

Sexual Harassment Taskforce Recommendation Proposal

Date Proposed:

Proposal Sponsored By: (sponsoring subcommittee and list membership)

Recommended Action (Exact wording of the proposed recommendation):

Immediately establish a permanent Council on Gendered Violence, Harassment and Discrimination.

Summary of Principle Ideas and any Background that might help the Taskforce to better understand the Proposal:

Once the executive cabinet responds to the Task Force's recommendations, a group must persist to monitor the implementation phase to ensure the recommendations are implemented as designed. A permanent group to sustain inquiry to the sexual and gendered harassment practices and climate, and subsequently continually improve our campus, will be also necessary to truly develop a culture focused on prevention. This is particularly necessary because we do not have a designated staff office for sexual violence prevention.

The first purpose of this permanent committee is to monitor and assess the implementation phase of the Task Force's recommendations. During implementation of the Task Force's recommendations, the committee will monitor and track implementation progress, identify and address additional needs or challenges that may emerge during the implementation phase, and ensure communication is maintained with the broader campus. This committee will also be a central group that can gather data to continually assess the progress and efficacy of our evolving climate and practices.

The committee should be comprised of volunteers, including some members who have served on each of the subcommittees to provide full context and continuity, as well as other community members and experts who were interested but did not get to serve on the task force. The committee should also include one representative from each union.

Justification/Goals (What the proposal is trying to accomplish):

The purpose of the committee is to ensure integrity is maintained in and assess the progress of the implementation phase of the task force's recommendations, and ensure the campus sustains inquiry into its policies and procedures, climate and culture, education, and communication around sexual harassment to inform future improvements.

Pros and Cons (Three possible benefits of the proposal and 3 possible drawbacks):

Pro: Maintains integrity while monitoring implementation and is primed to navigate challenges that may arise during implementation, can help ensure future positive change will continue to occur based on the recommendations, will help maintain a campus focus on prevention.

Cons: Increased responsibility and time commitments for volunteers on this group, may need resources when addressing challenges that arise during implementation and beyond, unclear how the group will evolve as members need to/want to step down and new members be brought in.

Alternatives to proposal:

There are no alternatives to this proposal

*Please attach any additional materials to this proposal if the space provided is not sufficient.