I. **CALL TO ORDER:** 8:00pm

   a. **Present:** Representatives Michael Benson, Adam Duran, Julian Bahr, Chris Tom, David Barton, Michael Benson, President Saccone, Malcolm Tariq, David Weinreich, Erin Sullivan, Ben Sweeney, Pier Davis, Sidney Ellington, Treasurer Mbagwu (14 PRESENT)

   b. **Absent:** Alex Gutierez, Shijun Ma

   c. **Excused:** David Malewski,

II. **APPROVAL OF THE AGENDA**

Motion by MB, seconded by Adam. Approved unanimously.

III. **APPROVAL OF THE PREVIOUS MINUTES**

Motion by Michael B. with change to correct Ben S’s name. Also to grant editorial authority to the executive board and advisor for nonsubstanative changes for the remainder of the semester., seconded by Julian.

Approved unanimously.

IV. **Holly M-R & Darline Ray-Johnson**

Holly: Really appreciate the time that you’re giving us and that we’re taking away from your important agenda. We, Darlene and I are co-chairs of the committee that have put together these recommendations. This is an overview of why we’re taking this issue on and what the process has been to arrive at our draft recommendations which we will also present. We will also discuss remaining steps.

To start us out, the student sexual misconduct policy is housed at studentsexualmisconductpolicy.umich.edu. Hopefully you’ve all heard about this policy. It has been a two year process in the making including anumber of stake holders, including RSG. What you may be less familiar with is the Violence Against Women Act reauthorization of March 2013. The most recent reauthorization includes new elements:

- Required policy elements
- Mandatory training for ALL incoming students
- Mandatory training for all incoming staff.
Prior to this most recent authorization, most campuses didn’t really pay much attention to VAWA, now campuses (under the prevue of the department of education) have a great deal to do to comply with the law. Many campuses, however, were in full compliance with the law, including U of M. Given the new changes, there are some things that we need to change to stay in compliance. In particular, training for incoming staff and students. We provide a comprehensive training program for our undergraduate students both in person as well as online. During the first 8 weeks of the fall semester, students receive additional training (Freshmen). In total, comprehensive training:

- Bystander intervention information
- Risks and Warning signs for abusive relationships
- … more from slides

We want to have a comprehensive program for our graduate students. However, the program will need to look very different than what we provide to our undergraduates. However, we know that this training will need to be very different than what we currently provide. To figure out how to provide this, we created a campus wide committee that Darlene and I chair. It includes folks from the graduate academic and professional schools. We also hosted round table for all graduate students (across schools). These were hour long discussions that focused on 3 questions. How does this issue show up for you? What do you need? And what should we make sure that we offer for graduate students? (What do you have, what do you need, and what do you want)

In the professional schools, students receive far less information on sexual assault, sexual harassment than Rackham students. Those that do receive some information primarily indicated that the training that they receive is primarily focused on the students’ roles as employees of the university and not spending as much or any attention to the student component.

We heard from graduate and professional students that mandatory obligations often cause people to complain BUT that they send a strong message of institutional support. I spoke with the college of Engineering steering committee and one of the students brought up the fact that students have to do mandatory training for research. Another student used to work for Ford and every year received sexual harassment training. Over and over again, we’ve heard that we shouldn’t single anyone out, everyone should go through this.

Engineering feels singled out and mandatory training should happen.

Many expressed hope that faculty would also receive training. “There is an assumption that faculty know about these issues… but they don’t.”

Phil: There appears to be a generational component with the faculty. Are there any plans to integrate this training for those that are tenured?

Holly: Great question! Gosh, you’re probably thinking that there are people that have been here for over 45 years. My hope is that we can get this training out quickly.
University HR as well as the Abuse Hurts initiative and the office of institutional equity will be taking this on.

David W: Is there a reason why we wouldn’t train the existing faculty.

Holly: It isn’t a cultural norm for there to be training for faculty for any issue (Mandatory training). We need to create a cultural shift such that faculty would be willing to accept the training. We’re really calling this the new normal. There is currently NOTHING that all faculty are trained on. This will be a new norm.

Phil: Is there anything in the VAWA that requires existing employees to be trained?

Holly: No. However, there is a requirement that all members of campus engage in ongoing programming. How that is defined is something that

Michael: VAWA + mentoring training?

Holly: I think any training for incoming staff would incorporate that.

**Former Representative Chris Tom joined the discussion at 8:17pm**

Julian: Do other institutions have similar requirements?

Holly: I believe so, it varies by department. Many universities face barriers similar to the ones that we face, including cultural issues which could be hard to overcome.

Holly: Most graduate students that we heard from were most interested in an online training that ‘covered the basics’ and an additional in-person training that addressed program-specific cultural issues and needs. We heard that, in the law school, law students were interested in training relating to their working with clients. We heard from students that a research lab is a very different environment than someone involved in the humanities and have different training needs. Same difference for Pharmacy vs. Education.

**DRAFT RECOMMENDATIONS:**

Basic level: Develop online training for all graduate and professional students to address minimum requirements of VAWA reauthorization 2013.

Second Level: In person.

We want this framed in terms of the institutional commitment. We as an institution aren’t only interested in addressing a mandate. We want to enable students to identify which types of scenarios or paths that they want to address. We aren’t required by law to provide information on intimate partner violence or workplace harassment. We will be
providing all of this both as employees and students. In addition, information about technology enabled stalking will be available.

The information will also be readily accessible.

These were the recommendations that were put forward for the online training.

For the 2nd level: We want to have an in-person training for all incoming international students studying in the US for the first time. Many schools have some in-person training, LS&A for example. Last but not least, we think that it would be helpful to add this training (in person) to your CV for those that do achieve it; perhaps a certificate or badge. We also want the training to be coallesed. Many students have different obligations, it would be very helpful if things were centrally located.

QUESTION TIME

Phil: Could you boil down into a couple of phrases what would be the most important or helpful for you to hear from RSG. How can we be the most helpful?

Darlene: In terms of the recommendations, reactions would be great. Are they accurate? Is anything missing?

David W: I think that this has not been articulated but I think one of the frustrations I feel in seeing this is that the students that are in the weaker position, the position of less power are the ones being asked to do this training but the professors that have a position of power, the ones that cause harassment from their position are not. That’s a frustration. I know that the University gives a great deal of funding to projects on campus as does the federal government. IT would seem logical that both entities could require this type of training for Tenured professors. That they would need this certificate to receive funding.

Holly: I agree with you. We don’t have that language in the legislation yet. As such we don’t have the same stick that we do for incoming faculty. The big stick is the availability of federal financial aid.

David: But don’t we need language in the law? Couldn’t we as a University do this on our own?

Holly: Yes, we really do. Not for any employee… there is no consequence. The legislation says that all incoming employees must receive this training it doesn’t touch on existing employees (or students for that matter). Now, could the institution make this decision? It’s possible. They would need the collaboration of the faculty senate. It’s possible but I’m not the person to speak on their behalf.

Phil: I think we can help with that particularly with SACUA and the Faculty Senate as a whole.
Holly: I’m well aware that the type of harassment that can exist between students and

Piere: I have a couple of questions and comments. Are there results that have been shown to take place once people receive this training... how does the community benefit? I’m wondering how effective the 45 minute training would be for people that might commit acts of sexual harassment as compared to those that wouldn’t.

Holly: We don’t have an answer to that question. There is literally no training package available on the market for graduate students. On the other hand, there are over 9 vendors offering a variety of packages for undergraduates. Each of those packages has been refined, beta tested, and given to thousands of students. In order to do this, we’re going ot have to build this from the ground up. We’re going ot hire a curriculum expert. It is an important first step. Hopefully other institutions will follo w( SAGE AGENDA ITEM).

Piere: What are the outcomes of the undergraduates?

Holly: Because no institutions have base reates between reported and unreported crimes, we have to look at changes in attitudes and beliefs. We look at “knowing how to ask for consent, how to hear yes or no to consent, and other markers” We see high confidence when they come into the University as Freshmen. After our training their confidence goes down sharply. We feel this is good in that they realize what htye know and what they don’t know. Over the course of the next 6 months it goes back up and we’re looking at what actually creates that confidence.

Piere: This might be more important for undergrads, but a female specific class might be helpful as many women don’t know hwo to express their opinions (ADD TO THIS.)

Holly: The real challenge will be delivering the content in a way that is relevant to everyone, including women and at all elvels (faculty, staff, and students). We will be calling on you all again when we’re in the content delivery phase.

Darlene: One thing that we’ve heard is that you’re all busy. How much time would a graduate?

Response

Julian: On that last part, any online portions can be less than impactfult. Making it longer than 45 mintues likely wouldn’t add much benefit. Though longer in person is different and likely more powerful. Who will be creating the training protocols? Particularly in PIBS.

Holly: At this stage, we’re not calling for every program to be required to create additional in person training. That did not have support at the workgroup level. Would there be someone from PIBS? WE’d want any program that develops and in person training to call on the resoures at U of M including CRLT and SAPAC.
Ben: Most people have covered what I wanted to say, but I’d say that in addition to the in person and online training it is critical that there be easy access to followup information. Perhaps at the end, “Please bookmakr this link” linking to various resources.

Holly: Great point. You all will have access to the undergraduate training to tell us what you think and what modalities you might want ot see. At the end they have local, state, and federal resources. Some people don’t want to seek support locally.

Erin: You mentioned that there are really different relationihps at the graduate level. What relatinoships will you be basing it on? (Professor – Student, Student – Student, Student – Staff, etc)

Holly: That might be exactly the place where one of those scenarios or paths would come into play. Every student needs to get some mandated information. Its really just good information to have about the laws and campus regulations on these issues as well as what your resources are… what does stalking look like for example and how to address it or deal with it.

Chris Tom: I’m wondering if you’d be interested in taking advantage of resources such as sex-per-team (sp) which is in the business of how to “do good things”

Holly: You’ll be happy to know that SAPAC and Sex-per-Team have been working hand in hand for over three years. We want to promote those positive behaviors because the more positive behavior there is, the less negative behaviors there will be. And how we navigate that is different for graduate and undergraduate students.

Phil: I have a couple of question as well. Thank you again for coming! I’m wondering if you can tell us who you’ve spoken to who are in faculty or administration that have heard the idea that faculty should be doing this too… partiucarlly have people in the Provosts’ office heard that if students should do this, the faculty should too…

Holly: We did have a member of the Provosts’ office as a member of our working group and she could have shared this with the Provost. WE are also going before the Senate Advisory Committee on University Relations (double check the committee) our committee isn’t tasked with training for faculty and staff. The folks that will be doing that work are the HR office and the office of Institutional Equity. I expect that they will tap the expertise of Abuse Hurts. I’m a co-chair of Abuse Hurts and if/when we are tapped Ill bring this feedback. In truth, our ability to affect change for the faculty is beyond our charge.

Phil: Great and when does this need ot be in place?

Holly: initially March 2014 was identified. Howeve,r the deadline for the rules to be issued is November 2014. It is my expectation for us to be in compliance for the 2015-
2016 school year. I have no interest in dragging anyone through training that doesn’t accomplish something so we’re out in f

Michael: Implementation timeline and also SAGE assistance?

Encouraging vendors but no one has bit yet.

Student Affairs disconnect with Staff and Faculty policies….

Phi: Was this helpful?
Holly: Yes, very much so and we’d love ot have a followup session. You’re a the front end of our vetting process. We’re going to be talking to SRAC as well as other groups on campus. We will certainly be coming back to you with our final recommendations as well as for help with our content.

V. Treasurer Appointment

Mentioned by Ben seconded by dave. Approved Unanimously.

VI. Appoint Chris Tom to a Half Term D1 seat
Moved by Julia seconded by MB. Approved with 2 abstentions.

VII. OFFICER REPORTS
   a. President Phil Saccone
      Committees that haven’t met. AAC is on me. Chris will be organizing that ASAP. You’re the only committee that has an excuse for not submitting a budget to Chuky by Friday. We will definitely be helping to take up the cause of sexual assault on the student end.

   b. Treasurer Chuky
      Please submit your budget by FRIDAY. We have $33k in the account, we were paid for the account. And we’re setting with Rackham shortly.

VIII. COMMITTEE UPDATES
   a. Academic Affairs Committee

   b. Budgetary Committee
      Stuff is pending! If you’re on the committee vote.
c. Communications. Julian fill me in! Web, pictures, and more

d. Elections Committee

e. Legislative Affairs Committee
   Michael talked about LAC.

f. Student Life Committee
   We have a preliminary budget. I will be there. I hope you can join. You are required to attend or help with 2 other events.

IX. OPEN DISCUSSION

X. ADJOURNMENT at 9:11pm.