

Sexual Misconduct Policy Task Force

Meeting Notes

1/24/18

Group met to follow up after meeting with Interim President Richard Feldman on 1/22/18.

Takeaways from meeting:

President Feldman said he would try to take into account all the recommendations he receives from the many groups/ committees reviewing the policies, but he might not be able to include all of them. Students thought that was nice he was upfront about that.

Meeting was very diplomatic. Understand that he has to be that way since he can't promise things.

Felt like he wanted their input on graduate student policies, but since task force is focusing on undergraduates, group is unable to do so.

President said he wants to conduct process of change by working with great speed and collaboratively so people feel included in the discussion, and wants to find thoughtful outcomes/ policy changes. It was mentioned that those may be difficult to balance as he won't be able to please everyone.

Group liked that he talked about wanting to improve campus culture on views of sexual misconduct.

Group liked that he wanted to know the group's game plan and asked how he could help them with their goals.

Group feels rhetoric of new president is much different than outgoing President Seligman- they have different leadership styles- feel President Feldman is more sensitive to issues and emotional aspects of them. Felt he really wants student input.

Idea was raised, that the University needs to build trust again with campus community members. Group agrees.

Other discussions/ ideas discussed at tonight's meeting:

Point brought up that it is important to keep in mind safety of people on campus but also we should be mindful and concerned about UR community members when they are off campus. Example- when UR members are walking off campus on bridges.

Group wonders how student body feels about President Seligman stepping down- point brought up that there will be some who will not be satisfied with how University moves forward. No matter the topic, some will always be upset and not happy with an outcome(s). For example, on campus someone wrote in graffiti on a poster "Fire Feldman". Group feels it's a small minority of students who are unsatisfied with changes thus far and that a climate of distrust will hang in the air for a while. But group wants to focus on positives that are happening and think it is more important to show a majority of the student body that good things are happening to fix issues and move on from them in a positive manner. Group wants to do this to get more people on board that University is trying their best to make things better.

Idea to tweet/ use social media to tell people the work the task force is doing, that we'll be interviewing people, putting out a survey, etc. so that other students hear about tangible methods that are being used and are occurring to make policies better. This will help make the work the task force is doing transparent and can help in gaining buy-in from the student body.

When we think about plan change we have to remember- first individual/ relationship change happens, then it happens on an organizational level, and then finally on a cultural level.

Group should utilize respondent verification to gauge if work task force is doing is/ has been helpful to see if people view their work as effective- as a small group with representation across all undergraduate class years, we are able to work on policy change recommendations, then once we have conducted our work we can go out to the larger student body to verify that what we are proposing works for the larger group. Overall, respondent verification will give the group pointed feedback from specific individuals on the effectiveness of the work we are conducting. Allows process to be more controlled, less chaotic.

It is good for the group to post/ use social media to highlight what the task force is doing, but it will also be helpful for each individual student on the task force to talk directly to people they encounter about the group's work as another way to spread the word to even more people.

Moving forward/ to do's at future meetings:

At next meeting, have student in the group (Rachel?) update us on groups she is also a part of and the work they are doing- the sub-committee (commission on women and gender equity in academia) and working group (that is looking at all student policies- undergrad, grad, fellow, etc.). Also, as group we will talk about NY State policies and "dear colleague" letter in more depth. Can decide at next meeting how many more meetings group will have and if we want to meet bi-weekly or weekly. Idea to break up into groups to talk about 1.) how to recruit interviewees, 2.) about meeting with Morgan Levy and questions group has, and 3.) about survey questions/ logistics.

At another upcoming meeting will have Dee Krebs talk about clinic at Medical Center and work she does with victims/ evidence collection (rape kits).

Group would like to make recommendations after we go through survey, interviews, and hear from more staff that help victims so that group has a better idea of what to recommend after group's investigative process is fully complete.

Send any survey questions group would like included to Kate.

There were six students present at tonight's meeting who want to help with creating questions and conduct interviews. They will need to set dates, times and a private location for interviews. There should only be two people at a time conducting interviews and use first names only. Kirsten will note names of students who will be interviewed and track date/time of scheduled interview. Annemarie will look into a location- the writing offices may work well because no one will know if a student is there for writing help or to be interviewed. Another idea if needed- art and music offices might work also. Group may want to write up an opening script to use at beginning of interviews and it would be a good idea to have a sheet of resources printed out that is given to each interviewee in case they are triggered while there.

Can use Redcap for survey so it is secure and stores the data.

It would be good for group to use the "4-Point Touch" method where we would use different methods (audio, visual, posters, e-mail, social media, etc.) to tell people four times about the survey to give the broadest exposure ("The survey is coming, it's on its way, it's here, don't forget to take it") and capture the attention of many learning types. Group will send survey link via e-mail to student body through SA

Government, SEGWay, College Feminists, MOVE, Dean Runner's office, post on class year Facebook pages, etc.

Group will need to answer question President Feldman asked at the meeting this week- will task force continue and if so, in what capacity/ what would the group's goals be moving forward? Some feel the group would be good to continue, but we will discuss this at another meeting when more group members are present.

When Professor Jaeger issue was first made public, President Seligman held a meeting with student leaders. They gave a lot of tangible ideas on how to impact culture change on campus and some are currently in the process of being implemented. It would be good for the task force to see the minutes from that meeting to know what was recommended.

Later on- group could discuss and work on changing campus' vision/ values we hold, including what is and is not acceptable. Thought raised that general value statements for the whole campus community are valuable and they are needed since we are one community, but there are reasons to have specific value statements for individual schools, constituencies, etc.