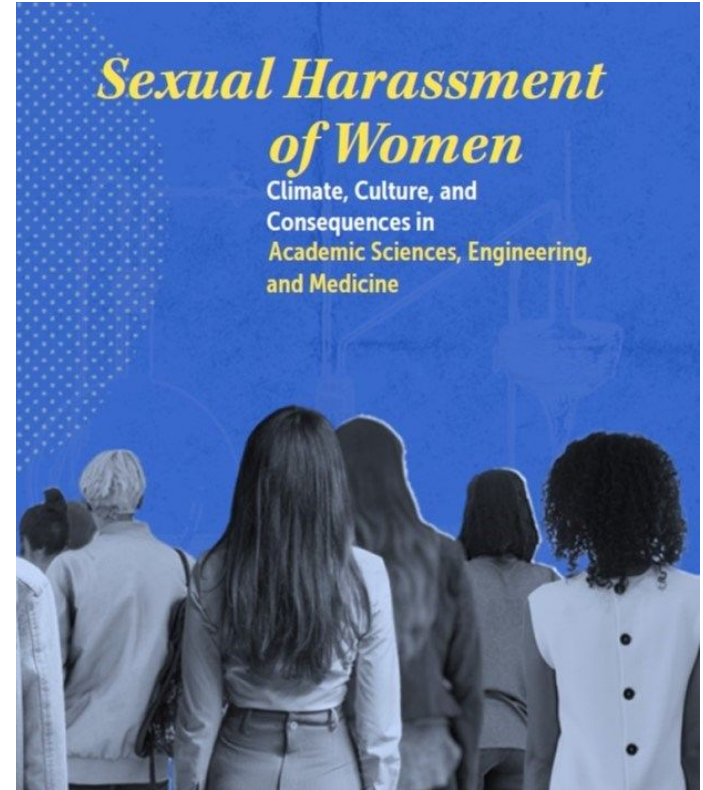


# **Prevention of Harassment and Discrimination: EPIC training and the Postdoc CBA**

**December 16, 2020**

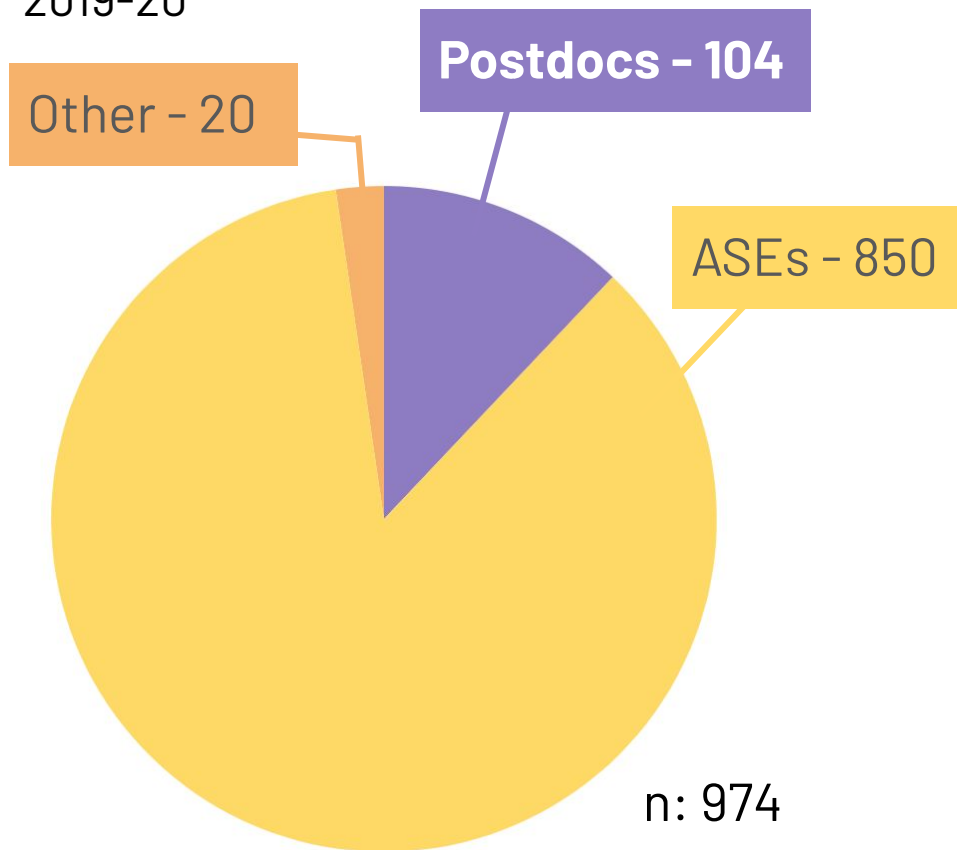
# Prevention Framework

- Focus on changing cultural norms and structural conditions
- Intersectional approach
- Highly tailored to training group
- Peer-to-peer, train-the-trainer model
- Jointly administered
- Comprehensive data collection



# **EPIC's First Two Years**

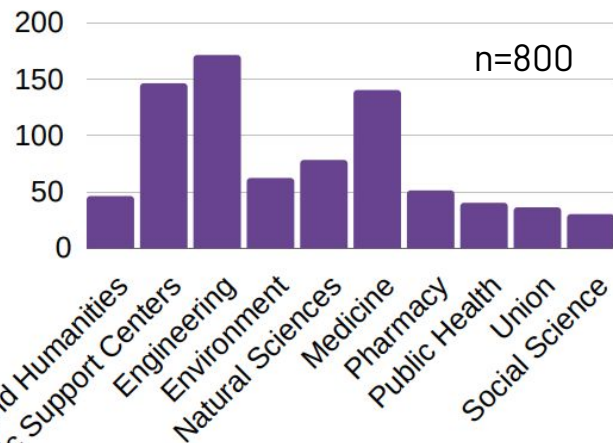
## Number of EPIC Training Participants 2019-20



**1,555**

Total Postdocs &  
ASEs trained in  
AYs 18-19 and 19-20

### Fall 2019 Disciplinary Breakdown



Source: 2019-20 EPIC Annual Report

# Comprehensive evaluation program

## Post-Training Evaluation

Immediately after the training

Retrospective pre-post model

~80% response rate  
(n=1555)

## Intermediate Evaluation

Three months after the training

Assess retention of information and skill use

~20% response rate (n=131)

## Equity Survey

Annual

2018-19: 25% response rate (n=1165)

2019-20: 38% response rate (n=2021)

# Improved familiarity with resources

*"Having all the resources in one place was great."*

On a scale of 1-5 how familiar are you with UW resources for responding to sexual harassment?

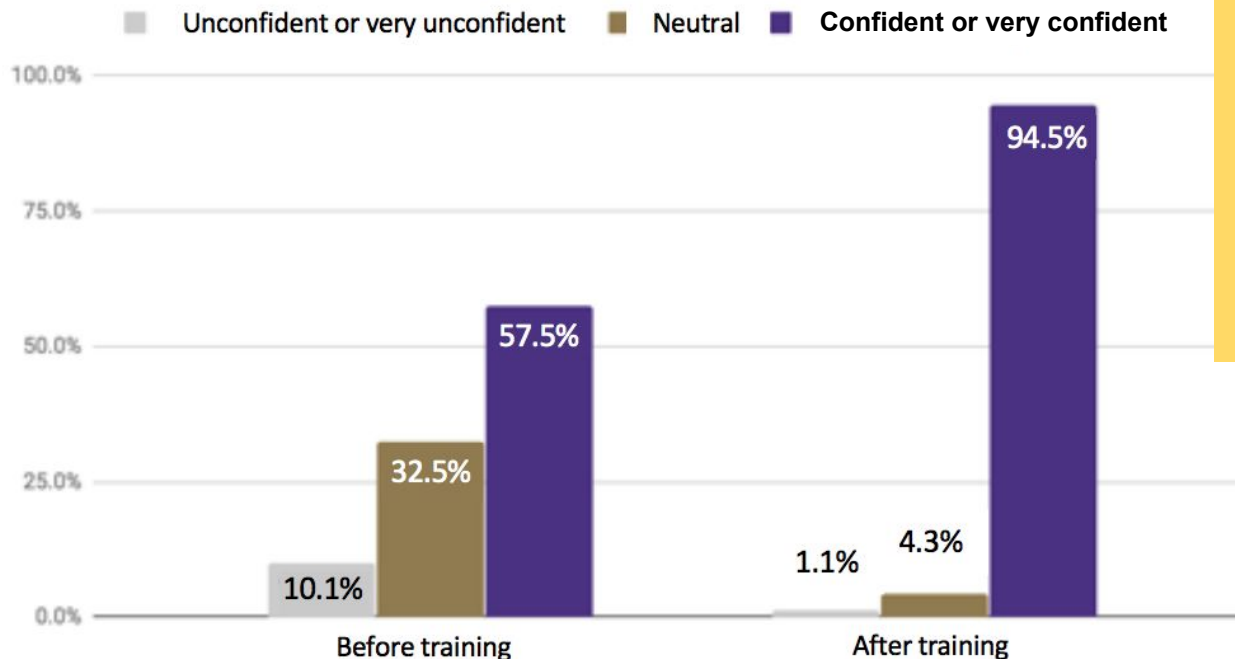
Responses: 676



Source: 2019-20 EPIC Annual Report

# Improved ability to identify sexual harassment

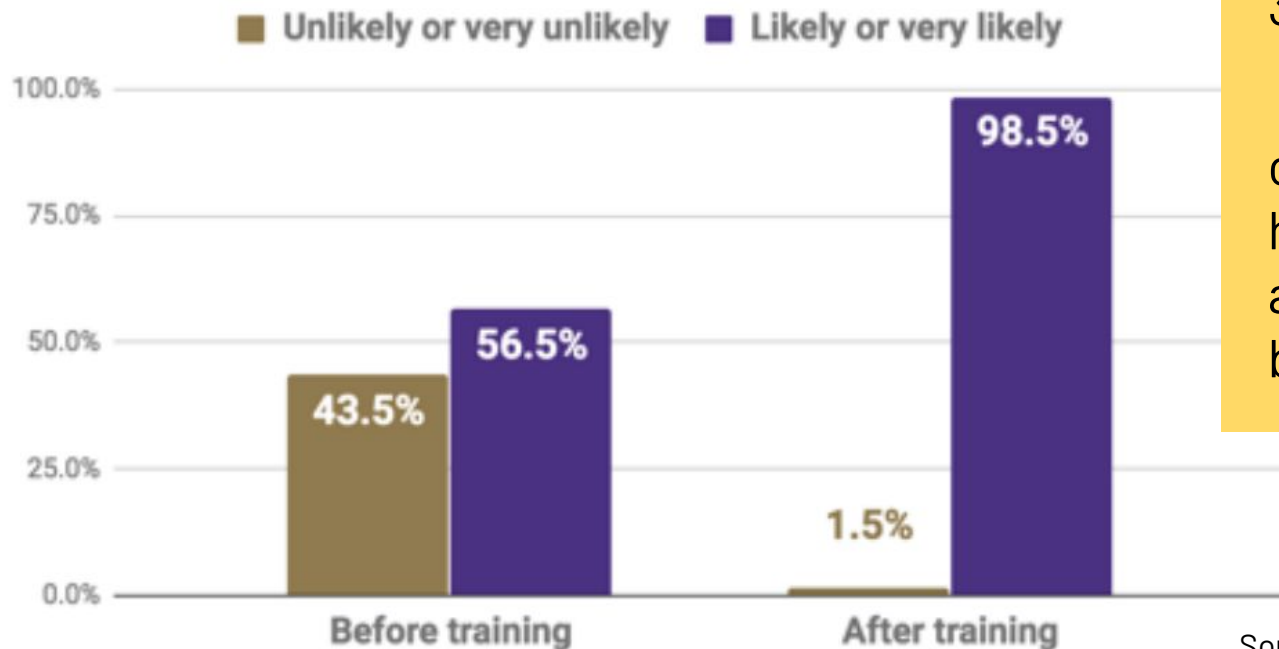
Confidence identifying sexual harassment (including gender harassment) if it happened in your department



*"It was most interesting what sexual harassment entails. I didn't know some of the comments would be harassment."*

# Improved likeliness to take bystander actions

Likelihood to intervene (e.g., by using a bystander strategy) if you witnessed someone else being harassed



3 month follow-up:

**77%**

of participants  
have actually taken  
at least one  
bystander action

Sources: 2018-19 EPIC Annual Report,  
2019-20 EPIC Annual Report



# Participant Feedback

"What was most helpful about this training was **hearing from others in my department** since we rarely have these conversations."

"This was a very good training program. I feel **much more equipped to handle situations** I might encounter in all areas of my life, not just on campus."

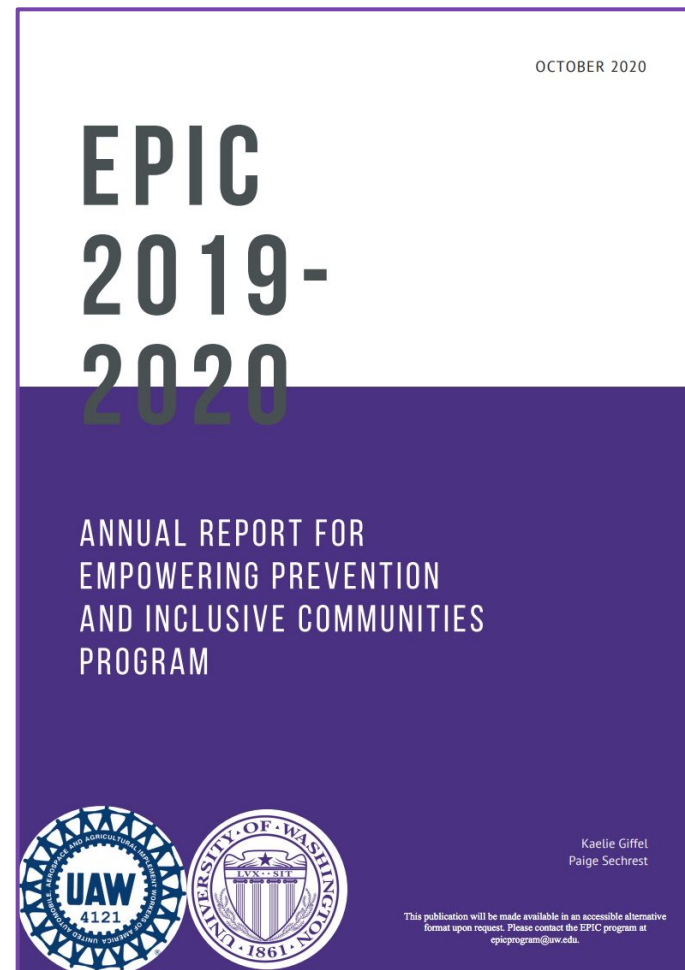
"I was really impressed by the small-group and all-together discussions. These made me proud to be part of my department, my university, and my union. I also especially enjoyed the prevention steps, which made it possible to **understand \*everyone's\* role** in the cultural underpinnings that support sexual harassment."

"I was impressed that the training was **tailored** to my department."

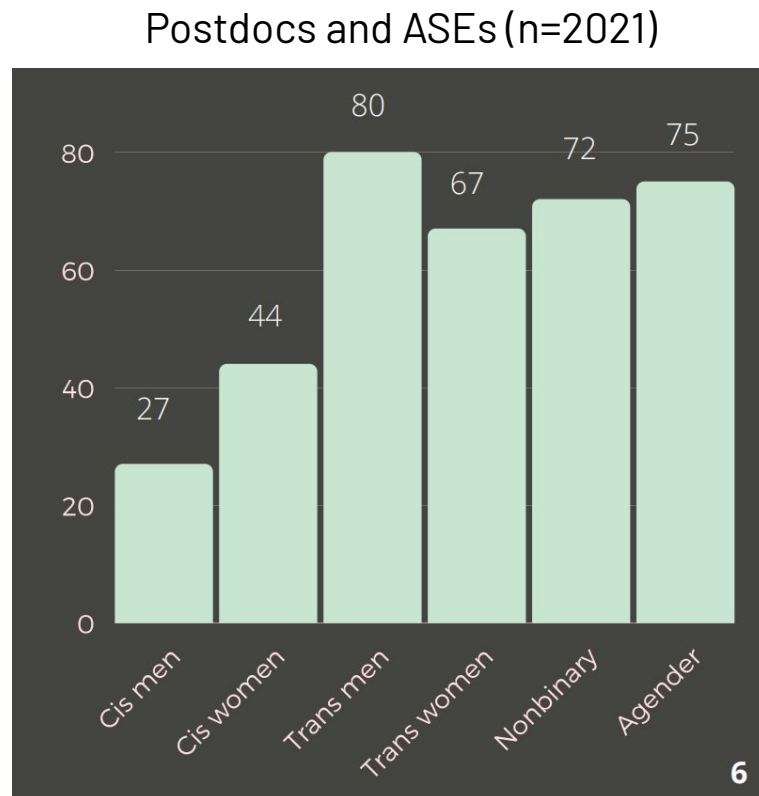
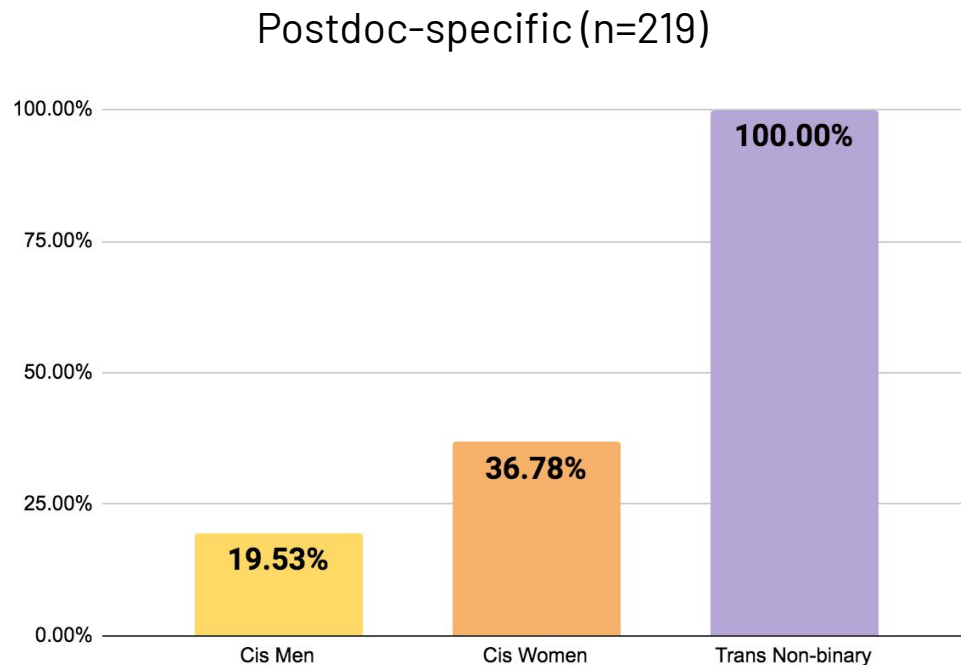
# **Data to Drive the Next Phase of the EPIC Program**

# Intermediate Evaluations

- Participants frequently ask for **follow-up conversations**, including department-specific conversations about action steps
- Many specifically request **mandatory EPIC trainings**
- Many request **more resources** for how to handle harassment if it happens to them



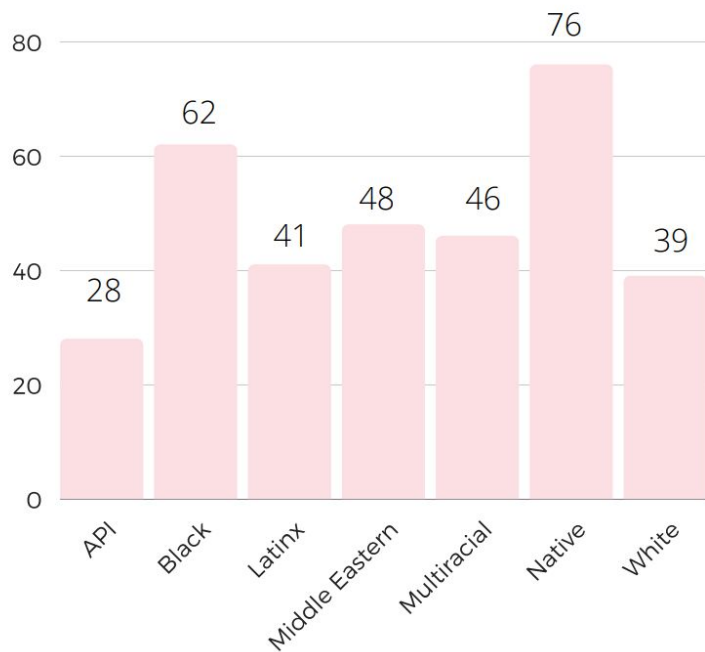
# Equity Survey: Experiences by Gender



Source: 2019-20 Equity Survey Report

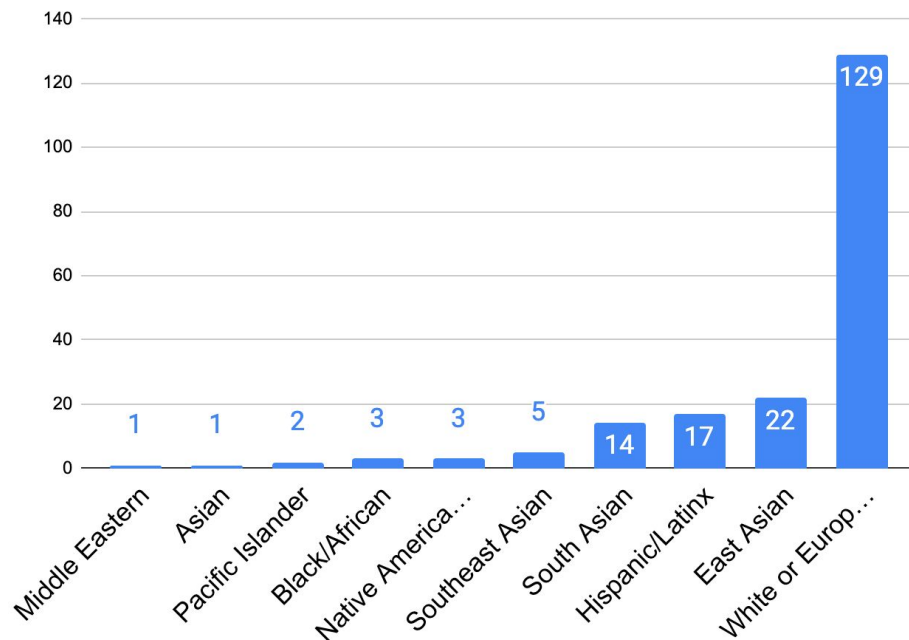
# Equity Survey: Experiences by Race

Experiences with harassment/discrimination by race (Postdocs and ASEs)(n=2021)



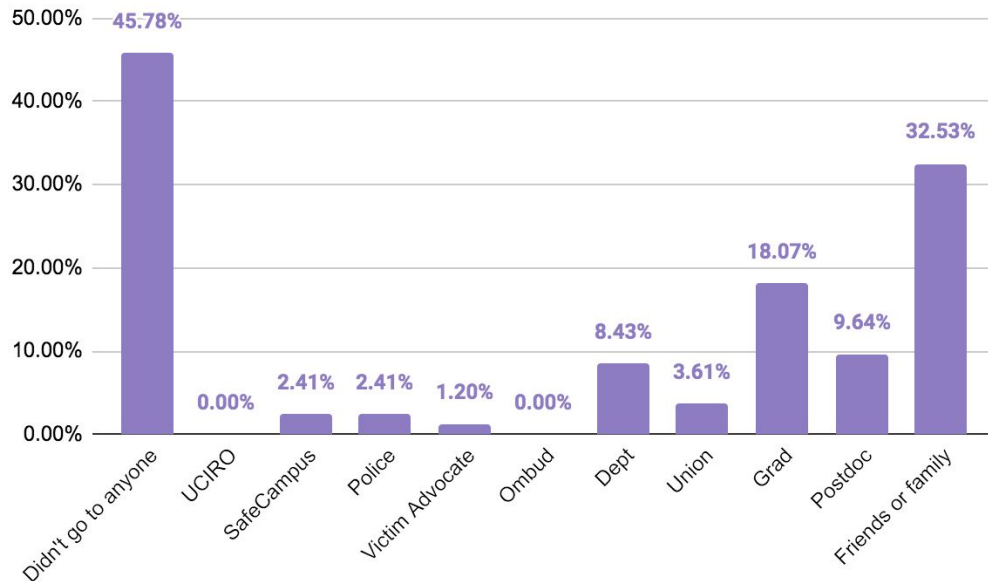
Source: 2019-20 Equity Survey Report

Representation by race (Postdoc-specific)(n = 193)



# Equity Survey: Reporting

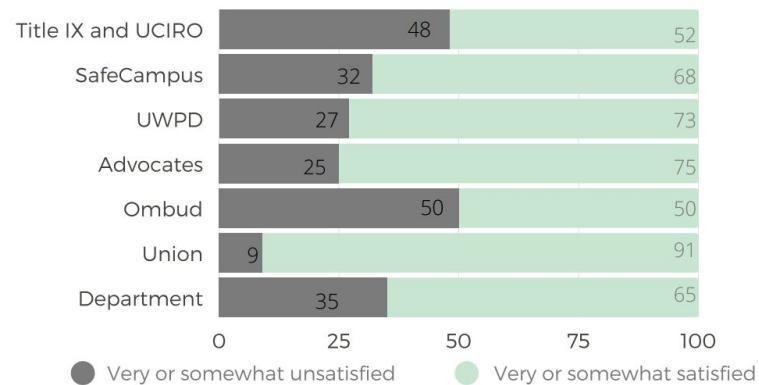
Support and reporting resources utilized by those who experienced harassment and/or discrimination (Postdoc-specific)(n=83)



Satisfaction with reporting & support processes Postdocs and AEs (n = 912)

## SATISFACTION WITH REPORTING PROCESSES

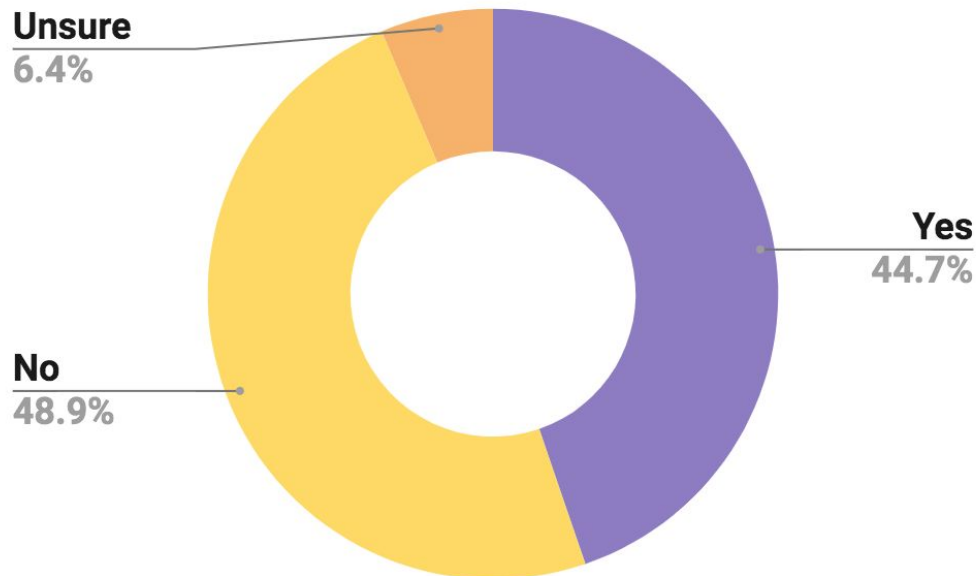
Respondents described being most satisfied with the union and Confidential Advocates, and least satisfied with the ombud and Title IX and UCIRO.



Source: 2019-20 Equity Survey Report

# Equity Survey: Support

In the past year, did you think about leaving the University because you weren't receiving support you needed? (Postdoc-specific)(n=219)



## ATTEND TO THE MATERIAL CONDITIONS THAT PRODUCE THESE EXPERIENCES

ASEs and postdocs across the board reported having trouble experiencing community and uncertainty about how to succeed. Efforts to fix this should consider precariousness in their appointments, as well as steep power disparities between advisors and those they supervise. Those who hold second jobs, or have long commutes so that they can live somewhere affordable, it comes as no surprise that a sense of community and confidence about how to succeed can be difficult to come by. These feelings are experienced at the highest rates for historically underrepresented groups. In order to address these feelings, the University of Washington must work to actively dismantle the structures that make it difficult for these groups to find peers and mentors like them.

Source: 2019-20 Equity Survey Report

# Takeaways

## Improvements to support & reporting options

- Increase resources for immediate support
- Address issues at low levels before they escalate
- Tailored, peer-based

## Ongoing and continued training

- Need for ongoing education and skill-building after the core EPIC training
- Training that explicitly addresses intersecting identities