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## Broderick Review Implementation Working Group

### Final Chair's Communique. No 7: 14 December 2018

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**Purpose:** The [Broderick Review](#) Implementation Working Group was 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 was a consultative committee and comprised a cross-representation of JCU staff and students.

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The Broderick Review Implementation Working Group met for the last time on December 10.

The Group's main task was to acquit the dashboard system used to chart progress over 2018 over six key thematic areas identified from the Broderick Review: \* Leadership and Commitment; \*Policy and Procedure; \*Process and Ways of Working; \*Partnerships; and \*Training; and \*Communication

The Group concluded that most progress had been achieved in \*Leadership and Commitment; \*Policy and Procedures; and \*Partnerships. The Recommendations under these themes were precursors to progressing \*Training and Communication.

Whilst the strategic direction for \*Training and Communication has been established, there is significant work remaining to implement these actions for 2019.

The Group highlighted two key areas for ongoing focus:

- The need to prioritise training for staff and students, and develop a robust governance structure for implementing such training.
- The need for long-term, mixed methods, evaluation of the overall impact of activities recommended by the Broderick Review (especially training) on behavioural change.

In addition, the Group noted the importance of resourcing the training and the need for a formal case-study, adaptive management approach to incident management to inform institutional learning.

The Working Group also heard from the University Executive and Council:

- The Deputy Vice Chancellor Tropical Environments and Societies, Professor Iain Gordon, presented information on the SAGE Athena Swan Self-Assessment Team (SAT). The SAT has developed an action plan to address gender equity in recruitment, promotion and retention of staff at JCU. This action plan complements the university's response to the Broderick Review.
- Deputy Vice Chancellor Services and Resources Tricia Brand presented information on the recently completed external review of the residential colleges. The strongest themes to emerge in this review was that: (1) participants enjoyed living on-college and believed them to be safe, and (2) the college environment had improved as a result of the "clamp down" on activities and events which had been previously associated with hazing and sexual harassment. Nonetheless, the Review identified room for further improvement, especially in regard to the links between sexual harassment, and other problem behaviours, and the excessive use of alcohol.
- The University Executive, the Vice Chancellor, and the University Council acknowledged the valuable contribution that members of the Group had made over 2018.

In this final Communique and on behalf of the Group, I would like to thank JCU staff and student for their engagement and support in counteracting the issues exposed by the Broderick Review. In addition, the Group acknowledges the successful partnerships that have been foundational to the progress made, including with the residential colleges, the Student Association, and the specialist sexual assault services in Townsville and Cairns.

Whilst the work of the Working Group has finished, much remains to be done. This activity will continue to be coordinated by the Chief of Staff on behalf of the Vice Chancellor.

Dr Ryl Harrison, Strategic Policy Adviser ([ryl.harrison@jcu.edu.au](mailto:ryl.harrison@jcu.edu.au), or 47816259) can provide further information.



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