



# CAMPUS UPDATE

December 2021

Maine Maritime Academy joined [NASPA's Culture of Respect Collective](#) last year. Since then, the collective has guided our Culture of Respect planning group in an assessment of the Academy's campus culture and sexual misconduct prevention and response procedures. Our planning group has now finalized priorities and action steps directly related to the assessment. We are pleased to be making progress on this critical work and look forward to bringing opportunities to faculty, staff, and students in the coming months, including those below.

## Upcoming Events & Trainings

<b>January</b>	January 19: Skills for Allyship <i>Employee Workshop</i> 4:30 pm	Employees are invited to join Crissi Dalfonzo, Interim Director of the LGBT Resource Center at Cornell University, for a Zoom workshop focused on building skills to become a better ally. Topics will include how to confront microaggressions and address inappropriate and disrespectful comments.
	January 20: Skills for Allyship <i>Student Workshop</i> 4 pm	Students are invited to join Crissi Dalfonzo, Interim Director of the LGBT Resource Center at Cornell University, for a 'virtual live' workshop focused on building skills to become a better ally. Topics will include how to confront microaggressions and address inappropriate and disrespectful comments. A pizza dinner will be provided for in-person participants.
	Virtual Employee Training Pilot Program	Plans are in development to pilot an online sexual harassment training for MMA student employees. Information will be shared when it becomes available.
<b>February</b>	Catharsis Productions: Sexual Harassment Prevention Training	Catharsis Productions will present sexual harassment prevention training for all sophomores planning to participate in cadet-shippping or co-ops this summer. The training is mandatory for these students and will be a live performance presented virtually. Dates and details TBA.
	"The HookUp"	Students are invited to participate in an engaging discussion that 'pulls back the covers' on hooking up, clarifies when it's actually sexual violence, and prepares bystanders to recognize predatory behavior (and how to intervene to stop it). This event will be delivered virtually to a live audience at MMA. Dates and details TBA.



# MAINE MARITIME ACADEMY

A College of Engineering, Management, Science, and Transportation

**March**

Alumnae Voices: Panel Presentation

Join us as MMA alumnae share their experiences in cadet shipping, co-ops, and industry. This event will be delivered virtually to a live audience at MMA. Dates and details TBA. This event is co-sponsored by Women on the Water (WOW) and the Society of Women Engineers (SWE).

## Priorities & Progress

Below, you will find a list of the priorities identified in the assessment and the progress that we are making in each focus area.

This information will be posted on the MMA website and monthly progress reports will be provided.

## Clear Policies

Objective	Measurable Outcomes	Deadlines
Create a schedule (Part I) for annual review and update of policies for consistency and compliance. Implement the schedule (Part II)	Review schedule set and published with annual checklist, consistency across print and policy and web materials	Part I – December 2021 (schedule completed and sent to Academy Council for review) Part II – July 2022
Campus Leadership Team to review resources on use of restorative justice in Sexual Assault/Harassment cases for applicability at MMA	Decision made on whether and how to implement restorative justice practices in the judicial process.	February 2022

## Multi-tiered Education

Objective	Measurable Outcomes	Deadlines
Identify and implement on-line training resource for all employees which includes elements such as rape myths and intersectionality (including student employees)	Employees consistently pass “test” of knowledge gained from the program and evaluate program favorably.	January 2022
Identify and implement training program for advisors and support persons in the sexual misconduct resolution process.	Employees in this role report satisfaction with the training; more employees volunteer for the role and remain in the role; students report feeling supported in the process.	February 2022
Increase education, training and communication with students regarding prevention and response	Increased awareness of response procedures in Campus Climate surveys; increased reporting of incidents; increased incidents of bystander intervention; eventually decreased number of SASH incidents reported; increased satisfaction with campus climate.	April 2022
Expand training, education, and communication for faculty and staff	Climate survey results would indicate increased awareness of issues such as gender, intersectionality, rape myths, cultural competence among the faculty and staff. Improvement from pre- to post-training assessments.	April 2022



# MAINE MARITIME ACADEMY

A College of Engineering, Management, Science, and Transportation

Adapt on-line training program for use with graduate students.	Graduate students demonstrate increased awareness of SASH prevention and response on climate surveys.	April 2022
--	---	------------

## Survivor Support

Objective	Measurable Outcomes	Deadlines
Develop a MOU for training and advocacy services with Aroostook Mental Health Services.	Students will use services of AMHC and training will be more effective.	March 2022
Further expand anonymous reporting tool into a link/app and review investigating those reports that can be investigated.	Increased use of the reporting form.	February 2022

## Public Disclosure

Objective	Measurable Outcomes	Deadlines
Decide upon a strategy to assess campus climate and implement in 2022-2023. (must include strategy to share results)	At least 30% of students complete the survey. Survey results would provide data on most pressing topics to address in educational programming. Climate survey results would provide baseline data on campus awareness of issues such as gender, intersectionality, rape myths, cultural competence among the faculty and staff.	April 2022
Collect data and develop a framework to share statistics of reports and investigations outside/beyond Clery requirements	Employees and students have accurate information about the prevalence of SASH incidents on campus. MMA is able to answer questions about prevalence with statistics and not anecdotal evidence.	January 2022
Increase communication with alumni & parents regarding sexual assault prevention and response.	Parents and alumni know where to find sexual assault prevention and response info on website; where to find Clery Annual Security Report and know who to ask about follow up questions.	April 2022

Please contact members of the Culture of Respect Campus Leadership Team (listed below) or Dr. Elizabeth True with questions. She can be reached via email at [elizabeth.true@mma.edu](mailto:elizabeth.true@mma.edu) or by phone at 207-326-2659.

### Campus Leadership Team for the Culture of Respect Initiative

Janet Acker; Joceline Boucher; John Cashman; Tricia Carver; Deidra Davis; Paul Ferreira; Roxanna MacGregor '23; Heidi Pugliese; Christine Skwiot; Nicholas Starbird; Peter Stewart; Elizabeth True; Keith Williamson

