

Task Force on Sexual Harassment Policies and Safeguarding Training
Minutes for Task Force Teleconference held December 5, 2018
Minute Taker: Deputy L. Zoe Cole

Attendance:

Judith Andrews (Chair), L. Zoe Cole, Eric Travis, Cookie Cantwell, Tim Spannaus, Beth Scriven, Ivette Linares, Mark Cowell, Kemah Camara, Julia McCray-Goldsmith, Caren Miles, Laura Ahrens (Vice-Chair)

Not Present:

Gwen Fry

Zoe volunteered to take notes; Chair Judy called the roll, and Eric opened the meeting with prayer.

In-Person Meeting

The Doodle poll shows that most committee members are available to meet in person in March 2019 from March 19-21. The location has not been determined; GC will pay expenses.

Praesidium, who contracts with CPG, has been invited to join us for some portion of the meeting.

Virtual Meeting Schedule

All agree that meeting once a month for an hour to an hour and a half is doable.

How to Begin Our Projects

Judy identifies three projects encompassed by our combined charges in A048 and A109:

- a. Develop policies to prevent sexual harassment
- b. Revise Safeguarding Training
- c. Develop training for Sexual Harassment policies

Although we will not be able to finalize any training for the sexual harassment prevention policies until we have finalized the policies, we can begin to identify what will need to be in the training, to look at other training materials, and to identify outcome goals.

A109 Create Task Force on Sexual Harassment indicates that the scope of our work is broader than the simple development of policies to prevent sexual harassment in the workplace, although this is one part of the task force's work.

Several members of the task force would like to focus on training methodologies, to redesign the training from the ground up, focusing on baptismal covenant versus law, and that includes variations based on role. The breadth of what we are able to do will of course depend a great deal on the budget we have for the work.

Discussion suggests that since we can't develop training related to the sexual harassment policies until the policies are developed, we have three working sub-groups the third of which will focus on methodologies. This group will identify benchmarks from the work already done in the dioceses of Michigan and Connecticut. The group working on developing policies to prevent sexual harassment will identify goals connected to the policy provisions.

Judy will post the updated Safeguarding policies and each member of the task force will express their preference for one of three sub-groups:

1. Methodologies/technology
2. Training
3. Anti-sexual harassment policy development

Each group's initial focus will be to identify the substantive work they need to do and a timeline for that work.

Judy and Eric will continue working to have CPG collaborate with us.

We'll plan to meet again by teleconference in January and February based on availability.