

2018 CLIMATE SURVEY RESULTS: EXECUTIVE SUMMARY

The Juilliard School conducted the 2018 Campus Climate Survey in spring 2018. The survey is intended to assess the understanding of the Sexual Misconduct Policy, resources, and support services at Juilliard and to evaluate the perceptions of students, faculty, and staff on the School's efforts around sexual misconduct prevention, education, reporting, and adjudication.

The 2018 Campus Climate Survey collected 150 responses from students and faculty, resulting in a survey response rate of 5%. Despite thorough promotional efforts, this year's participant outreach was weaker than previous years: the 2016 Campus Climate Survey received 215 student responses and the 2017 survey received 267 faculty responses. This lower response rate is likely related to survey fatigue. Prior to releasing this survey, two other campus-wide surveys were conducted in connection with the School's Middle States accreditation process. For future surveys, it will be important to avoid survey scheduling conflicts and to continue to reach out to as many participants as possible to collect data that is representative of the Juilliard School's population.

The survey results show significant differences between students and faculty who have attended a Title IX event in the past academic year and those who have not. Those who have attended trainings demonstrate better knowledge of resources, support services, and school policies surrounding sexual misconduct. It is important to note that faculty and staff are more likely to have attended a recent Title IX event than students. This is because faculty and staff were required to receive in-person training in spring 2018, while students received training during orientation at the start of their first year.

KNOWLEDGE AND ATTITUDES OF RESOURCES, PROCEDURES, AND POLICY

Title IX training visibly impacts the survey participants' knowledge of Juilliard's sexual misconduct procedures and policies; while 87% - 95% of those who had attended a Title IX training understood the role of Juilliard's Title IX Coordinator and the various reporting options for sexual misconduct, only 57% - 78% of those who had not attended the trainings could say the same. In addition, more participants from Title IX trainings are aware that they have an obligation to report any allegation of sexual misconduct to a Juilliard community member (94% of trainees versus 83% of non-trainees).

Title IX trainees are also more aware of resources and support services; 71% - 98% of trainees know of resources and support services both on and off campus, whereas only 46% - 71% of non-trainees are aware of the same.

Those who have attended a Title IX training are more likely to state that they are adequately trained on what to do if a Juilliard community member reports sexual assault to them (92%, versus 67% of non-trainees), and they are more likely to know where to go for help if their friend experienced sexual misconduct (98%, versus 74% of non-trainees).

BYSTANDER INTERVENTION

Even though attending a Title IX training greatly affects the participants' knowledge and attitudes of resources, procedures, and policy, it does not affect a survey participant's knowledge of the definition of an active bystander. The majority (73%) of survey participants understand what it means to be an active bystander, and of those survey participants, they nearly all (96%) stated that they have not acted as an active bystander at Juilliard because they did not believe they had the opportunity to do so.

A little less than a third of survey participants stated that they have acted as an active bystander at Juilliard or at any activity involving Juilliard community members. 31% are unsure if they have done so, and 39% report never having done so.

PERSONAL EXPERIENCES

The following are select findings about student and faculty experiences of sexual misconduct while at a Juilliard program or activity:

- ◆ 2% of survey participants have been victims of sexual assault themselves, all of them students.
- ◆ 1% of survey participants have been a victim of intimate partner violence themselves, all of them students.
- ◆ 1% of survey participants have been a victim of stalking themselves. Of these 2 survey participants who have experienced stalking, 1 was a faculty member and 1 was a student.
- ◆ 6% of survey participants have experienced sexual harassment themselves. Half of these respondents were faculty and half were students.

COMPARISON OF 2016 AND 2017

Since 2016, students have a slightly better understanding of resources, policies and procedures, and the Title IX Coordinator's roles. While about 80% of students understood these topics in 2016, this year showed an increase to 85%.

However, students are less likely to believe that Juilliard takes reports of sexual misconduct seriously: 92% of students in 2016 believed that Juilliard took reports of sexual misconduct seriously in contrast to the 78% who believe the same this year.

Since 2017, faculty and staff have not changed their opinion on Juilliard's accommodation of pregnant employees and employees with school-age children: about half of faculty believe that Juilliard appropriately accommodates such employees. The faculty and staff opinion on Juilliard offering adequate support, resources, and services to those who report sexual misconduct is not significantly different since 2017 either; a little over three quarters of faculty and staff still think Juilliard adequately offers this support.

There is a slight decline in the perception of Juilliard's efforts in accommodating the LGBTQIA+ community since 2017: the vast majority (about 90%) of the 2017 faculty and staff believed that Juilliard creates a safe and welcoming environment for the LGBTQIA+ community, but this has decreased to 81% in 2018.

As noted previously in this summary, 2018's smaller response rate compared with the 2016 and 2017 response rates may have impacted these comparisons.

USE OF FINDINGS

The Campus Climate Survey results are being used by the Title IX Team and relevant stakeholders to inform Juilliard's prevention, education, and response efforts. These results are being published on Juilliard's website to provide transparency about the community's awareness and attitudes involving Juilliard's Title IX activities, and to demonstrate the prevalence of sexual misconduct among the community.

The results support the need for continued and ongoing prevention and education efforts, which can help close knowledge gaps and promote dialogue around safety and inclusion. Trainings, educational programs, and other outreach efforts should reinforce a number of key concepts:

- ◆ All reports of sexual misconduct are treated seriously and reviewed by the Title IX Coordinator, who then takes action in accordance with the School's Sexual Misconduct Policy, which is informed by federal, state, and local laws and regulations.
- ◆ Retaliation is strictly prohibited by the Sexual Misconduct Policy, and may result in disciplinary or employment action, including expulsion and termination.
- ◆ There are a multitude of campus and off-campus resources available to community members, many of which are free and confidential.
- ◆ How an individual can effectively intervene as an active bystander.

Additionally, the results warrant continued support its LGBTQIA+ community through actions involving educational programming, facilities, and policy.

Juilliard will continue conducting the Campus Climate Survey on a biennial basis to identify trends and gather information that can be used to best serve its community. If you would like more information, please contact Juilliard's Title IX Coordinator, whose contact information can be found at www.juilliard.edu/title-ix.