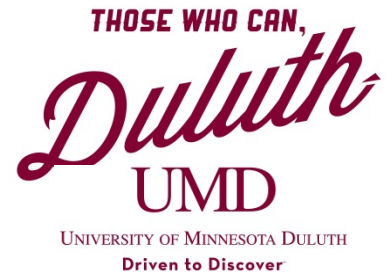


University of Minnesota Duluth
Report of the Campus Climate Response Team
2012-2013



Noted in Goal 2 of the UMD's strategic plan, the University seeks to "create a positive and inclusive campus climate for all by advancing equity, diversity and social justice." The Campus Climate Response Team was formed by the Campus Change Leadership Team in the summer of 2012. The Team was formed in order to respond to issues or incidents that degrade or threaten the campus climate and that require a response beyond that provided by established processes.

As noted in our CCRT protocol, these are among the team's responsibilities:

- ⌘ The CCRT receives data from other processes and offices that also respond to campus climate incidents. CCRT conducts regular reviews of the data to analyze how incidents are handled on campus and to identify trends and patterns occurring over time.
- ⌘ The CCRT designs and recommends strategies to improve responses to issues and incidents and addresses outcomes of data analyses. This includes recommendations for programming, education and other proactive approaches.

With regard to the first responsibility, Cathy Rackliffe in Human Resources and Equal Opportunity (HR&EO) and Cat Riley in the Office for Student Conduct compiled data regarding incidents that occurred during the 2012-2013 academic year. The data were presented in half year increments (July – December, 2012 and January – June 2013). All identifying data were removed from the incidents. A summary report is included in Attachment A.

The CCRT met in July of 2013 to review the data provided, to discuss any trends and patterns identified, and to devise recommendations for programming, training, and other proactive approaches. The CCRT identified these issues as important.

- ⌘ General harassment issues were prevalent among campus climate incidents, and those issues may be intertwined with bullying.
- ⌘ Sexual harassment issues were also prevalent among campus incidents.
- ⌘ Sexual assault issues are of great concern.
- ⌘ Electronic harassment is a growing problem.

The CCRT has these suggestions and recommendations for consideration by the Campus Change Leadership Team.

1. Training and education for the campus community regarding issues of harassment is needed and recommended. It should be noted that there is not a "one-size-fits-all" harassment training. Sexual harassment requires a specific approach. Heightened cultural competence is vital with regard to addressing and preventing issues of harassment based on race, disability or sexual orientation.
2. We support the ongoing efforts to prevent and address issues of sexual assault and dating violence. These include the new Haven online educational module that new students are completing and the work of the Sexual Assault Task Force (among many, many other initiatives).
3. Training and education for students is needed in the area of civility in electronic communications.

There are many great efforts underway to provide training and education for sexual harassment, other types of harassment, sexual assault and civility in electronic communications, and we support all of those. Our sense is that these are undersubscribed. The CCRT recommends that the Campus Change Leadership Team provide suggestions to the Chancellor and Vice Chancellors as to which additional campus departments and groups might be involved in either 1) providing training and education, or 2) increasing participation and attendance at training events. In addition, we encourage the development of methods and processes to coordinate training offered across UMD in order to best utilize resources and gain maximum participation and attendance.

This report was presented to the Campus Change Leadership Team on Thursday, September 26, 2013. The Team considered the report, and decided all recommendations and suggestions were supported. Responsibility was assigned for action on those items (see Attachment B).

Questions about this report may be directed to:

Lisa Erwin, PhD
Vice Chancellor for Student Life and Dean of Students
Convener, CCRT
vcsl@d.umn.edu
218.726.8501

Campus Climate Summary Data
University of Minnesota Duluth
2013-2014

TYPES and FREQUENCIES OF INCIDENTS

Type of Incident	7/ 2012 – 12/ 2012	1/ 2013 – 6/ 2013	TOTAL 2012-2013
Bullying	4	2	6
Discrimination			
Disability	0	1	1
Gender Identity/Expression	0	0	0
Racial	1	1	2
Religion	0	0	0
Sex	1	1	2
Sexual Orientation	0	0	0
Unspecified	0	1	1
Domestic Violence/Harassment	0	1	1
Harassment			
Disability	2	0	2
General	2	3	5
Gender Identity/Expression	1	0	1
Racial	3	3	6
Religion	0	1	1
Sexual	3	1	4
Sexual Orientation	1	0	1
Pornography	2	0	2
Racism	2	3	5
Retaliation	2	0	2
Sexual Assault/Misconduct	4	3	7
Stalking	0	1	1
TOTAL NUMBER OF INCIDENTS	28	21	50

It should be noted that the number of incidents reflects the number of issues and concerns reported. All reports received appropriate follow up, but not all incidents resulted in disciplinary action.

LOCATION OF INCIDENTS

Location of Incident	7/ 2012 – 12/ 2012	1/ 2013 – 6/ 2013	TOTAL 2012-2013
On campus	17	14	31
Off campus	8	5	13
Online/Electronic	3	3	6
TOTAL	28	21	50

OFFICES

Offices	7/ 2012 – 12/ 2012	1/ 2013 – 6/ 2013	TOTAL 2012-2013
Human Resources and Equal Opportunity	9	8	17
Office of Student Conduct	17	13	30
Twin Cities Campus Office of Human Resources	2	1	3
TOTAL	28	21	50

Attachment B

CCRT Recommendation	Unit Assigned Responsibility by the CCLT
Training and education for the campus community regarding issues of harassment, with components to address and prevent issues of harassment based on race, disability or sexual orientation.	<ul style="list-style-type: none"> ❖ Academic Affairs (Students in Transition) ❖ Human Resources and Equal Opportunity ❖ Office for Intercultural Initiatives ❖ Student Life (Cultural Diversity)
Prevent and address issues of sexual assault and dating violence	<ul style="list-style-type: none"> ❖ Human Resources and Equal Opportunity ❖ Office for Intercultural Initiatives ❖ Student Life (VCSL Office, Student Conduct, Health Services, WRAC)
Training in civility in electronic communications	<ul style="list-style-type: none"> ❖ Office for Intercultural Initiatives ❖ Student Life