

Year 3 Public Description of Work for Action Collaborative on Preventing Sexual Harassment in Higher Education

UC Santa Barbara

Mutual Respect Training

Relevant Rubric Area(s): Prevention: Civility or Respect Promotion Programs, Leadership Education and Skill Development, Bystander Intervention Programs

Description of Work:

In Year 3, UC Santa Barbara (“UCSB”) significantly expanded its Mutual Respect Training, based on information and research shared through the Action Collaborative and to further respond to the needs of the UCSB campus and UC systemwide communities. This training, originally developed in 2018 in response to a department-specific request, is a collaborative effort, developed and facilitated by the Campus Advocacy, Resources & Education (“CARE”); Equal Opportunity & Discrimination Prevention (“EODP”); and Title IX & Sexual Harassment Policy Compliance (“Title IX”) Offices. It covers a variety of topics, including: (i) overviews on the concepts of implicit/unconscious bias and microaggressions, the short- and long-term impacts of these behaviors, and practical strategies and tools to build skills in preventing, identifying, and addressing these behaviors; (ii) a review of the potential policy implications of such behaviors; (iii) a discussion on how culture and societal norms influence behavior and environments; and (iv) how bystander intervention can be used to prevent and respond to harmful behaviors. The primary goal of this training is to provide attendees with information and tools that they can use to cultivate and maintain academic, research, and workplace environments that are safe, inclusive, supportive, and contribute to the success of every individual.

The CARE, EODP, and Title IX Offices made efforts to integrate a greater focus on research and best practices in Year 3. The training was updated to include more information on implicit/unconscious bias self-evaluation tools and additional research on the prevalence and impacts of these behaviors. The facilitators also incorporated additional discussion prompts on how culture and social norms influence behavior and how disparities in power and privilege impact environments and social interactions. Examples and activity/discussion prompts are continuously reviewed and updated by facilitators to incorporate audience feedback, increase inclusivity, and ensure they are relevant to the academic, research, and/or workplace environments of the intended audience.

In Year 3, UCSB developed updated versions of this training that focus on educating leadership teams on their role in maintaining healthy environments and preventing and

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responding to harmful behaviors. This version covered all of the topics included in the original training, with additional emphasis on the unique role that leaders have in developing departmental/organizational culture and norms, from infrastructural changes including policy and procedural changes to day-to-day behavioral norms. Leaders are trained to recognize harmful behaviors and are provided with explicit steps and strategies to respond to and remedy them. The training was developed to include tools and strategies that can be implemented by and offer support to leaders at all levels of the organization. This version was presented, with sponsorship from the UC Office of the President's Office of Ethics, Compliance, and Audit Services, to approximately 80 leaders and compliance investigators throughout the UC system. A similar version was developed and presented to leadership committee members of the NSF-funded Resilience Institute Bridging Biological Training and Research (RIBBiTR), in an effort to provide these tools and resources to leadership in research programs and field sites that UC students, staff, and faculty may participate in.

Another key update to the Mutual Respect Training in Year 3 involved a shift to not only focus on preventing and responding to harmful behaviors, but to actively and preemptively promote positive behaviors to cultivate environments of civility and mutual respect. Facilitators incorporated additional research and examples that highlight positive, supportive, and inclusive social norms and the short- and long-term benefits that such behaviors can have on individuals and environments, in contrast to the original examples that only highlighted the impacts of harmful behavior.

The Mutual Respect Training also includes information on bystander intervention as a tool in promoting cultures of support and civility, and responding to harmful behaviors. The bystander intervention content included in this training is drawn from UCSB's larger bystander intervention education initiatives, which include tools and strategies from national prevention and education organizations, including Green Dot and Right To Be (formerly Hollaback!). Attendees have the opportunity to workshop key bystander intervention skills and tools, including how to identify and acknowledge harmful behaviors in the moment and proactively intervene to support those that are experiencing harm. The training emphasizes that all members of the community are responsible for building and maintaining a culture of civility and mutual respect.

UCSB continues to offer the Mutual Respect Training upon request, and plans to develop a new marketing strategy to raise awareness of this and other training and prevention education resources and to reach new audiences. In Year 4, Mutual Respect Training facilitators will continuously review the training content to ensure and increase inclusivity, and research new studies related to implicit/unconscious bias and microaggressive behaviors, social norms, and bystander intervention. The CARE, EODP, and Title IX Offices also plan to review the need for a formalized evaluative process, so that facilitators may solicit feedback from audiences and

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gain insight on the success, effectiveness, and impact of the training. Facilitators will review the efficacy of previously used evaluative tools for the Mutual Respect Training, including anonymous post-training surveys, and explore additional evaluative tool options.

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