

Know  
Do  
Support

**MORE**

# Know **MORE**

Campus-wide RVSM climate surveys

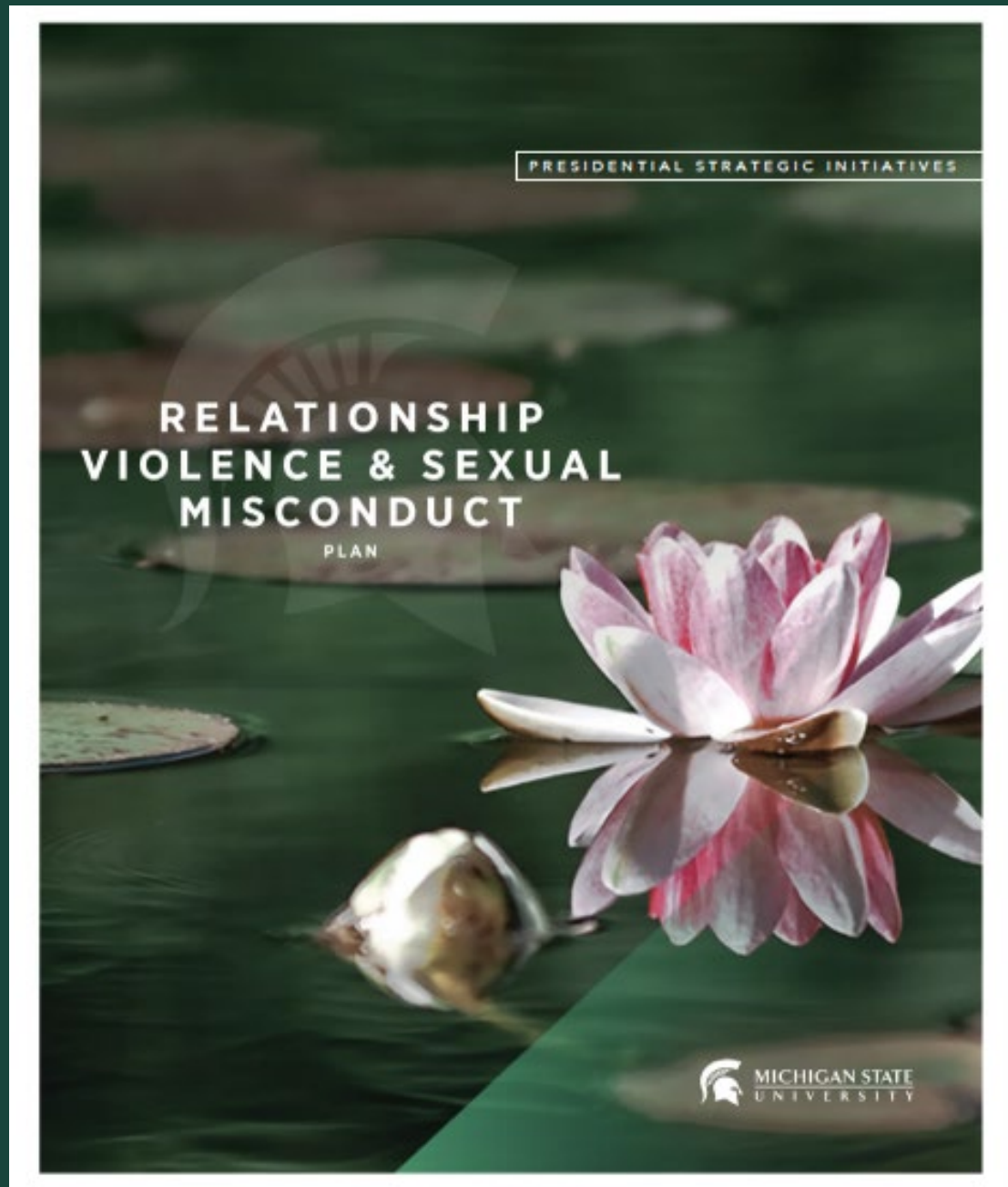
Students, faculty, and staff

Measure prevalence, help-seeking, climate

Reliable and valid measures

Repeat assessments to measure change

Do MORE



# Support MORE

**Support MORE**

If you or someone you know has experienced relationship violence, sexual assault, stalking, or sexual harassment, Michigan State University has several organizations ready to support you at no cost.

Whether it's been a few hours or several years, there are resources here to help.

**How to get immediate support**

**Sexual Assault Healthcare Program\***  
Free 24/7 exams and medical care to anyone 18+ who has been sexually assaulted in the last five days.  
(517) 353-2700  
centerforsexualassaulthealthcare@msu.edu

**MSU Safe Place\***  
Emergency shelter and advocacy for relationship violence & stalking.  
(517) 353-1100  
safeplace@msu.edu

**Center for Survivors\***  
Crisis support, advocacy, & counseling for survivors of sexual assault and harassment.  
24-Hour Crisis Hotline: (517) 372-6666  
Main Office: (517) 353-3355  
Crisis Chat: centerforsurvivors@msu.edu  
general@msu.edu

**Gender & Sexuality Campus Center\***  
Campus support to the LGBTQIA+ campus community.  
(517) 353-9520  
gscc@msu.edu  
gscc@msu.edu

**Employee Assistance Program\***  
Short-term counseling for MSU faculty, staff, grad students, retirees, and insurance-eligible dependents.  
(517) 353-4506  
eap@msu.edu  
eap@msu.edu

**Who to contact to file a report**

**Title IX Coordinator  
Office of Institutional Equity (OIE)**  
Responds to reports by offering supportive measures and provides options for investigation and resolution.  
(517) 353-5922  
civilrights@msu.edu  
oie@msu.edu

**Community Support Bureau at MSU Police & Public Safety**  
Investigative reports on criminal matters.  
(517) 353-2221  
police@msu.edu/community-support-bureau  
srb@police.msu.edu

\*Programs exempt from MSU RVSM mandatory reporting policies.

For additional resources, scan the QR code or visit [supportmore.msu.edu](http://supportmore.msu.edu)

MICHIGAN STATE UNIVERSITY

**Support MORE**

If someone tells you they have experienced relationship violence, sexual assault, stalking, or sexual harassment, here's how you can help.

**1 Show Support**

The single most important thing you can do is help someone feel safe and supported. Here are some ideas of what you can say.

*"I believe you."*

*"I'm here for you."*

*"It took a lot of courage to tell me about this."*

*"I care about you and am here to listen or help in any way I can."*

**2 Offer to Help**

Knowing what resources are available can help someone along their path to healing. You can further support someone by helping them find those resources.

*"I know this isn't easy, but I am wondering if you want to talk to someone about what happened?"*

*"I can go with you, if you'd like."*

*"I am here for you regardless of what you choose to do next."*

**3 Connect to Resources**

If you or someone you know needs support, please reach out to any of the following groups:

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MICHIGAN STATE UNIVERSITY

This project is supported by a Victims of Crime Act (VOCA) Grant Award administered by the Division of Victim Services, Michigan Department of Health and Human Services.

Front Cover FI

**What do I do if a friend tells me about relationship violence, sexual assault, stalking, or sexual harassment?**

Know Do Support | MORE

**MSU Sexual Assault Healthcare Program**

FREE services Available 24/7 For ages 18+

**CALL 517-353-2700**

Know Do Support | MORE

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Know **MORE**

# Know **MORE HISTORY**

Spring 2019

Know More 2019  
Conducted

Questions focused on  
**AY 2018-2019**

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Spring 2021

RVSM Strategic Plan  
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*Planned another  
Know More Survey*

*Delayed due to COVID*

# Know **MORE HISTORY**

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*Planned another  
Know More Survey*

*Delayed due to COVID*

## Spring 2022

Know More 2022 Conducted  
March 16 – May 16, 2022

Questions focused on  
**AY 2021-2022**

Fall 2021: 81% UG classes had in  
person component

Spring 2022: 89% UG classes had  
in person component



# Know **MORE** **CONTEXT**



We CAN compare 2019 to 2022 results to measure progress



We CANNOT compare *ALL* 2019 measures to 2022 measures because there were some changes to the 2022 survey

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We SHOULD assume COVID mitigation measures in AY 2021-2022 affected the results



We DO NOT know and CANNOT feasibly estimate that impact

# Know **MORE** **OVERVIEW**

1

REVIEW SURVEY **C O N T E N T** AND CHANGES FROM 2019

2

SUMMARIZE SURVEY **M E T H O D S** AND RESPONSE RATE

3

HIGHLIGHT KEY **F I N D I N G S** FOR STUDENTS, FACULTY, STAFF

4

DISCUSS **N E X T S T E P S** AND ANSWER QUESTIONS



# 1 2022 SURVEY CONTENT

Incidence & Prevalence of RVSM

RVSM Resources

Workplace Incivility

Campus Climate

# 2022 SURVEY CONTENT: CHANGES

## 2019 Know More @MSU Survey

How do you currently describe yourself? You describe yourself as a...

- Man
- Woman
- Transgender man
- Transgender woman
- Non-binary or genderqueer
- You describe yourself some other way (please specify: \_\_\_\_\_)
- You prefer not to answer

## 2022 Know More @MSU Survey

Do you currently identify as transgender, genderqueer, or nonbinary?

- Yes
- No
- Prefer not to answer

How do you currently describe yourself? Please select all that apply.

- Woman
- Man
- Cisgender
- Transgender
- Non-binary
- Genderqueer
- Agender
- Genderfluid
- Two-spirit
- Intersex
- You describe yourself some other way (please specify: \_\_\_\_\_)
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- |               |  |
|---------------|--|
| • Woman       | • Genderfluid  |
| • Man         | • Two-spirit   |
| • Cisgender   | • Intersex   |
| • Transgender | • You describe yourself some other way (please specify: _____) |
| • Non-binary  | • You prefer not to answer                                     |
| • Genderqueer |  |
| • Agender     |  |

# 2022 SURVEY CONTENT: CHANGES

## 2019 Know More @MSU Survey

### ANALYSIS GROUPS

Women (including trans women)

Men (including trans men)

Nonbinary

## 2022 Know More @MSU Survey

### ANALYSIS GROUPS

Cisgender Women

Cisgender Men

■ Transgender and/or Nonbinary

## 2 2022 SURVEY METHODS

IRB review by RTI and MSU (RTI is IRB of record)

Surveys sent to entire population via online platform (anonymous)

Students: 7,298 participated (8 – 24% response rate)

Faculty & Staff: 3,695 participated (5 – 25% response rate)

TOTAL: 10,993 (↓ 15,073 in 2019)



Incidence & Prevalence of RVSM

RVSM Resources

Workplace Incivility











Campus Climate

Incidence & Prevalence of RVSM

## Incidence &amp; Prevalence of RVSM

	Undergraduate			Graduate/Professional		
	Cisgender Women	Cisgender Men	Transgender and/or Nonbinary	Cisgender Women	Cisgender Men	Transgender and/or Nonbinary
Academic year 2021-22						
Any intimate partner violence or emotional abuse/coercive control	● 13.0%	● 8.1%	● 17.3%	● 7.9%	● 3.8% !	● 8.3% !
Stalking	● 9.0%	● 3.0%	● 15.7%	● 5.8%	● 2.2% !	● 8.8% !
Sexual harassment	● 61.0%	● 35.7%	● 72.8%	● 37.5%	● 17.3%	● 65.1%
Coerced sexual contact	● 7.3%	● 2.1%	● 9.9%	● 1.4% !	● 1.0% !	● 0.5% !
Sexual assault <sup>a</sup>	● 11.8%	● 2.8%	● 10.6%	● 3.1%	● 0.7% !	● 14.4% !

## Incidence &amp; Prevalence of RVSM

		Undergraduate		
		Cisgender Women	Cisgender Men	Transgender and/or Nonbinary
Academic year 2021-22	Any intimate partner violence or emotional abuse/coercive control			Cannot compare to 2019 data
	Stalking			
	Sexual harassment			
	Coerced sexual contact			
	Sexual assault <sup>a</sup>			

## Incidence &amp; Prevalence of RVSM

Academic year 2021-22

Any intimate partner violence or emotional  
abuse/coercive control

Stalking

Sexual harassment

Coerced sexual contact

Sexual assault<sup>a</sup>

## Undergraduate

## Graduate/Professional

Cisgender  
Women

Cisgender Men

Transgender  
and/or NonbinaryCisgender  
Women

Cisgender Men

Transgender  
and/or Nonbinary**REPORT PROVIDES BREAKDOWNS BY**

Year in School

Athletics

Race/Ethnicity

Greek Life







Sexual Orientation

International

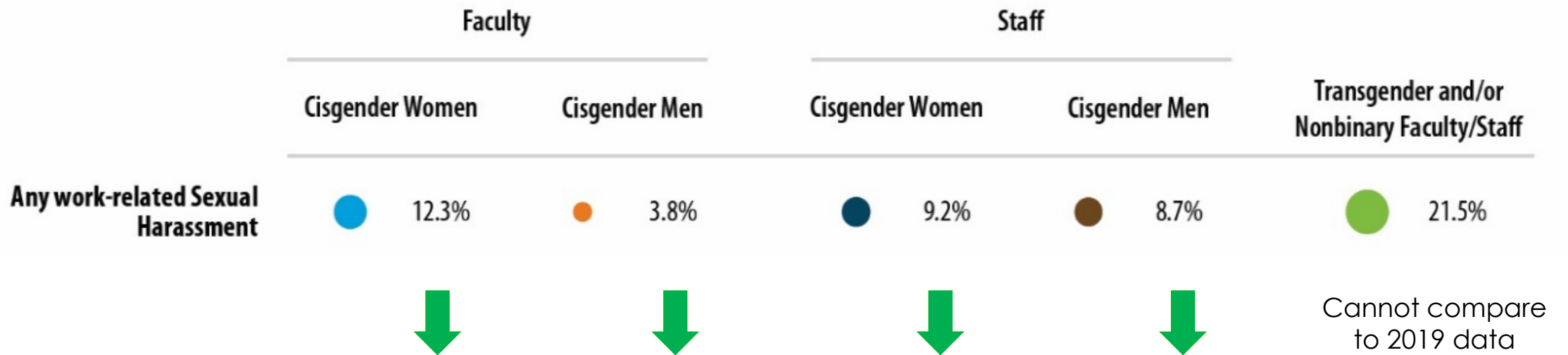
Gender Identity

Disability

## Incidence &amp; Prevalence of RVSM

	Faculty		Staff		Transgender and/or Nonbinary Faculty/Staff
	Cisgender Women	Cisgender Men	Cisgender Women	Cisgender Men	
<b>Any work-related Sexual Harassment</b>	 12.3%	 3.8%	 9.2%	 8.7%	 21.5%
<b>Any Work-Related Sexual Assault</b>	 < .5%				

## Incidence &amp; Prevalence of RVSM



## Incidence &amp; Prevalence of RVSM

	Faculty		Staff		
	Cisgender Women	Cisgender Men	Cisgender Women	Cisgender Men	Transgender and/or Nonbinary Faculty/Staff
Any work-related Sexual Harassment	<p><b>REPORT PROVIDES BREAKDOWNS BY</b></p> <p>Years of Service      Sexual Orientation</p> <p>Rank      Gender Identity</p> <p>Race/Ethnicity      Disability</p>				
Any Work-Related Sexual Assault					





3

# FINDINGS

RVSM Resources

## RVSM Resources

For Faculty and Staff Who Experienced Workplace Sexual Harassment

29.5% to 50.5% told NO ONE

When Faculty and Staff Do Tell Someone, They Are Most Likely to Tell

A work colleague and/or a friend/family member

Faculty and Staff Choose Not To Report/Seek Formal Help Because They

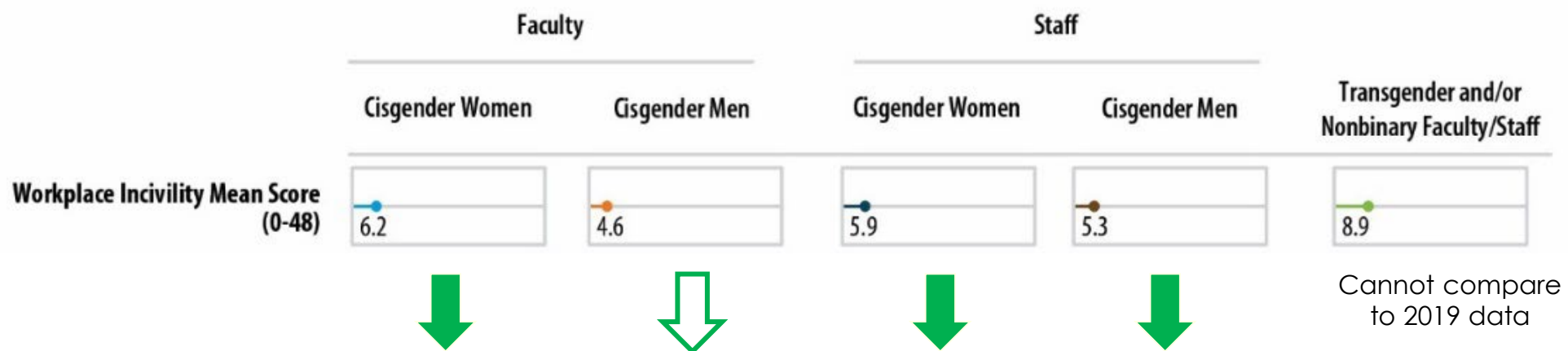
- (1) Did not believe the incident was serious enough to report
- (2) Did not feel they needed help
- (3) Believed they would be treated poorly
- (4) Were concerned about the impact (of reporting) on their job/career
- (5) Were concerned about possible retaliation

Workplace Incivility

## Workplace Incivility

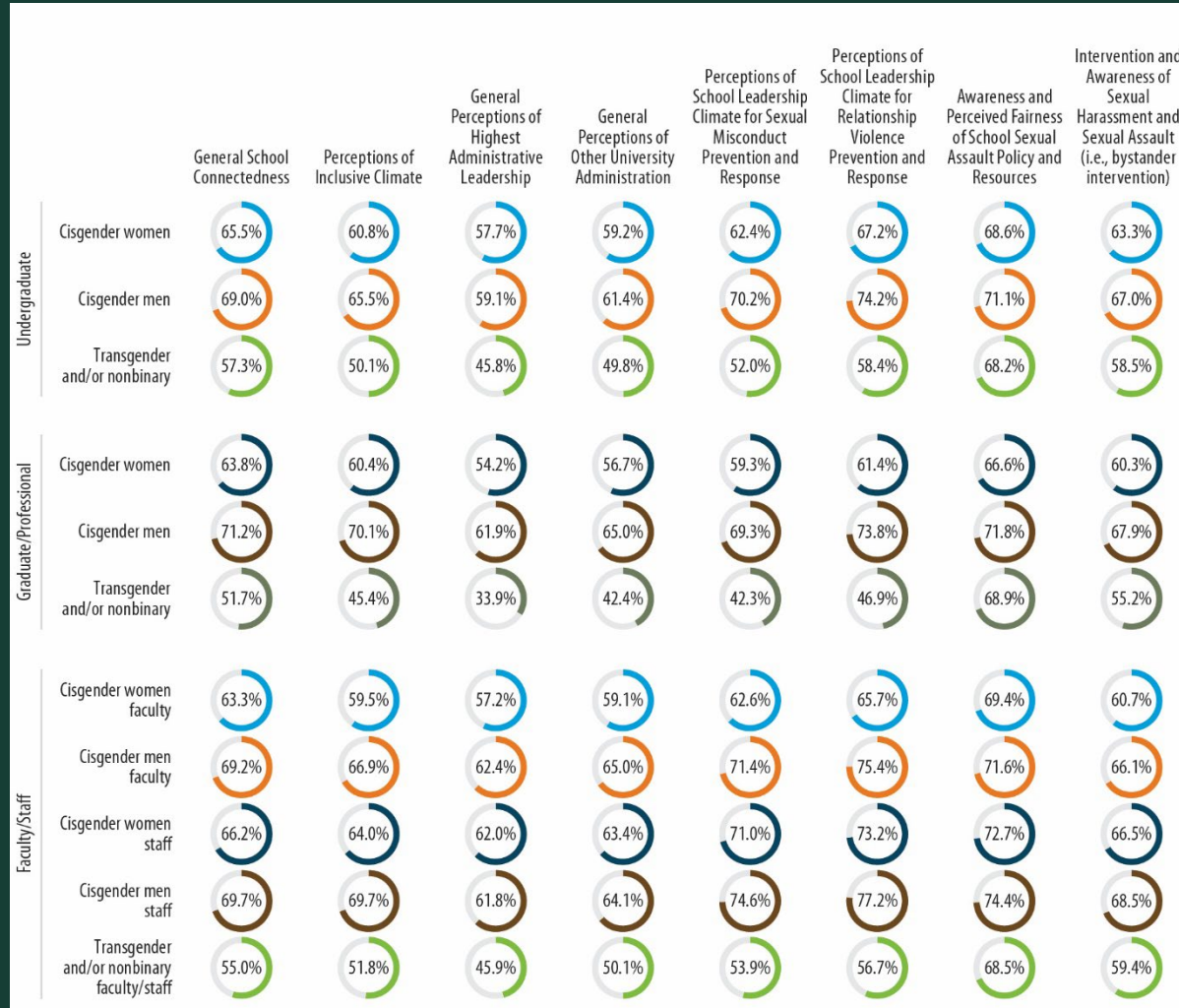


## Workplace Incivility

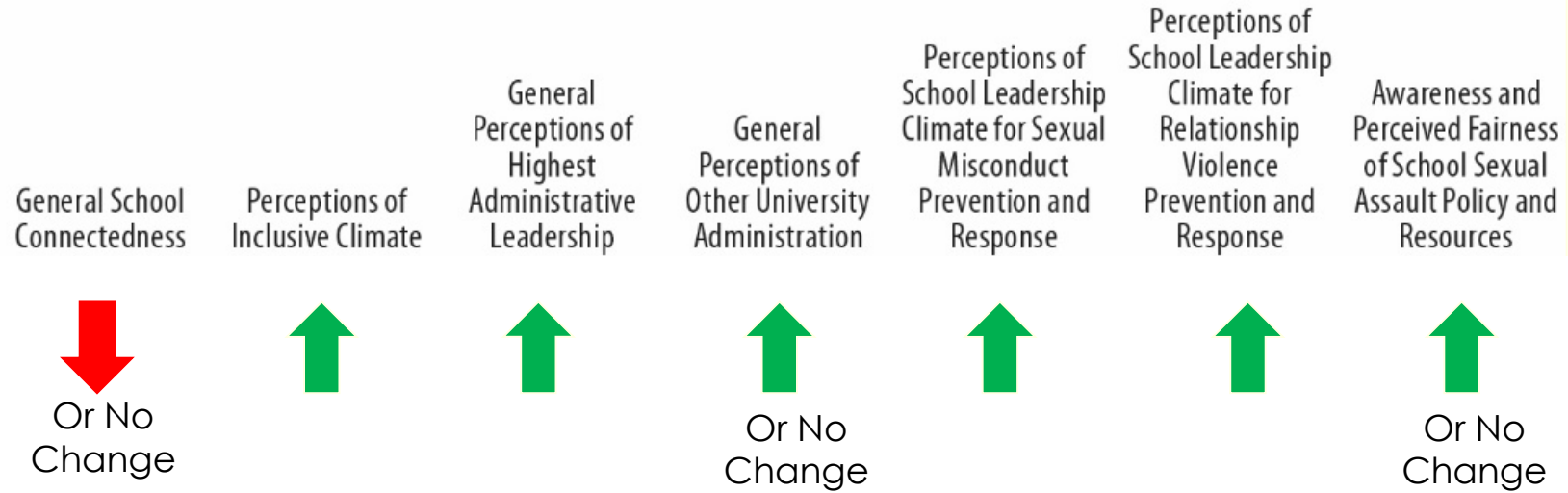


Campus Climate

## Campus Climate



## Campus Climate





## Campus Climate

General School Connectedness	Perceptions of Inclusive Climate	General Perceptions of Highest Administrative Leadership	General Perceptions of Other University Administration	Perceptions of School Leadership Climate for Sexual Misconduct Prevention and Response	Perceptions of School Leadership Climate for Relationship Violence Prevention and Response	Awareness and Perceived Fairness of School Sexual Assault Policy and Resources
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Across All Measures, Transgender & Nonbinary Respondents Rate Climate Lower

# 4

## NEXT STEPS

Full ADA-Accessible Report Available Online ([supportmore.msu.edu](http://supportmore.msu.edu))

RVSM Workgroup Campus-Wide Discussion Hours

Scheduling Additional Meetings (Faculty Senate, ASMSU, COGS, more)

RVSM Advisors Available for Campus/Unit Consultation & Presentations

# QUESTIONS