

Council on Sexual Violence Prevention
Tuesday November 29, 2016
10:00am-11:30am
401 Physical Sciences Building

Minutes

Vice President Ryan Lombardi welcomed everyone to the Council meeting. After member introductions, individuals shared what they have heard and experienced on and around campus since the Presidential election:

- VP Lombardi shared that the Cornell Daily Sun (CDS) ran an article about student athletes partnering on how to conduct themselves on campus
- Nina Cummings shared that during an Ivy+ conference call with victim advocates and prevention specialists, the group discussed the recent Harvard Athletics decision to cancel the season in response to unacceptable behavior by their men's soccer team. Are we now at a time when we will begin to see other institutions of higher ed taking the same positive actions as did Harvard to more intentionally address factors that can promote sexual violence?
- VP Lombardi asked the Council what they are hearing or observing post-election—related to sexual misconduct—within their units or during interactions with students.
 - There is anxiety on campus based on comments and statements made during the Presidential campaign; will laws or policies that affect our university communities be changed or modified?
 - Sarah Affel, Title IX Coordinator, responded:
 - Title IX will unlikely change and the University not likely change our Code of Conduct as a result. We will maintain our Cornell ethic and integrity.
 - There are many things we do in the name of our Code of Conduct. We have made the right changes to respond to sexual misconduct, and even if the federal guidance goes away, we will not change.
 - The government may change how we are regulated, but it should not change how we act. Threats to LGBT concerns, such as repeal of the Marriage Act, could unfortunately happen quickly through an executive order. However, we now have NYS laws addressing sexual misconduct for all residents that will not likely change. If the federal government said we didn't have to have some regulations anymore, we would not likely change since we believe in the policy changes we have made.

Other comments from Council members:

- There could be changes in individual attitudes here; we will need see how that plays out and respond accordingly
- Have we seen more bias related complaints since the election?
 - Sarah A. responded: Within the last three weeks we have not seen any uptick in bias activities. We have seen an increase over the past couple of semesters. However, we believe these increases may be due to better reporting mechanisms and campus education
- Colleagues who were at a faculty conference voiced that positions shared via social media could fuel more sexual violence or acceptance of behaviors. We will need to

watch and continue to work through the fear of this perceived new entitlement of males.

- So do these things change our approach to addressing sexual violence?
 - At this time we will continue to move forward with planned activities. We will need to check in to make sure we are still addressing the right issues and whether we need to change our approaches for education and training.
- In the post-election world, we are certainly talking about the issues more given what we have seen and heard during the election.
- A “cry-in” was organized by students for the day after the election. The Cornell Daily Sun covered it and posted a video. Unfortunately, as a result, direct threats were made toward some people identified in the video. The Sun would not take down the video saying that it was not their policy to take down a story. Students affected are still working through the fallout. There were many (on and off campus) negative reactions to the “cry-in.” There has been support for those affected and identified, there is still a lot of work to do
- A number of students and staff are feeling unsafe. Some are not telling anyone they are scared and fearful, only talking within their cohort groups.
- When students ask you for the safety services on campus, please encourage them to use the Blue Light services. You can use these services anytime day or night.
- It sounds like we are doubling down on our commitment, and we now are hearing of cases of fear and bias on campus. Is Cornell planning on doing something to proactively send out communications?
 - We are currently responding on a case-by-case basis. We are developing talking points and have great partners within University Communications. We need to be thoughtful about how and when to communicate on these issue.
- In some classes, professors have brought up the election results. This has caused a lot of reaction, both positive and negative. The Center for Teaching Excellence is on campus to help faculty be prepared when these conversations come up.
- There is also training on campus for faculty and staff on how to communicate and have discussions about sexual violence, bias, discrimination, and respectful behavior. There is a workshop on civility.
- The Faculty and Staff Assistance Program (FSAP) is available to help employees figure out how to work together and give assistance to our students.
- Cornell President-Elect Pollack is beginning her transition from the University of Michigan to Cornell. The work of the Council will be shared with her.

Spring 2017 Campus Climate Survey

Marne Einarson, Assistant Director, IRP

Our next campus climate survey will be launched in spring 2017

Every NYS higher ed institution must conduct these surveys annually. We are now looking at how we will conduct the survey and what we will be asking. Specifically:

- We want to collect useful information
- We want to ensure that we collect a manageable amount of information (AAU data is still being looked at)
- We have looked at lots of options, many instruments and have decided to conduct an “AAU survey *lite*.” We want to use the same kinds of measures and questions (not introduce a whole lot of new questions or measures).

- We will revisit and revise the questions to make it more specific to Cornell; asking questions that we feel are more relevant for us here and eliminating others.
- AAU was a population-based survey. This spring will be a sample survey (~6000). The hope is to get a better response than we got for the AAU survey.
- We are exploring incentives for better response. We will have more flexibility since it is our survey vs a national survey.
- The survey will be anonymous.

Survey Schedule: The survey instrument will be completed by the end of February. It will be launched after spring break and finished by the end of the semester. We will do pre-testing.

Question raised: Is there any thought about targeting certain communities such as groups of students of color? The survey planning group will discuss this. We don't want to saturate certain communities with surveys, so want to be thoughtful about students' time.

Intervene: a new bystander intervention video

Laura Santacrose, Skorton Center

The Council was shown a new 19 minute video, *Intervene*, produced by the Skorton Center for Health Initiatives, to demonstrate how students can apply individual and group interventions to many college health concerns. All of the video scenarios were based on incidents that have happened at Cornell (as reported by students). Risky behaviors are often camouflaged and, as a result, they go unnoticed by many students. The video was carefully scripted so that it can draw out comments and conversations that will enable students to recognize risk factors and address them in a constructive way. The purpose of the video and accompanying workshop is to begin meaningful discussions among students about how to create a more positive campus culture.

Comments from the Council after viewing the video:

- Really powerful
- Beautiful job of showing how to intervene and how to overcome the barriers
- The video covered a lot quickly
- Really enjoyed it, it is Cornell specific, it appears very realistic
- It is not preachy
- Is there going to be a discussion guide to go along with showing the video, so groups can use it on their own? (Yes)
- When will it be available for use? (after January 2017)
- CUPD can promote it through various channels, including Blue Light messages.

Meeting was adjourned at 11:30am