

**Year 2 Public Description of Work for
Action Collaborative on Preventing Sexual Harassment in Higher Education**

West Virginia University

Culture of Respect

Relevant Rubric Areas: Evaluation: Evaluating policies and procedures

Description of Work:

1. Purpose and Goals

Under new leadership, WVU's Prevention Team took advantage of the chaos of 2020 to take a step back and re-assess existing programs, materials, collaborative partners, and University-wide education. Unfortunately, while the Prevention Education team is busy and doing the excellent work of prevention, outside of full calendars and word of mouth, very little of this work is demonstrable to others outside of the team. Additionally, through careful relationship building, the Prevention Education team has several strong partnerships with some units across campus; however, as with all mid-size and large universities, there is a tendency to operate in silos.

This assessment occurred as part of NASPA's Culture of Respect Collective¹, which WVU joined in January of 2021. The first part of being a Collective member includes completing a rigorous and comprehensive CORE Evaluation that measures institutional practices in six key areas: survivor support, clear policies, multi-tiered education, public disclosures, schoolwide mobilization, and ongoing self-assessment. The CORE evaluation process required forming a Campus Leadership Team (CLT), which comprises leadership from across campus and includes undergraduate and graduate student representation to provide input on the evaluation responses. The purpose of the evaluation is to allow campus leaders to identify gaps in prevention and response efforts and establish a baseline to benchmark policy and program work. The evaluation results lead to the development of an implementation plan in which the CLT details a goal-driven action plan. This will allow the University to not only improve in the six identified areas but also to measure improvement and increase partnership and collaboration in prevention and response work.

Consistent with NASEM Report/Rubric

Although WVU's prevention work in the last year has not necessarily reflected new approaches to addressing and preventing sexual harassment, it creates a solid foundation for WVU to develop and implement creative, innovative, and collaborative strategies to this work. In addition, our work in the Culture of Respect Collective created the opportunity to evaluate existing programs, policies, and practices that will lead to measurable improvements in the future. The process has also created a standing leadership team comprised of representation from units across campus to assist in and inform this work in tangible and measurable ways. The Campus Leadership Team is comprised of leaders from the following departments: University Police Department, Student Conduct, University Relations, Title IX Office, Diversity Office,

¹ <https://www.naspa.org/files/dmfile/Culture-of-Respect-Pilot-Program-Report-FINAL.pdf>

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Prevention Education Team, Athletics, Residence Life, WELLWVU, Greek Life, LGBTQ+ Center, Student Engagement, faculty, and undergraduate and graduate student representation.

2. Current Status of the Work

The Culture of Respect Collective is a two-year process. In the first part of year one, institutions complete the CORE evaluation and develop an implementation plan. The next step is to act on the implementation plan. At the conclusion of two years, institutions will complete the CORE Evaluation to measure growth and continue to identify and address gaps in prevention and response work.

WVU is mid-way through the first year in this process; the CORE Evaluation was completed in June of 2021, and the results were recently provided to the University. The Campus Leadership Team will meet in September 2021 to begin developing an implementation plan. The CLT will set a short-term, mid-term, and long-term goal for each of the six key areas.

The remainder of the Fall 21 semester and the Spring 22 semester will be used to implement the Campus Leadership Team's stated goals. During the Summer of 2022, the Campus Leadership will complete the CORE Evaluation a second time. This will allow the University to measure gains and improvements, identify any long-stand gaps in prevention and response work, and create the opportunity for new goals to be developed and acted upon.

As we continue to identify gaps and areas of improvement, WVU will continue to improve prevention, education, and response work through partnerships built in the Campus Leadership Team. This work continues to be detailed, ongoing and created through alliance.

Website for further information (if applicable): <https://diversity.wvu.edu/equity-assurance>

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