



Title IX Advisory Committee

Annual Report 2018-2019

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History of the Committee

The Title IX Advisory Committee was created in August 2017 as a standing Presidential Committee for the University. The committee was formed by Fr. Daniel Hendrickson, S.J. as a permanent working group, focused on issues of policy, procedures, and programming initiatives around sexual and relationship misconduct.

The Title IX Advisory Committee followed the Policy and Procedure Review Committee on Sexual Misconduct, originally formed in March 2017. This committee was charged with examining and evaluating the University's existing policies, processes, and programming to address the issue of sexual misconduct. The committee met in the spring of 2017, offering a list of recommendations to Fr. Hendrickson, which included the creation of an ongoing committee.

Committee Charge

The Title IX Advisory Committee reviews and makes recommendations to The Office of Equity and Inclusion regarding Creighton University's policies, procedures, and initiatives addressing sexual and relationship misconduct. This includes:

- Identify the needs, issues, and climate of campus with regards to issues of sexual and/or relationship misconduct.
- Inform the University's policies and procedures that address sexual and/or relationship misconduct.
- Ensure compliance with Title IX requirements and best practices regarding the reporting, resolution, and prevention of incidents of sexual and/or relationship misconduct.
- Review programming, training opportunities and educational materials regarding sexual and/or relationship misconduct for compliance and effectiveness.
- Identify best practices for the University's violence prevention strategy.
- Review annual statistics (aggregated) from the Office of Equity and Inclusion and Violence Intervention and Prevention Center.
- Report annually on the work and findings of the committee.

The committee shall not have responsibility for, or advise on, the investigations or adjudications of specific cases or day-to-day operations of the Office of Equity and Inclusion.

Title IX Advisory Board Membership

The Title IX Advisory Committee is comprised of members from the Creighton community representing faculty, staff, and students. Four faculty members, four staff members, and two students are appointed to the committee. Faculty and staff members are appointed for two-year terms and students serve one-year terms.

Ex-officio members of the committee represent the Office of Equity and Inclusion, Human Resources, the Office of the Provost, the Department of Public Safety, and the Division of Student Life. The Office of Equity and Inclusion has three ex-officio positions including the Executive Director, the Senior Investigator, and the Associate Director for the VIP Center. Ex-Officio members are non-voting members of the committee.

Ex-officio:

- Allison Taylor, MEd – Office of Equity and Inclusion, Executive Director and Title IX Coordinator
- Marshall Kole, MS – Office of Equity and Inclusion, Senior Investigator
- Lauren Ward, MS/Meredith Lierk, MDiv (Lauren left Creighton mid-year and Meredith assumed her position on the board)– Office of Equity and Inclusion, Associate Director for Violence Intervention and Prevention
- Michael Reiner – Department of Public Safety, Director
- Nancy Schrage – Department of Human Resources, Senior Human Resource Generalist
- Desiree Nownes, MS – Division of Student Life, Senior Director, Community Standards and Wellbeing
- Tricia Sharrar, J.D. – Office of the Provost, Vice Provost for Academic Administration and Partnerships

Faculty:

- Catherine Todero, PhD, RN, FAAN, Dean, College of Nursing
- Peter Stone, MS – College of Arts and Sciences, Instructor, Analytical and Environmental Chemistry
- David Weber, JD – School of Law, Senior Associate Dean for Academic Affairs
- Erika Kirby, PhD – College of Arts and Sciences, Professor, Department of Communication Studies, and Faculty Council

Staff:

- Shawn Cook, MPA – School of Pharmacy and Health Professions, Director of Student Affairs

- Fallon Watts –Educational Opportunities Program, Student Support Services, Staff Advisory Council
- Brandy Menaugh, JD – Division of Athletics, Associate Director for Compliance
- Rebecca Murray, PhD – College of Arts and Sciences, Associate Dean for Social and Applied Sciences

Students:

- Rachel Chalupa– College of Nursing, Senior
- Braden Oldham – College of Arts and Sciences, Senior

Advisory Board Meetings

Meetings of the Advisory Committee were held on the following dates: October 2, 2018, November 6, 2018, December 4, 2018, January 22, 2019, February 14, 2019, and April 10, 2019.

Each meeting was approximately 90 minutes in length and included updates from each subcommittee, discussion on prevention initiatives, operations of the VIP Center and OEI, and an ongoing discussion of the recommendations made by the Spring 2017 committee.

Subcommittees

The Title IX Advisory Committee included three subcommittee focusing on policy, education, and the rights of pregnant and parenting students.

1. Education

- a. Committee members: Lauren Ward (through December), Meredith Lierk (starting in January), Michael Reiner, Erika Kirby, Braden Oldham, Rachel Chalupa
- b. Activities: The Education subcommittee developed “consent 101” for first-year students. Mr. Oldham presented this idea to the Arts and Sciences Student Senate and Ms. Lierk presented the program to RSP leadership and each of the undergraduate colleges. Ms. Lierk received approval to implement this initiative University-wide starting with the fall 2019 semester. The VIP Center has taken ownership of this initiative and Ms. Lierk is training student leaders to facilitate this program.
- c. Anticipated work for the 2019-2020 committee: The committee intends to evaluate and review the implementation of Consent 101 after sessions have been completed through RSP. They will also review the training provided to the peer educators prior to implementation.

2. Policy

- a. Committee members: Allison Taylor, Nancy Schrage, Desiree Nownes, Catherine Todero, Peter Stone, Shawn Cook, Rebecca Murray
- a. Activities: The policy subcommittee continued work on the Relationships Between Employees and Students Policy in Fall 2018 and provided a draft proposal to Human Resources in November 2018. Human Resources provided initial feedback to the committee in December 2018 but asked for time to make edits and changes before providing a draft back to the committee. In late spring 2019, Ms. Taylor met with Ms. Beth Thomas in Human Resources and Ms. Taylor then reworked another draft of the policy, working with the Office of the General Counsel on proposed changes. A new draft of the proposal was shared with Human Resources in August 2019 with the goal of presenting the final draft at the first meeting of the Advisory Committee this fall.
- b. Anticipated work for the 2019-2020 committee:
 - i. Ms. Taylor revised the “Mandatory Reporters” policy with the assistance of Mike Reiner over the summer and a preliminary draft will be shared with the policy subcommittee for review this fall.
 - ii. Ms. Julie Miceli from Husch Blackwell worked with Ms. Taylor and Mr. Kole to review the Harassment, Discrimination, Sexual and Relationship Misconduct Policy over the summer and a preliminary draft will be shared with the policy subcommittee for review this fall. Additional edits may still occur, depending on the possibility of new legislation.

3. Pregnancy and Parenting Students

- a. Committee members: Marshall Kole, Fallon Watts (left Creighton in fall 2018), Brandy Menaugh, David Weber, Tricia Sharrar
- b. Activities: The subcommittee was relatively dormant this year in anticipation of pending policy changes resulting from federal guidance. The group took the information from materials developed the year prior related to the Title IX rights of pregnant students and began the work of creating a comprehensive resource guide detailing those rights and the resources available on campus to support them. The subcommittee intends this guide to include resources available to pregnant/parenting faculty and staff members, as well.
- c. Anticipated work for 2019-2020: Continue to develop the pregnant and parenting resource guide in collaboration with relevant campus partners (e.g., Human Resources, etc.). Work to develop standard messaging for faculty and colleges to use when articulating the rights of pregnant students.

Committee Activities

Below are specific items the committee focused on, in consideration of the committee's charges.

1. Identify the needs, issues, and climate of campus with regards to issues of sexual and/or relationship misconduct.

- a. In April 2018 a climate survey for students was implemented in partnership with the Diversity and Inclusion Goal Implementation team. This survey provided feedback for the Advisory Board in consideration of campus needs and overall environment. Ms. Taylor presented these results to the Advisory Board in October 2018.
- b. An area of concern for the committee was that 18% of respondents reported an incident of unwanted sexual contact prior to matriculating at Creighton University. In response, OEI and VIP are now both involved in Summer Preview, highlighting resources available to incoming students, and information about advocacy resources has been made available through professional school orientations, blueline sites, and resource fairs. The committee will continue to review additional ways of reaching incoming students.
- c. The VIP Center saw an increase in clients during the 2018-2019 academic year, which was attributed to more awareness of resources and an improved, confidential location in the new Brandeis suite. The committee will continue to assess the needs of the VIP Center regarding staffing and resources.

2. Inform the University's policies and procedures that address sexual and/or relationship misconduct.

- a. Ms. Julie Miceli from Husch Blackwell worked with Ms. Taylor and Mr. Kole to review the Harassment, Discrimination, Sexual and Relationship Misconduct Policy and a preliminary draft will be shared with the committee this fall. Additional edits may still occur, depending on the possibility of new legislation.
- b. The Policy subcommittee reviewed the Relationship Between Employees and Students Policy and will review the final draft at the October 2019 meeting before submitting the policy changes for approval.

3. Ensure compliance with Title IX requirements and best practices regarding the reporting, resolution, and prevention of incidents of sexual and/or relationship misconduct.

- a. The Office of Equity and Inclusion presented two sessions for the campus community on the Title IX Proposed Rule. These sessions, held in January 2019,

presented the major changes proposed from the Department of Education and provided information to the campus community on how to submit a comment during the notice and comment period. These educational sessions also explained how the proposed rule would impact Creighton's current process. To date, the proposed rule has not been put into law and Creighton continues to follow the 2017 guidance from the Department of Education.

- b. Ms. Taylor and Mr. Kole attended "Advanced Concepts in Resolving, Investigating, and Adjudicating Sexual Misconduct," a two-day training with Husch Blackwell in November 2018. Additionally, seven of the Title IX investigators on campus attended a two-day Level Three training from the Association of Title IX Administrators (ATIXA) in May 2019.

4. Review programming, training opportunities and educational materials regarding sexual and/or relationship misconduct for compliance and effectiveness.

- a. The committee hosted two "Tacos and Title IX" sessions in January 2019 to discuss the proposed rule and how the changes could affect Creighton's Title IX procedures. These events were well attended and our partners in Student Life and Sodexo provided us with donated food for the two events.
- b. The committee reviewed the VIP Center's proposal to implement "Escalation" training for campus. The Escalation workshop is a dating violence initiative from the OneLove Foundation and is free to implement on college campuses. The workshop utilizes a 40-minute video and facilitated discussion to help students identify warning signs of dating violence. The VIP Center hosted one workshop in Fall 2018 as a pilot for the program. The committee supported this initiative and in August 2019, Ms. Lierk and Ms. Taylor presented Escalation to all Welcome Week leaders, approximately 120 students. The VIP Center anticipates additional workshops for the fall.
- c. The committee received updates on the Green Dot Bystander Education program and sustainability efforts to keep the program running following the conclusion of the CHI Violence Prevention Grant in June 2019.

5. Identify best practices for the University's violence prevention strategy.

- a. Through the work of the Education subcommittee, Creighton will be implementing peer-led education on the issue of consent, which is considered a best practice in the violence prevention field. This peer-led program will serve as a complement to the "Call to Consent" session for first-year students during Welcome Week and the online sexual assault training students receive prior to

arrival on campus. The “Consent 101” program will be the first time Creighton has used trained peer educators through the VIP Center.

6. Review annual statistics (aggregated) from the Office of Equity and Inclusion and Violence Intervention and Prevention Center.

- a. The Title IX Advisory Committee reviewed data from OEI and VIP during the October 2018 meeting. Data will again be presented to the committee during the first meeting of the 2019-2020 academic year.

7. Report annually on the work and findings of the committee.

- a. The Committee is submitting this annual report to the President in August 2019 and will submit subsequent reports each year.

Conclusion

The Title IX Advisory Committee continues to review programming and policy initiatives around sexual and relationship misconduct and the Office of Equity and Inclusion and the Violence Intervention and Prevention Center appreciate their ongoing support and critical feedback. The committee is largely comprised of members who have been appointed for close to three years, so the fall 2019 committee will introduce a number of new voices to the table. I anticipate that these new members will bring new ideas, different perspectives, and allow us to expand education and services to new areas of the University.