

**University of Melbourne
Respect Taskforce
Meeting 5/2018**

CONFIRMED MINUTES

A meeting was held from 3.00 pm to 4:30 pm, Wednesday 20 June 2018
Level 7 Meeting Room, Raymond Priestley Building

Members present: Richard James (chair), Elizabeth Capp Kylie Gould, Amanda Davis, Dan Persaud Bren Carruthers (for Adele Guille), Jenny Morgan, Damian Powell, Georgina Sutherland, Cathy Humphries, Molly Willmott.

BUSINESS

A. Formal Matters

A1 Welcome and Apologies

Apologies received: Siobhan Forbes, Paul Duldig, Sally Eastoe.

Welcome: Associate Professor Andy Martin, Faculty of Science; Angela Foresi, External Relations (by phone)

A2 Minutes

The minutes of the previous meeting were confirmed as accurate.

A3 Action Items

An updated action sheet, with Taskforce actions mapped to the AHRC Report recommendations, was noted.

A4 Report from the Chair

Richard noted the recent tragic event in Princes Park and the swift action taken, led by Dan Persaud and other colleagues, to communicate with the University community at a time when the alleged perpetrator was still at large. The responses to messaging about keeping safe were mainly positive though some raised the victim blaming tension that has been the subject of fierce public debate.

Action: Dan's team will review the *UniSafe* app narrative with a view to increasing the bystander tone of the messaging.

B1.

Topic	Respect from a Graduate Research perspective
Presenters	Andy Martin and Amanda Davis
Discussion	<p>Andy spoke to the circulated summary of discussion at the Australian Council of Graduate Research conference on creating a safe environment for graduate research students. Some of the key questions posed:</p> <ul style="list-style-type: none"> • Should we ban relationships between supervisors and research students along the lines being advocated by RMIT academic leaders amongst others? • In relation to joint PhD programs, do we check with the other university/ research institute that they have policies and expectations of behavior that align with ours? • Which staff need to be specifically trained to take case notes which may be used as evidence, to save students having to repeat their story multiple times? • What training to graduate research students need before confirmation, to ensure they are informed about appropriate behaviour expectations (of themselves and others) and how to seek assistance? <p>Further points made during discussion included:</p> <ul style="list-style-type: none"> • Establishing a culture of respect and bystander intervention is one important strategy to address these issues. One marker of this is that the process for making complaints is easily understood and accessed, and complaints are acted on in a timely manner. • A Taskforce sub group of Sally Eastoe, Jenny Morgan and Kylie Gould have started work on the issue of appropriate relationships between students and staff in the research context. Mark Hargreaves has joined the group, and there have been parallel discussions with Justin Zobell who is keen to frame this in the broader context of inappropriate/misuse of power. • Auditing major partners/ research institutes to ensure their policies and practices are aligned with ours could be a useful exercise. • Development of targeted training and/or resources for graduate students –research students being a sub set of this – is an action already under way.
Next steps	<ul style="list-style-type: none"> • Incorporate this feedback into work under way

B2.

Topic	Bystander Intervention Program – VicHealth and the Behavioural Insights team
Presenter	Richard James

Discussion	<p>Richard outlined the opportunity being offered to the University through partnership with VicHealth and the Behavioural Insights team to undertake a project which aims to</p> <ol style="list-style-type: none"> 1. Encourage bystander action to sexist behaviors and sexual harassment in university setting/s and 2. Contribute to the global evidence base on encouraging bystander action to improve primary prevention of violence against women. <p>The proposal has received strong support from the Chancellery Executive leadership group, and we are currently working through the University's human ethics research issues which need to be addressed, seeking an expedited solution.</p> <p>Discussion noted that</p> <ul style="list-style-type: none"> • Key questions about how students give consent and choose to opt out need to be addressed • Would student cohorts be identified on a faculty or course basis, as these are not the same things. Another possible dimension to consider is undergraduate vs graduate. • It would arguably be easier to run such research across two like universities or faculties, with the control group in one and intervention group in the other. It will be difficult to manage separating these two components in one university. <p>Pending important details yet to be sorted out with VicHealth and BI, it was agreed that the University should engage with and support this opportunity which will provide valuable insights for our thinking about future strategies.</p>
Next steps	<ul style="list-style-type: none"> • Finalise project details, ethics approval and MoU with VicHealth. • Undertake research during semester 2 2018

B3.

Topic	Respect Communication strategy – semester 2 2018
Presenter	Angela Foresi (by phone)
Discussion	<p>Angela presented a tabled communication calendar of activity for 2018, noting</p> <ul style="list-style-type: none"> • Communications objectives – focus on fostering a safe environment and specific information about getting help when needed • Semester 2 activities – visible campaign targeting students regarding awareness and resources information; demonstration of unified leadership; broader audience campaign for the whole community; Open Day activities; upgrading existing websites; presenting at the professional staff conference • Opportunities to influence public debate • Preliminary thinking about preparation for semester 1 2019, and key audiences to be targeted

	<ul style="list-style-type: none"> • Sample messaging developed in consultation with students
Next steps	<ul style="list-style-type: none"> • Members to provide feedback on sample messages by email to Celia Scott

B4.

Topic	2018 Project Priorities
Presenter	Elizabeth Capp
Discussion	<p>The updated report tracking progress against AHRC Report recommendations mapped to Taskforce actions was received .</p> <p>Noting previous Taskforce discussion about adequately resourcing the Respect work, an additional project resource will be recruited for 12 months to enable some of the major pieces of work to be addressed, in particular actions relating to recommendations #2 and #3. This resource will come from the Chancellery Academic portfolio budget, so does not need to be the subject of separate application for support.</p>
Next steps	<ul style="list-style-type: none"> • Elizabeth and Richard to proceed with recruiting an additional resource.