

**University of Melbourne**  
**Respect Taskforce**  
**Meeting 4/2019**  
**MINUTES**

Thursday 14 November 2019, 11:00 am to 12:30 pm,  
Level 7 Meeting Room, Raymond Priestley Building

**Attendees:** Pip Nicholson (Chair), Archit Argrawal, Sally Eastoe, Hannah Buchan, , Joanne Ligouris, Laura Tarzia, Debra Tegoni, Bruce Tobin, Margie Welsford,

**Apologies:** Amanda Davis, Jenny Morgan, Tessa Gould, Evan Kritikakos, Daniel Persaud, Cathy Humphreys

**In attendance:** Richard James (DVC Academic), Celia Scott (Chancellery (Academic)), Madeleine Johnson (GSA General Secretary for Tessa Gould), Illy Paumolevuka (Chancellery (Academic)), Tim Brabazon (Director Student Services), Patrick Tidmarsh (for B1)

**A. Formal Matters**

**A1. Welcome**

- Welcome: Naomi Smith (UMSU)  
Naomi is one of the new UMSU Women's Officers, and will be the UMSU rep on the Taskforce in 2020

**A2. Minutes**

Minutes approved

**A3. Action items**

The Chair will lead a discussion on the action items from previous meetings.

**A3.1 Informational escrow anonymous reporting (Celia Scott)**

Project on hold. There's no equivalent to the Callisto product at any other Australian institutions, or currently available in Australia.

Benefits of escrow:

- Complainant submissions are date/time stamped
- High level of encryption
- Key word matching with other submissions. Easier identify similar reporting's and to let victims know if they want to go forward with a formal report

CALLISTO:

- Open source code
- There are options available with other apps.
- The University of Melbourne will be seen as pioneers. There's potential for greater collaboration with Colleges.

The anonymous register keeps the data, but CALLISTO provides more details. It was asked if there was any evidence for the effectiveness of Callisto over other products/processes.

**ACTION:** Item to stay on the action list for the Taskforce. To be monitored and revisit for Business case in 2020.

**ACTION:** EO to re-circulate Callisto report to the Taskforce

**A3.2 ACGR Respectful Supervisory Relationships (Amanda Davis – written)**

- The core supervisor training is mandatory with the refresher subject to AD advice.
- It was noted communications for the training program has not been sent.
- There's opportunity to build momentum in this area and also noted that this training is relevant to the broader university training

**ACTION:** Amanda to provide access to the training resources for 2020 Respect Taskforce members

**A3.3 'Always on' communication strategy – student groups (Bruce Tobin)**

- Madeleine noted the Always on posters were received by GSA. Transgender Awareness Week was promoted through Social Media.
- Printed material has been distributed to other campuses
- Interested in using Student hub more to create more awareness
- Bruce Tobin is working with Sebastian from the SASS Student Communications Team.
- Richard James noted in the Student Life Strategy, the communications around respect will be part of the Commencement Ceremony and in 2021, the Discovery subjects, will include experiences and online modules on Respect
- Richard noted Respect training will be part of the first-year discovery subject, and they're still working on the hurdle requirement.
- Peer mentoring: There will be strong Respect messages to be part of the training.
- Bruce Tobin noted they will refresh the VC's Respect Video, so they're able to reframe the current model.
- MySafety website will be launched in March.

**A3.4 External review - update (Celia Scott)**

- An external contractor has been employed to do the external review of the Sexual Harm and Harassment Policies and Procedures and is currently working with members in the university.
- Terms of Reference will define staff as 'employees'

**A3.5 Anonymous register for inappropriate behaviour (Tim Brabazon)**

- A dashboard to be provided which will make data analysis easier, but may require restructuring the questions.

- Currently the issue is the nature of the data in finding the common thread with current questions
- Controlling/coercive behaviour still the most common type of incident, with the overall pattern of submissions remaining consistent with earlier reports. It was reaffirmed that the purpose of the register is to provide insights into the character, breadth and depth of inappropriate behaviour, and to then use these insights to inform systemic change.
- The register is effective for information gathering, but questions may need reframing to be effective at informing change.
- Noted that there had been wide consultation, including student groups, when the register was established. These stakeholders should be included if there are changes made. The chair commended Tim Brabazon and Laura Tarzia for taking on this work

**ACTION:** Laura Tarzia to prepare questions and meet with Tim Brabazon & Richard James to review.

**ACTION:** New draft of questions to be circulated to student groups

**A3.6 Empowering bystanders project – data dive (Celia Scott)**

Update: Behavioural Insights Team reviewed the data, with the Taskforce's questions in mind, and confirmed that there was not enough data to provide statistically valid answers to questions such as whether international status affected the effectiveness of the email trial.

**A3.7 Empowering bystanders project – operationalisation (Pip Nicholson)**

Complete. The chair has followed up with the DVC (Academic), also the operational lead.

**A3.8 Due diligence on employment (Pip Nicholson)**

Complete (passed to DVC (Academic), also the Respect operational lead for action – will be taken up with Director Workplace Relations)

**A3.9 Preventing and responding to online harassment (Pip Nicholson)**

Complete (passed to DVC (Academic), also the Respect operational lead for action – will be followed up with Governance unit)

**A3.10 National Redress Scheme for Institutional Child Sexual Abuse (Pip Nicholson)**

Complete (passed to DVC (Academic), also the Respect operational lead for action – majority view in HE sector is no need for universities to engage with this)

**A4. Experts and upcoming events**

Members are asked to share details of these with the Taskforce

- Tertiary Primary Prevention Network (TPPN) have moved [online](https://www.tppn.org/) (<https://www.tppn.org/>)
  - Informal meetings have moved online and will advise of upcoming events
  - Student involvement still be worked out

**A5. Report from the Chair**

#### A5.1 2020 Governance

- Pip Nicholson has acquitted her period, as chair. In 2020 Richard James, DVC (Academic), will resume as Chair of the Respect Taskforce
- Celia will be stepping down as executive officer for the Taskforce. Celia will be taking a step back from the Respect work, to work on the University's Student Equity Strategy.
- Chancellery (Academic) will continue to provide executive support for the Taskforce with Illy Paumolevuka taking over as Executive Officer
- Pip thanked Celia for her work on the Taskforce to date
- Richard also thanked Pip and Celia for the work they've achieved on the RESPECT Taskforce
- The group was reminded the taskforce is an advisory committee

#### B. Items for Discussion

##### B1. Reflections on 2 years of work. Plans for 2020.

- Reflected on the work undertaken over the past two years, and how and where the strategic role of the Taskforce can be most effective in the future, noting the second survey of sexual assault on campus will take place in 2020.
- At the first Taskforce meeting for 2020 –expect the report from the UOM external review and from the UMSU Sexual Harm Response Coordinator – both of which are expected to inform operation work in 2020.
- At the first Taskforce meeting in 2017 there were four primary action areas identified reflecting the four commitments the University made following the release of the survey
  - **Raising awareness** - Making the problem of sexual assault/harassment and the University's values more visible on campuses
  - **Improving training** - Significantly elevating the use of training modules on, for example, consent and first response to disclosures
  - **Improving response and Improving support** - Doing more to increase student confidence in making disclosures and improving the response of the University to allegations, and
  - **Improving overall accountability and transparency.**
- Extensive work on the awareness raising - 'always on' comms, website improvements, presentations, for example.
- Some work on improving response and support – but much of this has targeted systems and processes and is not readily visible unless a problem arises – still significant work required on improving response particularly around transparency and accountability.
- A small amount of additional training has been provided – but not as significant an elevation as anticipated.
- Supervisor training: One on one meetings creates power imbalances. There remains a need to have people understand their roles as supervisors and the escalation processes for complaints for where issues arise.
- It was noted Legal and Risk are talking to faculties regarding risk registers, including discussion about the impact of alcohol and drugs in University settings.

- Camps are a high-risk activity and not run by the university but by the Faculty Student Clubs. Practices to be reviewed to define the purpose of the student camp wellbeing advisers.
- Need to review alcohol use with regards to student accommodation – new partnerships such as Little Hall may provide an opportunity to develop a framework for good practice around risk management and mitigation.

**ACTION:** Add Drugs & Alcohol and Student Wellbeing activity as a 2020 ongoing agenda item

**ACTION:** JL to provide a report and advice to the university on what support could be provided for staff exposed to trauma through caring for students and colleagues.

### C. Items for noting

#### C1. Second US [Campus Climate Survey on Sexual Assault and Misconduct](#) results.

Key points from the aggregate data:

- the rate of non-consensual sexual contact by physical force or inability to consent increased
- aggregate results are masking significant local variations
- significant increases in reported knowledge of both definitions of sexual violence, and University procedures around these
- overall belief that their University would take a report of sexual assault seriously was at 65%, but drops to 45% for those who had actually made reports
- note that they do not have good comparable data for adults of a similar age outside of the college system, but that for the few studies that do exist, the indications are that rates are lower within the college environment (so similar to the first AHRC survey, although that was never spelt out).

**ACTION:** Invite Helen Cahill to address the Taskforce again in 2020

**ACTION:** Laura to present “MySafety” project to the taskforce in 2020

**ACTION:** Respect Taskforce meeting dates to be set in 2020 with the first meeting to be held in first week of March