

Year 1 Public Description of Work for
Action Collaborative on Preventing Sexual Harassment in Higher Education

University of California, Berkeley

**Annual Report Series, MyVoice Survey, and SVSH Website:
Description of Work**

This Action Applies to Rubric Item(s): 8, 15, 18, 23, 25, 26

Description of Work:

Overview and Purpose. Transforming culture to prevent sexual violence and sexual harassment (SVSH) requires a community effort. Part of UC Berkeley's approach to preventing and addressing SVSH has been to increase transparency and accountability to the campus community. The 2018 campus-wide MyVoice climate survey, SVSH Annual Report series, and centralized SVSH website are actions the campus has taken to increase transparency about the harm occurring in our community and what is being done to address it. These actions are also intended to promote accountability for implementing data-driven solutions to preventing and responding to SVSH.

MyVoice Survey. In 2018, the campus conducted the campus-wide MyVoice climate survey to collect data on community awareness, attitudes, norms, and incidence of SVSH, including stalking and relationship violence. The purpose was to use standardized, wellvalidated measures to learn UC Berkeley communities' protective and risk factors for SVSH; inform campus prevention, intervention, and response efforts; tailor campus programs and services to the needs and strengths of the campus community; and acquire a prevalence rate baselines. A campus Action Planning Team summarized key findings from the survey and proposed six associated action steps:

- uplift the health social norms held by the majority of the campus community;
- empower friends, family, and colleagues to support survivors;
- center marginalized communities disproportionately impacted by SVSH;
- create prevention toolkits;
- encourage undergraduate culture change; ● raise awareness about resources.

The full final report and several accompanying materials are publicly available online.

SVSH Annual Reports and Website. Furthering the aims of transparency and accountability, the Chancellor's Special Advisor on Sexual Violence and Sexual Harassment

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publishes a series of annual reports and a centralized website. Each annual report illuminates ongoing efforts at UC Berkeley to prevent and respond to SVSH and tracks patterns and progress year over year. The reports represent a sustained commitment to hold the campus accountable for using data-driven solutions to transform campus culture, and ensure incidents which do occur are responded to effectively. Similarly, the campus website is designed to raise awareness about campus resources, the campus investigation and adjudication of SVSH cases, and opportunities for everyone in the community to get involved in prevention efforts.

Consistency with NASEM Recommendations. The MyVoice Survey aligns with the NASEM recommendations to conduct a climate survey, publicly share the results/data of evaluative work, use climate assessments to inform action, and to identify and reinforce community values (#8, #25, #26) . The survey measured the incidence by asking participants specific behavioral questions, rather than using terms like “sexual harassment” and did not require participants to label the experiences. MyVoice found that people of color, people living with disabilities, and LGBTQ+ individuals experience more harm related to sexual violence, and individuals who held more than one of these identities experienced the highest rates of harm. The production of MyVoice action steps has enabled the campus to tailor prevention and intervention efforts to the needs in our community and track progress toward these goals.

The SVSH annual reports and centralized website are consistent with the NASEM recommendations to improve communication and increase transparency, identify and reinforce community values, and honor targets of harm (#15, #18, #23) . The goal of annual reports is to clearly communicate information about the university’s reporting, investigation and adjudication procedures, relevant policies, and what the campus is proactively doing to prevent and address sexual violence and sexual harassment. Each annual report provides aggregated, anonymized data about support service utilization, reporting, the investigation and adjudication of SVSH cases, prevention education, a number of other points of significance for the community. The SVSH annual reports and centralized website are both public methods by which the campus reinforces prosocial values and behavior, and conveys messaging supporting survivors.

Stakeholder involvement.

MyVoice Survey. From start to finish, the MyVoice Survey project brought together diverse groups of student, staff, and faculty stakeholders to develop the survey instrument, socialize it with the campus community, and carry out the resulting action items.

SVSH Annual Reports and Website. Each SVSH Annual Report is the collective effort of numerous campus departments, who provide the majority of narrative information and data. The annual reports are written in an iterative process and all stakeholders have multiple opportunities to provide input and feedback. Similarly, the centralized SVSH website was

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created by a working group of the Coordinated Community Review Team (CCRT). Numerous stakeholders were part of creating the structure and content of the website, and there were several opportunities for stakeholders to give feedback.

How This is New and Next Steps.

MyVoice Survey. The MyVoice Survey is notable among climate surveys for its inclusion of social norms paired questions (questions asking about one's own attitudes and behaviors paired with questions about one's perceptions of their peers' attitudes and behaviors), and the decision to survey the entire community -- students, postdocs, faculty, and staff. While the majority of MyVoice work was completed in 2018, the campus is currently conducting a second, more granular analysis of social norms responses. The next step for the 2018 MyVoice Survey will be to use the second phase analysis results to create a tailored set of primary prevention recommendations for specific academic or administrative units and other intact communities. The campus also plans to administer the survey again, and that effort is planned to start in 2021.

Annual Report Series. The annual report series is uncommon in that it takes a comprehensive look at all aspects of campus prevention and response, not just data from the Title IX office. The reports clearly communicate where the campus is in the context of its history and its goals in preventing and addressing sexual violence, in order to be transparent and accountable to the community. The report covering the 2019-2020 academic year is currently being drafted, and future reports are planned.

Centralized SVSH website. The centralized campus website is unique in that it is a "hub" designed to provide inclusive, accessible information about SVSH for everyone in the campus community. As a product of the Coordinated Community Review Team, the website represents the campus-wide collaboration of over 40 staff, faculty, and student units. It is new to the campus, published in the summer of 2019, and work continues to expand and improve its offerings. The website also underwent structural revisions in Spring 2020 to improve ease of navigation.

Evaluation.

MyVoice Survey. Both the results and the process of creating the MyVoice Survey were evaluated. NORC conducted both phases of the MyVoice Survey analysis, while the MyVoice Working Group evaluated the survey implementation process. ["MyVoice: Survey Implementation Overview and Lessons Learned"](#) is publicly available.

SVSH Annual Reports and Website. There is currently no formal evaluation plan for the

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SVSH annual reports, though the SVSH Advisor Office receives feedback every year. The website similarly is not formally evaluated, but it is consistently assessed in order to improve areas such as ease of use, content accuracy and depth, and accessibility.

Learn more.

- MyVoice Survey: [Myvoice.berkeley.edu](https://myvoice.berkeley.edu)
- Centralized campus website: [Svsh.berkeley.edu](https://svsh.berkeley.edu)
- SVSH Annual Report Series: svsh.berkeley.edu/leadership-data/svsh-annual-report
- For more information, email Sharon Inkelas at svshadvisor@berkeley.edu

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