

HEALTHY CAMPUS CASE STUDY	
Name of Institution	University of Limerick
Who led the initiative?	Healthy UL - Sexual Health & Wellbeing Group
Date and timeframe of the initiative	September 2021 – March 2023
What was the reach of the initiative?	<p>Increased awareness and engagement with both staff and students on understanding consent with over 3900 students engaging in the Active*Consent workshops across the University of Limerick.</p> <p>Active*Consent roll out 2022/23 – Taking a whole campus approach to health and wellbeing, in particular sexual health.</p>
Initiative Title	Driving a culture of consent in UL: obstacles and opportunities for growth
Aims/ Objectives	<p>The aim of the Active*Consent Workshop rollout was to raise awareness in the area of consent, and the capacity to consent with the intention to establish a culture of consent across the University of Limerick Campus. There was a focus on educating students on what is meant by “Active Consent” and how communication is key in ensuring positive, respectful and safe sexual experiences, for all involved.</p>
The rationale for the action, including any identified health needs	<p>Good practice on implementation of the Healthy Campus Charter and Framework:</p> <p>An integral aspect of Healthy UL is its six thematic areas. One of these is Sexual Health & Wellbeing. As part of this thematic area, the Healthy UL subgroup undertook the the roll out of Consent Training.</p>
Identify all frameworks, policies, or strategies this initiative aligns to (Internal, local or national)	<ul style="list-style-type: none"> • University of Limerick Action Plan Tackling Sexual Violence, Sexual Misconduct and Sexual Harassment on campus • University of Limerick ‘Healthy UL’ Framework • University of Limerick Strategic Plan 2019 – 2024

<p>Summary</p>	<p>The Active*Consent workshop rollout was a targeted initiative for all 1st year undergraduate students to educate and raise awareness around the area of consent. The aim of these workshops was to promote a positive approach to sexual health and to equip young people with the tools to recognise consent vs non consent, for example; just because they do not say no, does not mean they are saying yes, and it also offered practical tips on how to communicate your consent, whether it is verbal or nonverbal, with your partner. By talking to students and educating them in consent we are striving to drive a culture of change in the area of consent across the University of Limerick campus.</p> <p>While initially, the workshops were rolled out by the Human Rights -Equality, Diversity and Inclusion (HR-EDI) office and accommodated by the timetable of Academic Registry, a change in how Orientation Week was hosted in Semester 1 of 2022 saw the number of students engaging in the workshops decline.</p> <p>The casual, festival style setting of the “Tent Talks” allowed students to drop in and out of the workshops, making it difficult to retain their engagement. By the end of Orientation Week, the total number of students who participated in the workshops was at a low (N=72).</p> <p>With strong support from the Office of the Provost & Deputy President, we decided to appeal to our colleagues across campus for support in stressing to students the importance of consent and attending the Active*Consent Workshops. This led to a campus wide initiative to raise awareness and encourage engagement in the workshops. An unanticipated but fortunate benefit was that it also raised awareness with staff across the university and further encouraged conversations around the area of consent and sexual health. It has also established a campus wide network on which we can rely on with future facilitations of the workshops.</p> <p>Although the number of participants in the workshops fell short of the previous year, having the campus-wide support network in place for future facilitations will no doubt prove to be invaluable.</p>
<p>Did you collaborate with internal and/or external stakeholders to deliver?</p>	<p>Initially the rollout was facilitated by the HR-EDI office and accommodated by the Academic Registry timetable. However, due to the very low uptake of the Active*Consent workshops during Orientation Week, in a drive to maximise engagement we took a whole campus approach and collaborated with many of our colleagues’ campus wide to promote and encourage engagement in the workshops with strong support from our Provost & Deputy President.</p>

	<ul style="list-style-type: none"> • Student Affairs • Graduate Medical School • Members of all four faculties in the university including Deans, Professional, Managerial and Support Staff and Heads of Departments. • Student orientation officers • UL Student Life • Healthy UL <p>We engaged with the Active*Consent team from the University of Galway and benefited from their expertise to aid in the rollout of the workshops.</p> <p>Members of the Mid-West Rape Crisis Centre are also members of our Sexual Health & Wellbeing Group and our Consent Framework Steering and Policy Review Group.</p> <p>We also took the opportunity to promote Speak Out - the Anonymous Violence and Harassment Reporting Tool for higher education institutions and liaised with the Speak Out administrative lead for support and rolled out a campaign on the Do's & Don't of Handling Disclosures including facilitating workshops. Over 200 staff and students have attended these workshops in the last 18 months and almost 60 staff and students are currently registered to attend the next workshop in the coming week</p>
<p>How was the initiative organised?</p>	<p>Initially the facilitation of the workshops during Orientation week was solely organised via the HR-EDI office accommodated by the timetable of Academic Registry. However, a change in how Orientation Week was hosted and it's informal setting saw an impact in the numbers of students participating with the workshops. This required us to adapt our approach to the workshop facilitation and engage colleagues across the whole campus to aid us in promoting the importance of consent and participation in these workshops.</p> <p>Adopting this whole campus approach to the rollout of the Active*Consent workshops increased awareness around the importance of the topic of consent for both staff and students.</p>
<p>What resources did you need?</p>	<ul style="list-style-type: none"> • Resources included facilitation training and materials from the Active*Consent team in the University of Galway. • Social media was a valuable tool in promoting the workshops and reaching our target audience. • Having a strong network within the institution allowed us the support across the whole campus and enabled us to drive the

	importance of consent and the workshops increasing the engagement of both staff and students.
Has it been evaluated? How successful has it been?	<p>This initiative is ongoing, and we are continually striving to develop a process that maximises the reach of the initiative.</p> <p>However, it is clear that subsequent to adopting the whole campus approach the initiative has been a success. As well as the increase in awareness with students, the rise in awareness with staff and their support has been vital in raising the number of students engaging in the workshop. Initial data from 2021 demonstrated:</p> <ul style="list-style-type: none"> • Active Consent Training was scheduled for all first years as part of their Orientation Programme. • During 2021 2,808 students attended consent training workshops - of which 2670 were first years 82% - Target 70% • 65% (2,100 of 3249 1st Year Students) attended the online Consent Training • 18% (570) of first-year students attended a face-to-face workshop. • 18% (570) of first-year students attended a face-to-face workshop. • 97 Graduate Medical Students attended a Consent Awareness Training online workshop. • 12 students attended a workshop during Sexual Health Week. • 29 – Law Faculty – Constitutional Class 2nd Years (Face to Face Workshop)
Any future plans, including the sustainability of the initiative?	<p>Growing our network and adopting the whole campus approach from the outset of the workshop facilitations we feel is key in moving forward.</p> <p>With a strong established network campus-wide supporting the awareness around, and the importance of, consent and the Active*Consent workshops will greatly contribute towards the sustainability of the initiative. Driving home the message that consent is for everyone and everything.</p>
Key Learning Points	<ul style="list-style-type: none"> • A more structured setting in the facilitation of the Active*Consent workshops is needed for maximum engagement. • The University of Limerick has a very supportive campus community and by adopting a whole campus approach it delivers a stronger message.

Healthy Campus Framework Categories (please tick all that apply)

Healthy Campus Process	Whole Campus Approach	Topic	Population Group
Commit <input checked="" type="checkbox"/>	Leadership, Strategy & Governance <input type="checkbox"/>	Alcohol <input type="checkbox"/>	Students <input checked="" type="checkbox"/>
Coordinate <input checked="" type="checkbox"/>	Campus Environment (Facilities & Services) <input checked="" type="checkbox"/>	Substance Misuse <input type="checkbox"/>	Staff <input checked="" type="checkbox"/>
Consult <input type="checkbox"/>	Campus Culture & Communications <input checked="" type="checkbox"/>	Healthy Eating / Food <input type="checkbox"/>	Wider community <input checked="" type="checkbox"/>
Create <input type="checkbox"/>	Personal & Professional Development <input type="checkbox"/>	Mental Health & Wellbeing <input type="checkbox"/>	Other <input type="checkbox"/>
Celebrate & Continue <input type="checkbox"/>		Sexual Health & Wellbeing <input checked="" type="checkbox"/>	
		Tobacco Free Campus <input type="checkbox"/>	
		Physical Activity / Active Transport <input type="checkbox"/>	
		Wellbeing on the Curriculum <input type="checkbox"/>	
		Health & Sustainability <input type="checkbox"/>	
		Other <input type="checkbox"/>	

Contact Details

Contact Name/s	
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"The Do's & Don'ts"

Handling Disclosures Training



Online training will be facilitated by Dr Michelle Walsh from Rape Crisis Midwest

Knowing how to respond to a survivor of sexual harassment or sexual violence matters. Have you ever wondered how you'd respond?: studies have found that a positive response to a disclosure can have a significant impact on the health and happiness of the survivor.

The purpose of this training is to:

- Enable individuals to feel comfortable and confident when handling disclosures.
- Highlight relevant support services and how to signpost individuals to these supports.
- Provide an overview of effects of sexual violence through the emotional, psychological and physical impacts that it has on the individual.



**UNIVERSITY OF
LIMERICK**
OLLSCOIL LUIMNIGH

Human Rights,
Equality, Diversity
and Inclusion



ACTIVE* CONSENT DIGITAL INTIMACY WORKSHOP

Digital intimacy (like sending nudes) is a common part of modern relationships.

But how can you engage in digital intimacy safely (and consensually)?

This workshop covers:

- Sending nudes safely
- What to do if someone leaks your nudes
- Irish laws around image-based abuse (IBSA)
- Being an Active* Bystander online
- Support services & helplines

WHERE: See registration links
WHEN: below.

Follow us: @activeconsent





Andrea Crockett facilitating an Active*Consent Workshop during the University of Limerick's Orientation Week 2022

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