University of Washington
Faculty Council on Women in Academia
April 2, 2021
11:00 a.m. – 12:30 p.m.
Zoom

Meeting Synopsis

1. Call to order
2. Review of the minutes from March 5, 2021
3. Chair’s update
4. Campus-wide Support Program
5. Faculty Discipline and Dispute Resolution – status update
6. Discussion item: rollout of resources and protections around T&P
7. Good of the order
8. Adjourn

1. Call to order

The meeting was called to order at 11:06 a.m.

2. Review of the minutes from March 5, 2021

The minutes from March 5, 2021 were approved as written.

3. Chair’s Update

Chair Bergman noted the passing of the Class A legislation on title changes through the SEC and possible future meeting coordination with FCMA.

4. Campus-wide Support Program

Valery Richardson, Mags Aleks, and Paige Sechrest joined the council to discuss the Response and Prevention of Sexual Misconduct (Exhibit 1) and background information (Exhibit 2). Members discussed gaps in resources and knowledge, the biggest challenges to response and prevention, connections in support, and described elements of a good response to sexual misconduct. The council noted interest in academic mentorship programs, alternative funding, confidential advocates, and clearer procedures between programs and resources.

5. Faculty Discipline and Dispute Resolution – status update

Chair Bergman mentioned the dispute resolution legislation would be on hold until an ad hoc committee was created to continue discussions.

6. Discussion item: rollout of resources and protections around T&P
Lauren Lichty noted campus-specific initiatives and the announcements of resources and funds for communities impacted by inequities should be content reviewed. FCWA noted interest in requesting status updates for those initiatives to determine accessibility and transparency.

7. Good of the order

Members noted their appreciation for the council and the work done during the COVID impacted academic years.

8. Adjourn

The meeting was adjourned at 12:28 p.m.

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Minutes by Alexandra Portillo, xanport@uw.edu, council analyst

Present: Faculty Code Section 21-61 A: Margo Bergman (Chair), Sun Oh Chung, Lauren Lichty, Elizabeth Umphress, Samantha Robinson
Faculty Code Section 21-61 B: Keiko Hill, Dani Smith, Andrea Joseph
Guests: Vallery Richardson, Paige Sechrest, Mags Aleks

Absent: Faculty Code Section 21-61 A: Pamela Mitchell, Ankur Suri
Faculty Code Section 21-61 B: Clara Coyote

Exhibits
Exhibit 1 – FCWA - Response and Prevention Landscape
Exhibit 2 – informal and anonymous reporting for BoDC.docx
RESPONSE AND PREVENTION LANDSCAPE

FACULTY COUNCIL ON WOMEN IN ACADEMIA

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LANDSCAPE
SHARE IN THE CHAT:

WHEN YOU THINK ABOUT RESPONDING TO AND PREVENTING SEXUAL MISCONDUCT, WHAT DO YOU THINK THE BIGGEST CHALLENGES ARE?

- People don’t know what the resources are
- There aren’t enough resources
- There aren’t the right kinds of resources
  - Some combination?
  - Anything else?

SafeCampus Helpline: 206-685-7233
CAMPUS AFFILIATED ADVOCATE (defined RCW 28B.112.030)

- UW employs 4
- Support individuals by providing information & options
- Allow individuals seeking advocacy to make their own choices
- 2019-2020 UW Equity Survey: 75% of those who contacted advocates were satisfied with services offered/received

AREAS OF EXPERTISE:

- Safety planning & implementing supportive measures
- Processes for reporting and obtaining civil protection orders
- Referrals for on- and off-campus resources
- Rights individuals have and may exercise
CONNECTIONS AMONG RESOURCES AND SUPPORT

SPECIALIZED SUPPORT & SUGGESTIONS
Knowledgeable about strengths and limitations

ATTENTIVE TO INDIVIDUALS’ GOALS & NEEDS
Mediation vs. investigation vs. negotiation

DIFFERENT ENTRY POINTS FOR PRESENTING ISSUES
- Creating culture of respect and civility
- Assessing policy violations
CONSIDERATIONS IN RESPONSE AND PREVENTION
KEY ELEMENTS OF GOOD RESPONSE

- CONNECTING SURVIVORS TO EXPERTS WHO CAN PROVIDE NECESSARY HELP
- PROVIDING TAILORED SOLUTIONS
- SUPPORTING RESOURCES THAT ARE ATTENTIVE TO INTERSECTIONALITY
- CHOICE AND TRANSPARENCY

SHARE IN THE CHAT:
What would you add to this list?
CHALLENGES IN CREATING NEW RESPONSE SYSTEMS

HOW IS STRUCTURE DEFINED?
WHO IS RESPONSIBLE?
WHAT TRAINING IS AVAILABLE/REQUIRED?
WHAT ONGOING SUPPORT DO STAFF/VOLUNTEERS RECEIVE?

WHAT IS THE ENTRY POINT TO THE SYSTEM?

WHAT IS THE NEXT STEP IN THE PROCESS?
CHALLENGES IN CREATING NEW RESPONSE SYSTEMS

- How is structure defined?
- Who is responsible?
- What training is available/required?

- What is the entry point to the system?

- What is the next step in the process?

- What legal requirements exist?
INTERVENTIONS FOR PREVENTING SEXUAL HARASSMENT

- Create diverse, inclusive, and respectful environments
- Improve transparency and accountability
- Strive for strong and diverse leadership
- Provide support for the target
- Diffuse mentor/mentee hierarchies

Source: National Academies of Science, Engineering and Medicine (2018)
GAPS IN THE LANDSCAPE AND NEXT STEPS
SHARE IN THE CHAT:

WHAT DO YOU SEE AS THE MAJOR GAPS?

IF YOU WERE TO CREATE MORE RESOURCES, WHERE WOULD YOU WANT THEM DIRECTED?
GAPS IN CURRENT LANDSCAPE

- Academic Mentorship Programs
- Alternative Funding for Students and Postdocs
- Additional Confidential Advocates
- Clear Protocols Between Programs and Resources
RECOMMENDED NEXT STEPS

LEARN ABOUT YOUR COMMUNITY’S RISK FACTORS AND PROTECTIVE FACTORS

CONSULT WITH TITLE IX, SAFECAMPUS, AND OMBUD ABOUT THE SYSTEM LEVEL

COMPLEMENT AND EXPAND ON WHAT ALREADY WORKS
THANK YOU!

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Informal and Anonymous Reporting of Sexual Harassment, Sexual Assault, and other Sexual Misconduct

The UW Title IX Steering Committee has been working to standardize and clarify expectations of employees when employees become aware of incidences of sexual harassment, sexual assault, and/or other sexual misconduct. The guiding values that have informed this work include a commitment to prioritizing both survivor choice and community safety. These values—and the policies and protocols that have been developed—are in alignment with the findings and recommendations of the 2018 NASEM report which highlights the importance of informal and anonymous reporting options.

To facilitate the option of informal or anonymous reporting, and to prioritize survivor choice, the University of Washington has not identified every employee as a “mandatory reporter.” Instead, a smaller band of senior leaders and key staff who work in human resources, academic personnel, compliance, and student conduct have been designated as “Title IX Officials Required to Report.” Officials Required to Report must contact SafeCampus if they become aware of sexual misconduct and must share all the information they have when they call.*

While most employees are not required to report, every UW employee is strongly encouraged to initiate the Title IX Response and Support Protocol by contacting SafeCampus if they become aware of sexual harassment, sexual assault, relationship violence, domestic violence, or other sexual misconduct. Anyone who is not a Title IX Official Required to Report can contact SafeCampus anonymously or choose to not share the name of the individuals involved. No matter who calls and regardless of how much information is provided, Safe Campus will:

- Assess for any immediate safety concerns and provide options to address the concerns
- Consult with the caller on their role and any next steps they need to take
- Discuss options to provide support if the person who experienced unwanted behavior or harm wants to remain anonymous
- Connect the person who experienced unwanted behavior or harm with a confidential advocate. Advocates provide free confidential support, discuss academic or employment concerns, and explain resources and reporting options
- Provide the Know Your Rights and Resources Guide which includes important information and options
- Provide support and referrals to additional resources as needed
• Share the information received with the Title IX Coordinator who is responsible for assessing risk to the larger community, coordinating any necessary follow up, and identifying patterns and systemic issues related to Title IX

This protocol--along with the option for direct outreach to a confidential advocate--allows survivors to access support services and consider their options without having to submit a formal complaint and/or initiate a University investigation. Furthermore, the centralized response and support mechanism ensures that expert, trauma-informed professionals (SafeCampus and confidential advocates) are available to all survivors. Survivors can consider and receive support for any option they choose to pursue--including the option of submitting a formal complaint.

February 2021

*Instructions for Title IX Officials Required to Report were initially distributed in August 2020. Updated information and content will be distributed to these individuals (including the Board of Deans and Chancellors) in March 2021.