

Best Practices for Conducting Sexual Misconduct Campus Climate Surveys



UtahStateUniversity

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Today's Topics

- Preparation and implementation process best practices
- Resources
 - Example surveys

Does your institution have a climate survey?

Yes, and I'm involved in its implementation

Yes, but I'm not involved in its implementation

I don't know

No

Other (specify in chat)

When poll is active, respond at pollev.com/opreventionteam589

Text **OPREVENTIONTEAM589** to **37607** once to join

How often does your institution implement its climate survey (if it has one)?

Every year

Every 2 years

Every 3 years

Every 4 years

We've only implemented it once

Other (specify in chat)

Small Group Discussion

What are the challenges your institution has had with implementing a climate survey?

What are the successes your institution has had with implementing a climate survey?





Preparation and Implementation

Section objective: Understand best practices for preparing and implementing a climate survey

Step 1: Identify and Meet with Stakeholders

Utah State's team:

- Analysis, Assessment, and Accreditation (AAA) office staff
- Center for Intersectional Gender Studies and Research
- Faculty with relevant research expertise
- Institutional Review Board (IRB)
- Office of Equity prevention team, Data Analyst
- Sexual Assault and Anti-Violence Information (SAAVI) office victim advocates
- Sexual Misconduct Implementation and Coordination Committee
- Title IX Coordinator





Step 2: Create Project Timeline

- Expect the preparation process to take 6-12 months
- Identify key milestones during the process
 - Work backwards from first date of implementation period
 - Give buffer time for unexpected events
 - Assign stakeholders to specific milestones

Step 3:

Decide What Data You Want/Need

- Potential populations
 - Whole institution
 - Utah State's approach, both students and employees
 - Specific groups or units/departments
 - Specific subpopulations
- Considerations
 - What is your potential population size?
 - What level of privacy exists or doesn't exist for that group size?
 - Will everyone in the group be invited or will you use a sampling approach?
 - How will you use the data in your future prevention and response work?

Step 4:

Decide the Survey Instrument

- Potential approaches
 - Create own survey
 - Utah State's approach
 - Use pre-made survey (as-is or modified)
 - Options listed in "resources" section
- Considerations
 - How soon will you be implementing the survey?
 - What is your budget for conducting the survey?
 - What are your internal resources for creating the survey?
 - What software will you use for the survey?

Step 5:

Decide the Survey's Design

- Design elements
 - Anonymous vs confidential
 - Utah State's approach: anonymous
 - Number of questions
 - Structure/order of questions
 - Time frame for experiences
 - Utah State's approach: since last climate survey (2 years)*
- Considerations
 - Does the population have concerns about being identifiable?
 - How will you use demographic data?
 - How will you account for possible distress among participants?
 - What order of questions will increase the likelihood of survey completion?

Step 6:

Decide the Survey's Implementation

- Implementation elements
 - Frequency
 - Utah State's approach: every 2 years
 - Time of year
 - Utah State's approach: April
 - Length of survey period
 - Utah State's approach: 3 weeks
 - Use of incentives
 - Utah State's approach: Amazon gift cards
- Considerations
 - What gap between surveys will give you enough time to act on the data?
 - How long are other surveys implemented at your institution?
 - When are other surveys implemented at your institution?
 - What circumstances might make the population more or less likely to participate?

Step 7:

Create Communications Plan

- Plan elements
 - Methods
 - Utah State's approach: email, digital signs, flyers, social media, Utah State Today article, word of mouth
 - Message deliverers
 - Utah State's approach: President, VP for Student Affairs, VP for Graduate Studies, Office of Equity ED, faculty; local media
 - Frequency
 - Utah State's approach: reminders every week
- Considerations
 - What methods might make the population more likely to participate?
 - What methods have worked for other surveys at your institution?
 - Who could be ambassadors for the survey?
 - What targeted outreach could you do?

BE HEARD.

TAKE THE SEXUAL MISCONDUCT SURVEY.

[SURVEY.USU.EDU](https://survey.usu.edu)

March 31 - April 21

All survey participants have a chance to win Amazon giftcards.

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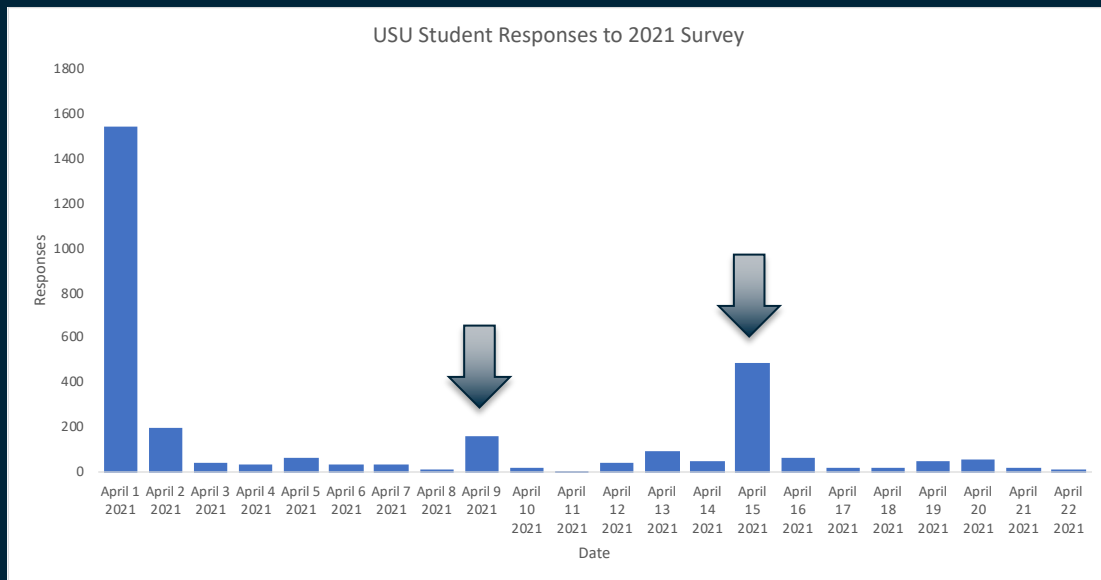
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Step 8: Launch Survey

- Pilot test survey 1 week before launch date
- Confirm marketing materials are ready for launch date
- Pay attention to participation numbers and participant demographics during survey period
 - Be ready to send additional reminders and targeted outreach



Step 9: Analyze the Data

- Create prevalence rates for each behavior category by combining responses to “like” items
 - Example: all “have you experienced this?” questions in sexual harassment category
- Create separate prevalence rates for specific demographics
- Compare data within and across groups
 - Look for trends and themes, including among perpetrator identity
- Review qualitative questions data for trends and themes (if applicable)

Step 10:

Create the Public Data Report

- Determine what data can and should be shared publicly
 - Be considerate of population sizes for specific demographics
 - Data that you decide should be kept private could still be shared with certain stakeholders
- Create a report that can be understood by people without a research and data background
 - Keep the report short
 - Include more graphics than text
- Utah State's public data reports: sexualrespect.usu.edu/survey

Step 11: Use the Data in Your Work

- Prevention and education
- Victim/survivor support
- Respondent/perpetrator support
- Policy and procedures
- Grievance process
- Sanctioning process and decisions
- Hiring, promoting, supervising, etc.
- Department/unit support after an incident





Resources

Section objective: Know what resources exist to help with preparing and implementing a climate survey

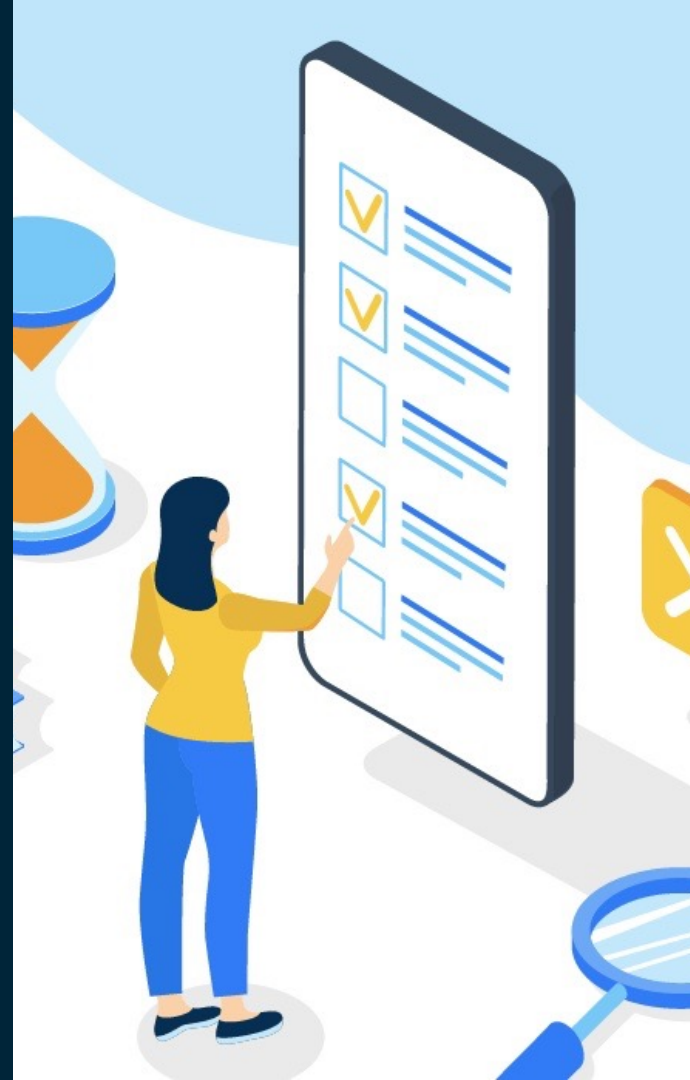


Best Practices and Survey Validations

- [Association of American Universities \(AAU, 2017\)](#)
- [Bureau of Justice Statistics \(BJS, 2016\)](#)
- [National Academies of Sciences, Engineering, and Medicine Action Collaborative \(2021\)](#)
- [National Institutes of Health \(NIH, 2020\)](#)

Resources: Pre-Made Surveys

- [Administrator Researcher
Campus Climate Collaborative
\(ARC3, 2015\)](#)
- [Association of American
Universities \(AAU, 2019\)](#)





Resources: Survey Questions

- [Sexual Experiences Questionnaire \(SEQ, 1995\)](#)
 - [Sexual Experiences Questionnaire – Department of Defense](#)
 - [Sexual Experiences Questionnaire – Workplace](#)
- [Adaptation of multiple scales \(SEQ, ARC-3, AAU\)](#)

Resources: Example Surveys

- [Bureau of Justice Statistics](#) (BJS, 2016)
- [EverFi](#)
- [Utah State University – employees](#) (2023)
- [Utah State University – students](#) (2023)
- [White House Task Force to Protect Students From Sexual Assault](#) (2014)



Next Steps: Reflection Questions

- What is something new that you learned during the presentation?
- What is 1 thing you can do within the next month to contribute to the climate survey process at your institution?
- Who is 1 stakeholder that you need to engage with to enhance the climate survey process at your institution?
- What is 1 new thing you want to try during the next climate survey process at your institution?



Presentation Wrap-Up

Questions?

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