that the groups and individuals mentioned would be of particular interest to various parts of the university, some of which are not at the Taskforce. Taskforce members will refer relevant parties to the resource as noted below. The Provost and DVC (Academic and Undergraduate) will be made aware of the resource also.

- [EROCAustralia](#) (End Rape on Campus) – victim/survivor experience. (Of interest to staff involved in reporting and student advising – Director, Students and Equity to advise).
- [SeMPRO](#) (Sexual Misconduct Prevention & Response Office) – ADF. (Explore arranging meeting to provide comparative insights to Taskforce).
- Anna Bull from the [1752 Group](#) in the UK - graduate and supervisor relationships. (Of interest to Associate Director Graduate Research).
- Neil Cobb (The University of Manchester) who is researching the evolution of global sexual rights advocacy will be visiting the University in June (Jenny Morgan to explore whether Neil Cobb might meet with Taskforce and other relevant parties when next at UoM).

A5 Report from the Chair

A5.1 ACGR Respectful Supervisory Relationships training

- The University has purchased a license for the training manual and videos (as previously discussed).
- Committee of Graduate Research Associate Deans (CGRAD) support using the materials.
- Working with the CSHE to include as part of supervisor training.
- Agreed that it would also be beneficial to include in graduate student orientation.

Action: Respect Taskforce to write to CSHE and Associate Deans (Research) to encourage this use in supervisor training and student orientation respectively.

Action: Associate Director Graduate Research to report back to the Taskforce on how the materials are being used.

A5.2 Proposed government policy changes – data retention for reports of sexual assault against children

- In response to the Royal Commission into Institutional Response to Child Sexual Abuse 2017, the Public Record Office Victoria have requested feedback from Victorian agencies on the retention and disposal standards for records
- The Manager, Records Services has requested that subject matter experts within the Taskforce disseminate this further and provide feedback.

Action: Executive officer to circulate feedback form and briefing paper for individual response.

B. Items for Discussion

B1

Topic	Terms of reference for external review
Presenters	Pip Nicholson
Discussion	<ul style="list-style-type: none">• Confirmed that the purpose of the external review is twofold – to comply with the AHRC recommendation, but also to inform continual improvement to policy and practice.• Minor changes made to the wording of the draft terms of reference to improve clarity and precision of requirements.• Additional term added to cover good practice when the complainant or alleged perpetrator is co-located at another institution with its own policies and practices.• Provost welcomes the Taskforce's draft terms of reference and will take this into consideration in setting the University's final terms of reference for the review.• Discussion of possible tenderers informed by the list of existing parties conducting reviews. Noted that WorkLogic works directly with UoM currently and is therefore not appropriate for this review. Noted also that Lyn Walker is highly expert.
Next steps	<ul style="list-style-type: none">• <i>Executive officer to finalise Taskforce changes prior to review by the Chair and General Counsel.</i>• <i>Chair to submit proposed terms of reference to the Provost.</i>• <i>Provost or delegate to commission external reviewer within the next quarter.</i>

B2

Topic	Interim report on anonymous register for inappropriate behaviour
Presenters	Daniel Persaud
Discussion	<p>Moved to first item</p> <ul style="list-style-type: none"> • High level snap shot provided of the 249 submissions received between 14 March and 16 May 2019. Majority of submissions were from the recipient of the inappropriate behaviour, but also came from those who witness the behaviour, or had it disclosed to them. The most common problem reported was controlling or coercive behaviour. • Noted that there can be multiple submissions about the same incident, and that incidents did not necessarily occur within this 2-month period. This will affect ability to capture trends, noting that there can often be a significant time gap between an incident and when a victim-survivor is ready to share information about this. • Pilot report to be reviewed at the next Taskforce, areas of particular interest to monitor are: <ul style="list-style-type: none"> ○ correlation between decision to report or otherwise, and how long ago the inappropriate behaviour occurred ○ the nature of the inappropriate behaviour, and the category of the recipient ○ reasons/barriers to reporting ○ has the anonymous register led to an increase in formal reporting
Next steps	<ul style="list-style-type: none"> • <i>Director, Wellbeing to prepare pilot report for meeting 3</i> • <i>DVC (Academic & Undergraduate) and Policy and Strategy Adviser (Respect Initiative) to prepare framework for pilot report, noting the need to frame within the context of the data received from the AHRC survey and to evaluate the effectiveness of the register in encouraging reporting and providing data to inform preventative strategies</i>

C. Other business**C1 Young Australians' attitudes to violence against women and gender equality**

- Youth report findings from the 2017 National Community Attitudes towards Violence against Women Survey (NCAS), released yesterday.
- Includes good video resources.

Action: Executive Officer to distribute links to Taskforce

Action: Director, Students and Equity to investigate how best to utilise these resources

C2 Progress against AHRC recommendations

- Noted that 12-month and 18-month updates on progress towards all 9 recommendations have been provided to the AHRC and published on the Taskforce page.

Action: Report annually on progress to the Taskforce

C3 Survey of Australian University Students' Experiences of Sexual Violence

- Have not received formal communications regarding this, but it is understood that ownership of commissioning the survey will move to UA from the AHRC.
- New survey expected to be trialed in two Universities in 2019, for full roll-out in 2020.
- Need to find a balance between resolving the methodological issues with the initial survey and providing comparable data.

Action: Taskforce to ensure that feedback regarding the methodology which was provided to the AHRC is communicated to UA and taken on board (specifically noting the need to differentiate between graduate coursework and graduate research students).