

Broderick Review Implementation Working Group

Chair's Communique No 5: 24 August 2018

Purpose: The [Broderick Review](#) Implementation Working Group has been established to support the development and implementation of a *JCU Plan of Action for the Elimination of Sexual Harassment and Sexual Assault* in response to the recommendations of the Broderick Review. The Group consists of a cross-representation of JCU staff and students.

The Broderick Review Implementation Working Group met for the fifth time in 2018 on August 22. The Chair welcomed Karen Desira and Louise Myers to the Group.

The University Executive launched the [Statement of Commitment to the Elimination of Sexual Harassment and Sexual Assault](#) on Monday 23 of July 2018 at a series of morning teas attended by staff and HDR candidates across the campuses. The Statement of Commitment was introduced to undergraduate students during Week 1 lectures, and through events hosted by the Student Association. There will be more work undertaken in coming months to engage undergraduate students with the Statement.

The Working Group reviewed progress on the Plan of Action, noting:

- *Estate infrastructure:* Improvements to lighting across campuses, and forward planning on further improvements.
- *Safety and Wellbeing webpages:* improved ease of navigation, and clarity of information on support and processes.
- *External Partnerships:* JCU's work with the Townsville and Cairns Sexual Assault Support Services in terms of service provision to victims, as well as awareness raising activities planned for Sexual Violence Awareness Month in October.
- *Internal Partnerships:* Chair of BRIWG and the Chief of Staff had been meeting with College and Divisional Executive Teams providing updates on policy and procedures.
- *Residential College Review:* Dr Sharon McCallum is currently conducting a review of the Residential Colleges, with the data collection phase due to be concluded the week commencing 27 August.
- *Counselling Services Review:* An external reviewer will be considering the mechanisms JCU has in place to ensure best practice service provision to students who have experienced sexual harassment or sexual assault during September.

The Working Group's core time was spent time considering the training needs of University staff and students and reviewing the on-line materials that are already available, noting

- Training must consist of several elements with a view to achieving cultural change, and must be evaluated.
- Specified training for each category of students or staff must be compulsory and appropriately recorded.
- Student training should be part of the core curriculum wherever practicable

'Conversations for Respect' Training: The Working Group provided advice on the need for training on having difficult conversations. Conversations about sex and consent can feel awkward, as can calling out sexually inappropriate harassment at the time it happens. Having conversations with people who have behaved inappropriately can also be difficult – yet this is something that staff with these responsibilities within JCU must do. It can be equally difficult to find the right words when someone discloses to you they have been subjected to harassment or assault, and yet everyone - all staff and students - need to have this skill. The Working Group is providing further advice to JCU on how 'Conversations for Respect' training might be delivered using scenario-based role playing with skilled facilitators. In addition to 'Conversations for Respect', there was discussion on developing a plain English handbook that brought together all relevant material as a resource document for JCU staff and student use, and as a source for training content that could be embedded within curriculum and delivered as extra-curricular material.

The Working Group will next meet in October, where recommendations relating to Monitoring, Evaluation and Reporting Framework will be considered. The Group welcomes comments, questions, and suggestions – these can be directed through the Secretary, Dr Ryl Harrison (ryl.harrison@jcu.edu.au, or 47816259).



Emeritus Professor Helene Marsh, Chair, Broderick Review Implementation Working Group