Respect, Now, Always Advisory Committee

Meeting No. 1/2019

Monday, 8 April at 12:00pm
Sir George Lush Meeting Room

M I N U T E S

<table>
<thead>
<tr>
<th>No</th>
<th>Item</th>
<th>Presenter</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Apologies:</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Professor Margaret Gardner (Chair)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Mr Sean Brito-Babapulle</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Ms Carolyn Worth</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Ms Robyn Oxley</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Ms Emily Spencer</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Mr Arun Jojo</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Mr Selwyn Ng</td>
<td></td>
</tr>
</tbody>
</table>

1. Welcome and acceptance of notes of previous meeting

Members accepted the minutes of previous meeting.

2. Update on progress of the Independent, expert-led review Action Plan

Mr Vladimir Prpich confirmed that all actions have been implemented or currently underway. Mr Prpich noted that per recommendation 9 the connections between the OSC, counselling and external crisis response has been strengthened with further supports in place for complainants and respondents. It was noted that OGC cannot give a formal direction to clubs and societies per recommendation 16 as they do not have authority, rather it is now intended to be integrated into SASH procedure. Mr Prpich advised that the new off-campus procedures and MSO Agreements required that incidents be reported to the SCU. Mr Henry Fox supported this approach, indicating it is a small procedural effort for clubs and societies to report allegations to SCU and there is no reason this should not be occurring. Mr Prpich commended the MSO Presidents around training and support for students attending off-campus events with last year there 720 off-campus events held with 80,000 in attendance, with only 1 notifying incident. Finally Mr Prpich advised that planning was underway for all recommendations to be implemented by June 2019.

Mr Andrew Marks confirmed that both complainants and respondents are receiving counselling through Monash. SECASA is also at Clayton Campus on Monday and Tuesday, and Monday at Caulfield campus, for both students and staff.

Ms Susan Anderson explained that they are working with Mr Prpich on fulfilment of recommendations 17 and 18. Under the policies and procedures, they are looking at adding to the Student Conduct Policy.

Mr Fox made mention that the reference to restorative justice had not been removed from the app. Ms Fiona Marshall advised that it has been removed from the website but due to difficulty it hasn’t been removed from the app as yet. A new update will be completed for the app and it will be removed then.

Professor Matthew Gillespie explained that the Respect at Monash module is compulsory for all HDR students, but they are looking at a refreshed version of the module for next year. Some other work MGRO have implemented is to make sure that staff members on the panel do not have any type of relationship with the student to avoid conflict of interest. MGRO is currently exploring how the recent ACGR training videos on respectful supervisory relationships can be embedded into existing training or a revised module for community distribution.

Members discussed having a different Respect at Monash modules for students, staff and HDR students. Majority of the members believed that to engage staff and HDR students, the module will need to be more advanced. Discussion followed regarding making the module mandatory for staff. Ms Bridgid Connors expressed concerns with compliance of mandatory modules, noting the challenges this presents in monitoring. Professor Sharon Pickering however indicated the importance of such content and noted the value add to compliance modules, which Ms Connors and the committee agreed with. The consensus was that it should be made mandatory for staff that supervise students, with indication that further exploration was required as to whether such a module should be made mandatory for all staff.

**ACTION:** Ms Connors to investigate whether the Respect at Monash online module is to be made mandatory for all staff.
3. **Verbal update from Mannix College in relation to adopting the recommendations from the Independent, expert led review**

In Mr Sean Brito-Babapulle’s absence, Ms Marshall delivered the following update on his behalf:

Mannix College is committed to supporting the RNA Campaign at Monash University. At present the College has undertaken the following steps:

- Informal peer led discussions have been conducted during RA/MCSS Student Leadership training (M & N Week) and during O-Week (with all freshers – ‘Sexpectations’ and ‘The Elephant Chat’);
- Training was conducted for student leaders in BRIGHT gender and culture training and Queer 101 in early 2019 with both programs are to be provided to Freshers in term 2, 2019 in the College;
- All 2019 residents have completed the Respect at Monash module prior to arrival;
- Contact numbers for SCU, SECASA, Counselling and Police are displayed in each student rooms;
- MSA Women’s Department ‘What you should know’ booklets are available in Mannix and online;
- Mannix Website (see Support Page) for information relating to SCU and RNA;
- Mannix is working with MRS, CCD and OG to develop a whole of University Hazing Policy; and
- Mannix attended a day at the MRS mandatory RA Summit (Nov 22nd, 2018) and has been given access to all MRS’ policies, procedures, and Conditions of Residency.

The 2019 mandatory RA training at Mannix has covered the following:

- Scenarios and Critical Incident Management (Crisis Shield);
- Responding to Disclosures of Sexual Assault and Sexual Harassment;
- Reporting and seeking assistance with Sexual Assault and Sexual Harassment – College Administration, SCU, Health Services, Community support services and Police;
- Privacy and Confidentiality Training; and
- Identifying and Eliminating Hazing practices.

In addition, Mannix College:

- Has implemented a zero-tolerance policy to the inappropriate behaviours referred to in the Independent Review recommendations;
- Adopted the University/MRS guidelines, policies and procedures into its documentation for consistency across the residential setting (e.g. Residency Agreement);
- Implemented educational programs and practices to eliminate excessive alcohol consumption and hazing (e.g. drink prices increased, focus on non-alcoholic activities, RSA, etc.);
- Seeks advice, assistance and support from the Catholic Archdiocese of Melbourne, professional external bodies and Monash University Services, when educating, implementing and reviewing policies and procedures or when undertaking leadership programs; and
- Educates its staff, student leadership team and student body throughout the year in best practice when addressing inappropriate behaviour issues.

4. **Verbal update from Monash Graduate Research Office [MGRO] in relation to adopting the recommendations from the Independent, expert led review**

This item was addressed by Professor Gillespie at agenda item 2.

5. **Verbal update on Monash Malaysia (MUM) and progress towards aligning its policies to that of Monash Australia**

Ms Marshall explained that in January 2019 she visited the MUM campus to assist in the campus’s introduction of the RNA campaign and associated initiatives. Focus areas to align with the Respectful Communities team included: awareness raising initiatives to build community recognition of RNA, utilising students as partners at all levels of planning and execution, and to improve services for victims/survivors of gendered violence on campus. MUM has already run three events this semester focused on awareness raising of the RNA campaign and respectful relationships education. One of their events focused on students writing commitments to respectful relationships and saw them engage 150+ students. Challenge for MUM has been alignment with a local rape crisis centre, equivalent to SECASA, however they are rolling out training with the All Women’s Action Society on responding to disclosures for staff and student leaders. Ms Marshall explained that MUM has rolled out the Respectful and Responsible online module, and are keen to implement Respect at Monash as mandatory for new students. Ms Marshall however advised MUM to not introduce the new module until 2020 as mandatory until MUA can simplify the compliance process. Ms Marshall noted MUM has a Gender Equality Taskforce, analogous to the RNA Advisory Committee, but further work is required by the campus to align with general misconduct procedures.

Professor Gillespie noted that HDR cohorts in Malaysia are being trained in the same manner as the HDR students in Australia, concluding there is no difference between the two cohorts. He indicated training and processes should align between Australia and Malaysia.

Professor Susan Elliott asked the student organisation Presidents about their degree of collaboration, if any, with the Monash University Malaysia student organisation. Mr Fox explained that they have not had a substantial conversation with
the Malaysian student organisation and not sure of their involvement. Ms Marshall noted that the Malaysia student organisation has an adapted version of the ‘What You Should Know’ MSA Women’s Officers booklet and that many of the students who have volunteered at RNA events at the campus are members of the student organisation.

Professor Elliott pressed the need for there to be a strong correlation between Australia and Malaysia when it comes to policies and procedures.

6. **Update on completion rates of Monash’s Consent video, Respectful and Responsible Communities Module and the new Respect at Monash module**  
Mr Prpich explained that the Respectful and Responsible and the Consent module was closed late last year, with the introduction of the new mandatory Respect at Monash module for newly enrolling students. Over 10,900 students completed the Respectful and Responsible module and were recently credited with the Respect at Monash completion on their record. Including the credit completions, we are looking at over 21,000 students who have completed the Respect at Monash module since its inception.

Mr Prpich noted that over 8,000 students who have completed the feedback for the Respect at Monash module, and the feedback has been very positive.

7. **Verbal update on the new training program called, Enhanced Access, Acknowledge, Act (EAAA)**  
Ms Marshall reminded the committee that the EAAA program is the only program available that has been evaluated at clinical trial and shown to significantly reduce incidence of rape and other forms of sexual assault for at least one year. In a randomised control trial published in the New England Journal of Medicine, women who took the EAAA program experienced a 46% reduction in completed rape and a 63% reduction in attempted rape in the following year compared to those in the control group. Not only was the EAAA program effective in reducing sexual assault across 2 years, but also significantly reduced self-blame in women who took the program and were subsequently raped. Ms Marshall outlined that 4 peer facilitators have been trained with sessions of the program commencing in March 2019, with 71 women-identifying students registered across 4 sessions this semester. Feedback to date from the sessions was 100% positive, with Ms Marshall specifically noting that all participants who completed feedback would recommend the program to their peers and friends. Ms Marshall also noted that 4 other Australian universities are in the early stages of implementing the program.

Mr Fox expressed concern that no program was available for men only. This was a shared concern, with worry this could produce negative feeling among the male students for not being included. Professor Elliott noted the limited research available to support men’s behaviour change programs, and this was supported by Ms Marshall. Professor Pickering noted researchers in her Faculty could be connected with the Respectful Communities team on this front to assist in determining best practice in rolling out a program for male students. Mr Fox indicated that the university should be looking to provide mandatory face-to-face training for all new students, in addition to the Respect at Monash module. Professor Pickering explained that her team would be interested in piloting any new training that might come about.

Professor Elliott noted the strong evidence behind the EAAA program and that it was important it be provided to our students, however indicated further work should be done to explore programs for men.

**ACTION:** Ms Marshall to explore possible training sessions that either include men or a separate training for men only, as well as exploring large-scale mandatory intervention programs.

8. **Verbal update on the Universities Australia sector wide development and the UA/Our Watch Respect and Equality Pilot Program**  
The meeting with Dr Renee Hamilton from Universities Australia and representatives from Our Watch has yet to be conducted, Mr Prpich noted.

**ACTION:** Mr Prpich to inform members of the outcome of the meeting and details of the proposed pilot program

9. **Other business.**  
Mr Prpich informed members of a recent phone conversation with TEQSA regarding Monash’s response to allegations of sexual assault and sexual harassment as part of TEQSA’s re-accreditation review.

10. **Meeting closure**  
12:59pm