**2023 Public Description of Work for
Action Collaborative on Preventing Sexual Harassment in
Higher Education**

University of Washington

Husky Prevention & Response Course Evaluation Initiative

Relevant Rubric Area(s):

1. Evaluation: Evaluating Prevention Programs

Description of Work:

In autumn 2021, the University of Washington (UW) launched Husky Prevention & Response (HPR), a 90-minute interactive online training unique in its theory-driven, trauma-informed, and intersectional approach to building sex- and gender-based violence and harassment response and prevention knowledge and skills. The program was created by a diverse, interdisciplinary team of UW staff, faculty and students, and the course content was tailored to employees' roles and positions. The UW's 2022 NASEM description of work includes information on the development and implementation of the HPR employee and student courses. As of spring 2023, almost 10,000 academic personnel (including faculty), over 25,000 staff, and 9,000 student employees representing 83% of the total employee population have completed the HPR employee course.

The Office of the Title IX Coordinator facilitated the development and delivery of the HPR course, but due to the size of the UW employee population and the University's de-centralized administrative structure, each of the 35 UW units was responsible for ensuring employee engagement with the course. Each unit authorized specific unit designees to ensure that the course rolled out effectively. The Title IX Office and unit designees worked together closely throughout course implementation. Using tools the Title IX Office developed, unit designees were responsible for communicating about the course, accessing the employee course completion report, and monitoring completion rates.

The implementation of the HPR employee course provided an opportunity to evaluate the impact of an innovative and promising prevention program. Few evidence-based interventions exist for addressing violence, harassment, and discrimination in higher education settings, particularly for employees. The 2018 National Academies report recommends that research be conducted on the effectiveness of prevention programs to guide institutions in adapting their prevention work to create more diverse, inclusive, and respectful environments. In addition, transparent and ongoing evaluation is one form of institutional accountability. Evaluation is especially important on equity-related topics like sex- and gender-based violence and harassment where campus community members have experienced harm and called for action. In 2022, a mixed-methods evaluation of the HPR employee course was initiated. Evaluation at this scale, of a system-wide employee training, is a new and innovative initiative for the University of Washington. The evaluation is currently in process and results and a summary report are expected in winter of 2024.

The HPR employee evaluation project aims to A) examine whether employees who complete the HPR course are better equipped to recognize and respond to sex- and gender-

based violence and harassment, and B) highlight implementation principles critical to the HPR course's success. The UW is committed to learning more about what went well and what was challenging, to inform the University's practices for future training development and implementation.

The evaluation is using a mixed-method approach that includes four components to investigate the implementation and impact of the HPR employee course. The evaluation includes surveys with employees who completed the course and a survey and interviews with unit designees who had a crucial role in course implementation. The methods include:

- **In-course evaluation** - The HPR course has a built-in evaluation component that assesses sex- and gender-based violence and harassment-related knowledge, attitudes, self-efficacy and willingness to engage in intervention and response. To capture immediate course-related changes in theorized outcomes, the evaluation included a retrospective pre-test for individuals to rate their pre-course levels of self-efficacy to engage in intervening and response behavior. Participants also provided feedback on user experience, perceived usefulness, emotional impact, accessibility, relevance, and inclusiveness of the course. *Timeline: October 2021- November 2022*

- **Follow-up survey** - All participants were invited to complete a follow-up survey six months after initially completing the HPR course. This survey duplicated the existing evaluation to assess stability in both perceptions of the course and its impact on outcomes over time. Behavioral items were added that assess frequency and nature of intervening behavior. *Timeline: October 2022-May 2023.*

- **Unit survey** - A unit designee survey was developed to collect insights from the 35 University of Washington units to better understand the successes and challenges in implementing the HPR course. The survey included questions about engaging support of unit leadership, navigating course related issues, and utilization of communication tools and resources. In addition, the survey gathered recommendations for how to implement future system-wide employee training. *Timeline: February - May 2023*

- **Unit interviews** - Interviews with unit designees will augment survey data and provide further insights around implementation principles. The interviews include questions about effectiveness of the HPR course implementation strategy, unique unit implementation strategies, and unit culture regarding diversity, inclusion, and training. *Timeline: January- June 2023*

The 2018 National Academies report recommends that academic institutions should work with researchers to evaluate and assess their efforts. The HPR employee course evaluation is a collaborative internal evaluation, meaning members of the UW community are participating in the design and execution of this evaluation. The Title IX Office and a team of UW evaluators are working together to develop the assessments, analyze the collected data, and compile summary reports. The UW evaluators include:

- Dr. Erin Casey (former Professor of Social Work, University of Washington Tacoma)

- Dr. Lauren Lichty (Associate Professor, School of Interdisciplinary Arts & Sciences, University of Washington Bothell)

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- Dr. Paige Sechrest (Prevention, Education, & Communications Manager, SafeCampus, UW)

Research scientists in the UW Office of Educational Assessment are serving as the data stewards and are managing extraction of the in-course evaluation results, distribution of the six-month post-course evaluation, implementation of the unit interviews, and data analysis of these components.

Data collection will be completed by summer 2023 and ongoing data analysis will continue into fall 2023. In early 2024, a summary of findings will be presented to the UW community. Results from this evaluation project will inform the development and implementation of future prevention and response educational opportunities at the UW. Training for employees regarding sex- and gender-based violence and harassment and additional diversity and inclusion topics is an increasing focus within higher education. In this environment, it is crucial we continue to evaluate our prevention education efforts and adapt as we learn more about what is effective in higher education.

Website for further information (if applicable):

- https://www.washington.edu/titleix/title-ix-education-and-outreach/
- uw.edu/titleix/title-ix-employee-course/
- https://www.washington.edu/titleix/title-ix-employee-course-compliance/

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