Respect, Now, Always Advisory Committee

Meeting No. 2/2019

Monday, 12 August at 3:00pm
Sir George Lush Meeting Room

M I N U T E S

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<tr>
<th>No.</th>
<th>Item</th>
<th>Presenter</th>
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<td>Apologies:</td>
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<td>• Ms. Jo Mithen</td>
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<td>• Mr. Vladimir Prpich</td>
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<td>• Mr. Arun Jojo</td>
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<td>• Mr. Selwyn Ng</td>
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<td>• Ms. Bridgid Connors</td>
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<td>• Professor Matthew Gillespie</td>
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<td>• Mr. Anthony Eid</td>
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<td>• Ms. Robyn Oxley</td>
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<td>1.</td>
<td>Welcome and acceptance of notes of previous meeting</td>
<td>Professor Sue Elliott</td>
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<td>Professor Elliott thanked Carolyn Worth for her contribution to SECASA and Monash as she retired from SECASA in June 2019 and introduced two new committee members to take over – Ms. Cheryl Masgrove, Training Officer, and Ms. Mary Mass, Counsellor/Advocate.</td>
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<td>Professor Elliott welcomed Ms. Kristine Olaris, CEO, and Ms Katie McKee, Health Promotion Officer, from Women’s Health East to present on the ‘Together for Equality and Respect’ (TFER) Partnership which is a regional primary prevention strategy to end gender-based violence.</td>
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<td>Members accepted the minutes of previous meeting.</td>
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<td>2.</td>
<td>Update on progress of the independent, expert-led review Action Plan</td>
<td>Ms. Fiona Marshall</td>
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<td>In Mr. Vladimir Prpich’s absence, Ms. Fiona Marshall updated committee members on progress in fulfilling all recommendations from the independent, expert-led review. Ms. Marshall noted that initially all recommendations were committed to be fulfilled by June 2019 however delivery had been pushed back for some items due to added complexity.</td>
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<td>Ms. Marshall noted that recommendation (1) has delivery delayed until December 2019 due to delay in new support app being ready, with this update also applying to recommendations (2) and (5). Ms. Marshall noted that recommendation (8) has delivery delayed until October 2019 as new consent video production is currently underway with finished product due by that month. It was however noted that co-designing of resources with international students and Respectful Communities had already occurred throughout 2019, and will continue, with a comprehensive orientation campaign and a new podcast and web content in development for international students on sex, consent and wellbeing. This update applied at recommendation (24) also.</td>
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<td>Ms. Susan Anderson responded to recommendations (10), (11), (13), (14), (17), (18) and (32) collectively as all pertain to OGC policy review. Ms. Anderson noted that although completion of these recommendations was expected by June 2019, there is far greater complexity to this piece of work which has delayed fulfillment. Ms. Anderson confirmed that updates to general misconduct and a specific policy and procedure on sexual misconduct were still in progress with Worklogic engaged to oversee. OGC, OSC and SCU are collaborating with Worklogic to complete the new policy and procedure by end of October 2019, with documents to be presented at Council meeting on 6 November. With regard to recommendation (17), Ms. Anderson advised that although the Law School Clinics MOLS and SMLS were approached it was deemed to not be an appropriate avenue. OGC is therefore currently approaching other community clinics with regard to this.</td>
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<td>Professor Sharon Pickering sought clarification on what was being assessed in our policies regarding general misconduct besides the Crime Act, seeking to ensure our misconduct system is not trying to be a court of law</td>
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determining guilt or innocence. Ms. Anderson confirmed that cases involving criminal acts are referred to police and are not being determined by the University, providing an example that the University is not prosecuting students for criminal acts such as rape. Professor Gardner requested that our policies are crystal clear on what misconduct is and how it is dealt with, making sure it is in no way a criminal prosecution. Ms. Anderson agreed with this, confirming that this initial phase of policy review from independent review recommendations would be completed by end of October 2019, and then the second phase of review would occur with a comprehensive review of levels of evidence and other elements required in general misconduct cases.

Ms. Marshall noted that recommendation (21) is now implemented with Respectful Communities having engaged throughout 2019 with Inclusive Communities and Student Association Queer Officers on ensuring training and resources are inclusive to the LGBTIQ+ community. In addition, Respectful Communities are developing a new evaluation strategy of which inclusion will be a key element to ensure inclusive practices are constantly reviewed and updated in line with best practice. Ms. Marshall also noted that Respectful Communities has joined the Women’s Health East Working Group Voices for Equality & Respect which aims to develop a resource on best practice for working with young LGBTIQ+ people to promote respectful relationships; following release of this Respectful Communities will work with Inclusive Communities to implement findings from this. Professor Elliott noted Professor Ken Sloan, Deputy Vice-Chancellor and Vice-President (Enterprise), is a passionate advocate for such initiatives and should be approached to aid implementation of the resource.

Ms. Marshall noted that she has not yet received an update from the Yulendj Indigenous Engagement Unit regarding recommendation (22) however correspondence with SCU confirmed that throughout 2019 there has been regular engagement and discussions between the two areas. Professor Elliott also noted Yulendj is currently understaffed hence their delayed response, however she also confirmed that referrals had occurred from Yulendj to SCU, with an active case underway, which shows continued engagement.

Professor Gardner noted that overall a significant portion of the recommendations had been successfully fulfilled, and that the delayed fulfillment of some was warranted due to increased complexity of technological developments (app production) and policy review.

### 3. Expectation of Professional Behaviour

Ms. Marshall explained that this agenda item stems from the last RNA Advisory Committee meeting of 2018 in which members discussed how to best ensure that staff with joint appointments in international settings, and those that are visiting, are made aware of Monash University’s expectation of behaviour. It was determined that a Working Group be established and a Statement of Expectations be developed and included as part of the onboarding process. See previous minutes [here at item 5. Ms. Marshall noted the development process, with an initial draft produced by Emily England which was then reviewed by the working group (including Ms. Marshall, Mr. Prpich, and Mr. Jonathon Rhall). Input was then sought from Ms. Bridgid Connors, Ms. Anderson and Professor Chris Davies. The ‘Expectation of Professional Behaviour was then reviewed and endorsed by Dr. Catherine Burnheim and Mr. Peter Marshall.

Ms. Marshall requested final input from the Committee. Professor Gardner queried whether thought had been put into how we ensure staff/affiliates supervising Monash students, particularly at our international sites, are aware of this document and understand the University’s expectations of them. Ms. Marshall responded that this had not yet occurred. Professor Gardner advised that prior to final endorsement of this document a comprehensive communications strategy should be developed to ensure circulation to relevant staff occurs. The Expectation of Professional Behaviour was noted as being required to be sent to the following groups or sites for implementation:

- Board of IITB,
- Joint Management Committee of Suzhou,
- Prato Centre, and
- Warwick Alliance.

Professor Gardner also expressed concern that the overview of the document was too broad, and needed to be more specific at the start. This was supported by Ms. Anderson who indicated a scope should be included.

Professor Gardner outlined that the communications strategy needs to target the following three groups, with the Expectation of Professional Behaviour embedded into an induction pack for following groups:

1. Postgraduate supervisors
2. Established staff (embed in onboarding process)
3. Floating affiliates
Mr. Sean Brito-Babapulle noted such a document would be embedded in their welcome packs for visiting academics or other affiliated guests at Mannix College. Ms. Anderson and Professor Gardner agreed that there needs to be a clear induction for any visiting academic staff to ensure they are aware of this document.

**ACTION:** Ms. Marshall to work with relevant stakeholders to ensure a ‘scope’ is added to the Expectation of Professional Behaviour, while also developing a communications strategy for the document for review by the Committee.

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### 4. Update on completion rates of Respect at Monash module and encumbrance process

Ms. Marshall explained to the Committee that at the initial ‘soft’ deadline for completion of the Respect at Monash module on 30 March 2019 there was only a 52% completion rate. She noted that following this date, with a threat of encumbrance made to students along with SMS reminders, there was a sharp increase in completions. By the final deadline of 1 July 2019 there was a 94% completion rate. Ms. Marshall confirmed that a total of 821 students were required to be encumbered in the first week of July, and as of 12 August there remained 110 students still encumbered (with 99 students still enrolled for semester 2). Ms. Marshall noted that it was expected many of these students had discontinued or were on intermission but had failed to correctly notify the university of this, and the Respectful Communities team was currently working with Faculties to ensure these students are contacted to discuss this.

Mr. Fox queried whether there was an opportunity to have one firm deadline for completion of the module to implore students to complete the module earlier in semester. Ms. Marshall noted that the communications strategy for semester 2 had shifted from only being centralised, to involving combination of central and Faculty communications to drive completions rates earlier in semester. She also proposed having one firm deadline of 30 September to compel completions earlier in semester, as requested by Connect Communications.

Professor Gardner explained it was not desirable to shift two variables in testing, with Committee in agreement, therefore the encumbrance date should not be changed for semester 2, 2019 so we can accurately measure whether the new communications strategy, incorporating central and Faculty, was successful. Ms. Marshall noted the success of SMS reminders, as opposed to email, and Professor Gardner indicated more SMS should be distributed to students in semester 2, 2019.

Professor Gardner and Professor Elliott noted that it should be explored whether or not a promotion of the Respect at Monash module can be mandated for inclusion in lectures and/or tutorials at the start of each semester. Professor Elliott noted the importance of a comprehensive communications strategy given there will be an additional mandatory module for students in 2020 on academic integrity.

**ACTION:** Professor Elliott, with support from Ms. Marshall, to explore how a slide promoting the Respect at Monash module (and the new Academic Integrity module in 2020) could be required to be displayed in all lecture and/or tutorials at the start of each semester.

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### 5. Overview of the TFER Partnership which seeks to prevent violence against women in Melbourne’s East

Please refer to the presentation slides available here.

Following the presentation, Professor David Copolov queried the interventions that have occurred as a result of the Royal Commission into Family Violence and changes that have occurred in how trauma suffered by children is responded to, or identified; as well as the role alcohol plays in family violence and steps taken to mitigate this reinforcing factor. Professor Gardner noted the trouble of integrating data across multiple areas (for example within healthcare) and challenges of not getting a whole picture to help identify and respond to incidents of family violence.

Ms. Mary Mass noted significant progress had been made following the Royal Commission with many recommendations implemented, particularly in regarding to responding to childhood trauma.

Professor Pickering noted the importance of the Royal Commission in that it applied a gender-lens to the issue of family violence.

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### 6. Proposal for delivery of a healthy masculinities program for men-identifying students to prevent gender-based violence

Ms. Marshall sought endorsement of a proposal to develop an expert-led, evidence-based healthy masculinities program for men-identifying and non-binary students. Ms. Marshall explained that there are many challenges associated with undertaking this work as there are very few evidence-based programs in existence, despite many programs arising across Australia currently that are not expert-led or evidence based. The Committee agreed that no other healthy masculinities programs should be implemented due to the lack of evidence-base. Professor Elliott
supported this, noting some academic studies show such programs can damage young men’s views towards gender equality and gender-based violence prevention.

Ms. Marshall concluded that despite these challenges there is a desperate need for such a program and that Respectful Communities was confident they could collaborate with internal and external experts to produce a successful evidence-based program, with support from the Committee. Professor Gardner supported the proposal and the cautious approach planned, noting that this is an important piece of work which should not be rushed and that Respectful Communities should continue to collaborate with proven experts and undertake extensive research to ensure program is evidence-based.

*ACTION: Proposal endorsed by Committee and Ms. Marshall to progress this program development, providing regular updates to the Committee.*

### 7. Verbal update on the UA/Our Watch Respect and Equality Pilot Program

Ms. Marshall noted firstly that a timeline for the project confirms delivery of a primary prevention framework for universities, along with a module on gender equality and the prevention of gender-based violence, by February 2021. Secondly, Ms. Marshall noted that the project is currently in the scoping stage and the next step of this is a self-assessment workshop facilitated by Our Watch scheduled for Wednesday 14 August. Ms. Marshall confirmed a further update, including details of the self-assessment workshop, would be provided at the next Committee meeting.

Ms. Fiona Marshall

### 8. Other business

Professor Gardner noted the importance of exploring how we equip our students with the skills to identify and respond to family violence risk factors as part of their university curriculum. Professor Gardner queried Mr. Kevin Wu as a Pharmacy student on whether or not there is any requirements for Pharmacists to report family violence. Mr. Wu confirmed that there are no reporting obligations, and the stance on this matter varies greatly between different Pharmaceutical associations and bodies. Professor Gardner indicated we need to ensure we embed response and prevention to family violence within academic coursework for our students, and this should be raised as an agenda item at the next meeting.

*ACTION: Ms. Marshall to ensure this item is included as an agenda item at next meeting on Monday 21 October, 3pm.*

### 9. Meeting closure

4:05pm