

Minutes are intended to note: (a) the date, time, and place of the meeting; (b) those members of the public body who were present and those who were absent; and (c) the substance of all matters proposed, discussed and/or action was taken on. Minutes are not intended to be a verbatim report of a meeting. An audio recording of the meeting is available for inspection by any member of the public interested in a verbatim report of the meeting. These minutes are not final until approved by the Task Force at a future meeting.

## MINUTES

### NEVADA SYSTEM OF HIGHER EDUCATION TASK FORCE ON POWER-BASED VIOLENCE

NSHE System Administration Office Building  
4300 South Maryland Parkway  
Las Vegas, Nevada 89119

and

NSHE System Administration Office Building  
2601 Enterprise Road  
Reno, Nevada 89512

Thursday, June 27, 2024

#### Members Present:

Dr. Elizabeth Gunn, Chair (Las Vegas)  
Dr. Tabor Griswold, Vice Chair (Reno)  
Ms. Patricia Charlton, NSHE Interim Chancellor (Las Vegas)  
Dr. Kavita Batra (Zoom)  
Dr. Stefanie Coleman (Las Vegas)  
Ms. Christina Hall (Zoom)  
Mr. Shaun Mabanta (Zoom)  
Ms. Michelle Sposito (Zoom)

#### Members Absent:

Ms. Lisha Allison  
Ms. Jordan Fischette  
Mr. Erin Frock  
Mr. Jimmy Martines  
Mr. José Meléndrez  
Dr. Alison Netski (Las Vegas)  
Ms. Lindsey Wolterbeek

#### Others Present:

Dr. Daniel Archer (Las Vegas)  
Ms. Terina Caserto (Reno)  
Ms. Lynda King (Las Vegas)  
Ms. Donna Healy (Reno)  
Mr. Chris Nielson (Reno), designee for Mr. Jimmy Martines

Dr. Elizabeth Gunn, Chair of the Power-Based Violence Task Force, welcomed all members of the Task Force to the quarterly meeting which was called to order at 10:07 a.m. with a quorum present.

### 1. Public Comment

- Kent Ervin, Nevada Faculty Alliance (NFA), stated that empowerment includes being free of workplace harassment or power-based misconduct; if this conduct does occur, it should be promptly and justly addressed.
  - Constituents from multiple institutions have informed NFA that there is a lack of response from Equal Opportunity and Title IX offices, most often at the University of Nevada, Reno (UNR).
  - We are asking this task force to take steps to solve this problem by formally recommending that the Board of Regents require uniform reporting from every institution, including data on the number of Equal Opportunity and Title IX complaints, the time required for the parties to be notified, the time until they are interviewed, and the time to closing the case, which has been categorized by type or severity of complaint and outcome.
  - The annual reports provided by the University of Michigan can serve as models for reporting both student and employee statistics: <https://ecrt.umich.edu/annual-reports/>
  - Justice delayed is justice denied.

### 2. Chair's Report

- Chair Gunn noted that she presented the survey findings to the Board of Regents (BOR) on July 9, 2024; conversations centered on the quantity of survey participants, timing of the survey, how students are surveyed, and further data analysis.
  - The BOR approved additional funding for further data analysis.
- Chair Gunn also stated that she provided a presentation to the Nevada Legislature's Joint Interim Committee on Education on June 20, 2024.
  - The point of the presentation was to deliver an update on an overview and chronology of the task force work thus far, including the survey findings.
- Chair Gunn noted that she wanted to frame some of today's conversation; in addition to the survey, the task force is charged with considering programs across institutions, possible policy recommendations, awareness campaigns, and advocacy for positions and/or personnel.
  - Other items for consideration should be correlated with the way they are described in AB 245; Chair Gunn recommended continuing to be familiar with the sections and protocols in that legislation.

### 3. Minutes

Interim Chancellor Charlton moved approval of the March 26, 2024 meeting minutes. Vice Chair Griswold seconded. Motion carried

unanimously.

#### 4. Inventory of Services and Gaps Analysis

- Chair Gunn noted that this is the second step of a critical discussion about the services, programs, processes, and personnel in place across our institutions.
  - It is a follow-up discussion from the March 26, 2024 meeting concerning gaps analysis; it is based on NSHE institutional presentations of campus services for prevention, awareness, and outreach to victims of power-based violence.
- Chair Gunn shared the description of power-based violence as any interpersonal violence intended to pressure, control, intimidate, or harm another person through the assertion of power over the person.
  - This definition includes (without limitation) dating violence, domestic violence, family violence, gender-based violence, violence based on sexual orientation or gender identity or expression, sexual assault, sexual harassment, sexual exploitation, stalking and/or observations of another person who is naked or engaging in sexual activity without their consent, including (without limitation) voyeurism.
- Chair Gunn encouraged discussion of observations about services offered, additional steps necessary to gather that information, and preliminary strategies on how we might do that, and preliminary thoughts on gap analysis.
- Chair Gunn reviewed some highlights from the institutional presentations from the March 26, 2024 meeting, which were linked in the current meeting [agenda](#):
  - The University of Nevada, Las Vegas (UNLV) offers an on-campus Care Center that offers a variety of robust services including a training institute, education, advocacy, and much more.
    - Off campus connections were not discussed; this could be a follow-up topic for clarification.
  - UNR's presentation was centered on their police department lens and reference to the Office for Equal Opportunity and Title IX.
    - They offer a variety of services including crisis intervention therapy, medical, legal, and other services, including a University Police Services victim service coordinator, and outreach coordination with Nevada Cares regarding relationship violence, sexual assault, and stalking.
    - Regarding off campus connections, they mentioned resources including the Domestic Violence Resource Center and Sexual Assault Support Services (Nevada Coalition to End Domestic and Sexual Violence).
  - The College of Southern Nevada (CSN) presentation focused on counseling and advocacy centers across their campuses, their Title IX office, and mental health services for students.

- Great Basin College (GBC) referred to 2019 and 2022 survey results, their behavior intervention team, Title IX office and staff, housing resident advisors, a tele-psychiatry program for students, and upcoming awareness campaigns.
- Nevada State University (NSU) highlighted the Title IX office, employee training, a campus care team (which is in addition to the Nevada Care Center, which is an external collaborator), counseling services, and emergency housing.
- The Truckee Meadows Community College (TMCC) presentation included personal counseling for students, “Wizard Wellness” 24/7 support telephone line, tele-psychiatry, and their Title IX office.
  - External connections include having a memorandum of understanding (MOU) with the Crisis Support Centers of Nevada, which includes a campus victim advocate, tabling, and awareness events.
- The Western Nevada College (WNC) presentation highlighted their 24/7 “Wildcat Wellness” student phone line, police services, legal support and intake services, and information dissemination.
  - Off- campus collaboration includes the Crisis Support Services of Nevada.
- Chair Gunn shared that the question arose regarding whether or not we have enough information and how more information can be gathered to ensure that we have an accurate record about programs, services, and support across our institutions.

### **Discussion: Programs, Services, and Support Across Our Institutions**

- Vice Chair Griswold noted that it would be beneficial to establish the level of staffing in each area; that would give us a broader scope of services.
- Dr. Stefanie Coleman suggested that in addition to establishing the staffing, regular reporting could be requested from these areas to better gauge what they are dealing with on a day-to-day basis and possibly identify areas that may be understaffed.
- Dr. Alison Netski stated that she wonders if there are underreported resources being utilized; the UNLV presentation did not mention student health and counseling centers.
  - While they may not be listed in the survey as official resources, they may be widely used by students.
  - Clinicians at resources commonly used by students (mental health centers, etc.) could be surveyed regarding their opinions on how much their resources are being used and what resource referrals are given to students.
- Ms. Christina Hall noted that one way to track when folks are connecting with resources outside of the most common ones (in terms of power-based violence) would be to track how many referrals are being sent to the common resources.
  - It would be helpful to consolidate all of the resource information and share it with the campus communities.

- Chair Gunn noted that this idea speaks to the spirit of the task force; not only is it tasked with gathering information, but also to share the information with its constituency.
- Ms. Michelle Sposito shared that at UNLV the Equal Employment and Title IX office has a list of on and off campus resources that are provided to complainants or individuals who contact the office; since this is a Title IX requirement, it is likely that all Title IX office throughout the system provide this type of information.
- Mr. Jose Melendrez noted that it is critical to list and provide links to both on and off campus services and resources on institution websites.
  - It would require a lot of time in terms of community engagement work to establish agency and service partnerships.
- Dr. Kavita Batra suggested that there could be public facing dashboard on the website that could inform the public about quantitative measures regarding power-based violence.
- Vice Chair Griswold stated that there were references to resources in the recent survey; the survey data can be reviewed by Dr. Veronica Dahir, Director, Grant Sawyer Center for Justice Studies and Research Services Grants and Projects Analyst, University of Nevada, Reno (UNR) for indications of services used by students.
- Chair Gunn summarized the overarching ideas as counting personnel, counting referrals, creating a repository or a public-facing dashboard, further analysis of the survey data, and consolidating information in one place for ease of analysis and access.
- Chair Gunn asked the committee for their ideas on anything that may be missing or is consistent across institutions in reference to gap analysis.

### **Discussion: Gap Analysis**

- Vice Chair Griswold noted that surveying our websites should not be overlooked and that they should definitely be tracked.
- Google Analytics is a tool that can be used by institutions to identify website hits for access to information as opposed to actual processed case counts.
- Interim Chancellor Charlton shared that one of the areas is required under the Clery Act is regarding campus safety or security advocates/authorities; she raised the question of whether sufficiently robust communication and training is in place for students, faculty, and staff to learn how to appropriately these handle these situations.
- Dr. Stefanie Coleman shared that campus safety and security authorities are referred to as the [Campus Security Authorities](#) (CSA's) and that smaller campuses may find this a challenge due to having fewer personnel, but it is a good idea.
- She also noted that she likes the idea of "arming" them with additional training on how to receive this information from students.
- Ms. Christina Hall stated that the [UNLV Care Center](#) offers a nationally certified advocate credentialing program.

- It is a 45+ hour training; much of it is offered online and has the potential to meet a gap.
- The Nevada Revised Statutes (NRS) currently requires victim advocates to have 20 hours of training; a shortened version may fill the gap for smaller campuses.
- Chair Gunn asked if there is any advocate coordination or networking across campuses.
- Ms. Christina Hall noted that currently there is no official network, but that the UNLV Care Center supports CSN, NSU, and UNR's [Nevada CARES](#) organization in developing their victim advocacy programs.
- The Care Center could easily create a campus-based victim advocacy collaboration group to share information and resources.
- Mr. Shaun Mabanta stated that a campus collaboration would be very beneficial.
- In Reno there is a group of advocates that meets bi-monthly to share information regarding events, new support groups, new resources, and organizational facility tours.
- The group is composed of advocates from the [Domestic Violence Center](#), [Safe Embrace](#), [Tu Casa Latina](#), and other organizations.

#### **5. Additional Data Needs – UNR Survey Center**

- Chair Gunn noted that the survey data was analyzed at the previous meeting and that funding is now available for further analysis at the UNR survey center.
- Some ideas for further analysis of the 2023 Climate Survey include:
  - Disaggregating data by demographics where possible and appropriate.
    - We could look at possible correlations between demographics and instances of power-based violence and/or perceptions of our climate.
  - Disaggregating data by institution where appropriate.
    - This is not appropriate at all institutions due to number of respondents and the need to protect the survey-takers and deidentification of data.

#### **Discussion**

- Dr. Stefanie Coleman noted that she was not at the last meeting and requested clarification of the current level of disaggregation of the data, particularly by campus.
  - Chair Gunn noted that there was a drop-down menu for participants to select their institutions; some of the survey results are compiled by institution and some were not, including those questions that were about general perception or experiences.
  - With further disaggregation of data by institutions, we could have further analysis of the institutions where a large number of students responded.

- With further disaggregation of data by demographics, we would have a chance to discuss where a certain demographic of students experienced or did not experience a certain perception or instance of power-based violence.
- Dr. Kavita Batra stated that in parts of the survey the variables were taken as nominal variables and other parts they were taken as continuous variables.
  - If we do the subgroup analysis by different demographic variables, it would be intriguing to know how these variables play into interaction of the perception of the respondents.
  - This would be a somewhat complex analysis to conduct with a mixed-model approach.
- Vice Chair Griswold responded that the big overall takeaway of the survey was that most of the students did not feel compelled to answer it; there is an option to see how many students opened but did not do anything with it, but we did not ask Dr. Dahir for that number.
  - When you do not have a significant problem that is a result in its own; by doing further analysis, that would be more to determine why these people chose to answer the survey.
  - Demographics is the easiest criteria for being able to separate the variables, as previously discussed.
- Dr. Stefanie Coleman asked what the types of variables would be included in the demographic disaggregation.
  - Chair Gunn shared that there were some demographic questions toward the end of the survey; she is not sure if there was a question regarding being an athlete, but there were questions about gender identity, identity at birth, race, ethnicity, economic status, living on or off campus, etc.
    - There was also a question regarding incidents or perception and where they took place (online, in-person, etc.).
- Dr. Kavita Batra stated that we can do an intersectional analysis, creating subgroups from existing data and see what other variations in the different intersectional access of inequality.
- Dr. Jose Melendrez asked if we have identified any challenges with the actual reporting processes and if students feel comfortable reporting.
  - Chair Gunn responded that reporting was a component of the survey.
  - In the qualitative feedback, the results yielded around five categories including procedural justice and reporting, which rose to the top to make its own category.
    - This is definitely on students' minds and could be an area that we further explore.

- Dr. Melendrez noted that we need to be intentional with training or other efforts to ensure that folks understand this process.
- Chair Gunn shared that the topic is included in the legislation.
  - Section 8 speaks to prevention, programming, and recommendations that we might make to the Board of Regents.
  - This correlates to the gap analysis discussion and what we want to see in terms of what is already being done; can we capture and analyze that and make recommendations that are mapped to survey results.
    - If we are seeing a need for a centralized data repository and students are indicating that they are struggling to report, we certainly can identify that need.
- Chair Gunn summarized the discussion as including additional data analysis according to demographics, mixed methods (as discussed by Dr. Kavita Batra), and intersectional analysis, which will be followed up with information provided by Dr. Batra to Chair Gunn.
  - In addition to looking at demographics, also look at topic areas such as reporting.

## 6. Meeting Schedule

- Chair Gunn recommended that a general pattern for quarterly meetings be identified for the first couple of years; for example, the pattern may include September, December, March, and again in June.
  - A poll will be sent to the task force to determine availability for the pattern.
- Dr. Stefanie Coleman noted that she likes and supports the stated schedule and how meetings will occur prior to some related national monthly events; this would allow for task force discussion regarding the event recognition on campuses, etc.

Interim Chancellor Charlton moved approval of the proposed quarterly meeting schedule and pattern as noted. Dr. Jose Melendrez seconded. Motion carried unanimously.

## 7. New Business

- Vice Chair Griswold suggested putting together an agenda item to schedule the next survey administration process and dates.
  - Lynda King, NSHE Senior Associate General Counsel, noted that the next survey would be subject to the Task Force for review and modification, made available to the public for review and comment, approved by the Board of Regents, and the survey funding would need to be identified.
  - Vice Chair Griswold stated that the target semester of the survey should be identified, then all other administrative processes planned ahead of that date.
  - Interim Chancellor Charlton noted that there might be an opportunity to increase awareness in the form of a campaign or working with the campuses to increase awareness of the task force and encourage and incentivize participation in future surveys.
  - Dr. Kavita Batra shared that as the President of the Nevada Public Health Association she would be happy to disseminate information and make announcements in their newsletter regarding future surveys.
  - Dr. Stefanie Coleman commented on awareness on campuses and wondering if it is equal at all campuses.
    - The task force could explore whether campuses have the necessary resources to be in front of the power-based violence topic.
    - We are good great at the response if something should happen, but she has not seen much in proactive efforts for prevention and ensuring that all campuses are getting the same information via tabling, etc.
  - Dr. Stefanie Coleman suggested asking how institutions are discussing power-based violence with their student athletes.
  - Chair Gunn added the topic of further discussion of needs and programs of our institutions regarding our initiative.
- Chair Gunn summarized the new business topics as marketing awareness, outreach to campuses, some sort of measure of optimal engagement or awareness, potentially mapping out a timeline for a subsequent survey through all the appropriate approvals, channels, etc., and engaging with institutional athletics departments regarding power-based violence.

**8. Public Comment**

- There was no further public comment.

The meeting was adjourned at 11:03 a.m.

DRAFT