Best Practices for Conducting Sexual Misconduct Campus Climate Surveys

Emmalee Fishburn, MPH, CHES
Senior Prevention Specialist
Office of Equity
USU Logan Campus
435-797-1266

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Today’s Topics

• Preparation and implementation process best practices
• Resources
  o 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)
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.
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

Image from NASEM (2021)
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
March 31 - April 21

All survey participants have a chance to win Amazon giftcards.

UtahState University

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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
  o Be considerate of population sizes for specific demographics
  o 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
  o Keep the report short
  o 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?

Emmalee Fishburn
emmalee.fishburn@usu.edu
435-797-0346

Office of Equity
Logan Campus
Distance Education, Room 400
435-797-1266