

Faculty Report on Gendered Violence at KPU
Dr Cherylynn Bassani

This report shares results of the Faculty Survey on Sexism and Inappropriate Behaviours at KPU that was conducted in Fall 2023 by Dr Cherylynn Bassani (Sociology Department, KPU; Status of Women Representative, KFA).

SUMMARY FINDINGS

- **Across all measures of violence women faculty reported experiencing more violence than men faculty.**
- **Men (students and faculty) were more likely to be perpetrators of violence, regardless of if the victim was a woman or man faculty.**
- **Gendered violence is a problem in our workplace.**
- **Accountability is needed. Our work place needs to be safe for all faculty and KPU members.**

Methods

In Spring 2023, faculty surveys (that were mostly closed ended) were created largely by adapting and amalgamating Statistics Canada gendered violence (GV) survey questions with those created by Lampman (2016). Consultation with KPU faculty and others in the KPU community on survey development was undertaken and pretesting performed. Surveys were passed through KPU’s Research Ethics Board (KPU REB #2023-29). Faculty were invited to fill out online surveys (via emails sent on the Faculty list serve) in Fall 2023.

A response rate of just over 20% was achieved. In order to best protect the anonymity of participants, only percentages are reported.

Gender	Man Woman Gender Diverse	27% 71% 2%
Disability	Identifies as having a disability	20%
Racialized	Experienced ethnic or racial discrimination	22%
Religion	Belongs to religious minority	10%
Year Hired	Minimum Maximum 2023- 1990	Modes 2022 and 2023

Note: very few faculty identified as gender diverse, these faculty were unfortunately not included in the analyses herein.

Measuring Violence

A variety of survey questions measured violence. These questions asked about the frequency of experiences. Non physical (i.e., having your opinion ignored because of your gender and emotional and verbal violence) and physical forms of violence (i.e., sexual assault, hitting or throwing things at someone) were measured. For each of these experiences, respondents were asked who (student, faculty, someone in leadership) perpetrated these acts and whether the act was on or off of a KPU campus. Faculty reported the gender of the perpetrator in the act of violence that most stood out to them over the past year.

Contra Power Harassment (CPH) was also measured with 26 survey items following Lampman (2006) that can be categorized into verbal, sexist, violent and physical forms of harassment. CPH “is the assertion of power over those, on whom it is traditionally conferred, by those subordinate” and is characteristic of “uncivility, bullying and or sexual harassment, manifests in verbal attacks, threats and non-verbal displays of aggression, intentions to disempower, and initiates in faculty workplaces” (Pearson & Athota, 2018, p66).

Measuring Gender

Gender was measured by asking if faculty identified as a man, woman or other gender. Very few respondents (under 5) identified as another gender, and as a result gender needed to be dichotomized into man or woman. In addition, when respondents reported the gender of the faculty, leader or student who had perpetrated violence three choices were given (man, woman, other gender). In the vast majority of cases, faculty reported perpetrator as either man or woman. As a result perpetrator’s gender is also dichotomized.

Results

Across all measures of violence women faculty reported experiencing more violence than men faculty

Table 2 Percentage of Faculty Experiencing Opinion Belittled on Account of their Gender		
	Woman Faculty Victim	Man Faculty Victim
Opinion Belittled by...		
Faculty	20%	4%
Leader	12%	0%
Student	38%	19%

- **Women faculty experienced more emotional violence than men faculty.**
 - 38% of women faculty were victimized by a student, compared to 19% of men faculty.
 - 20% of women faculty were victimized by another faculty, compared to only 4% of men faculty.
 - Only women faculty reported to be victimized by a KPU leader.

Table 3 Percentage of Faculty Experiencing Violence (Verbal, Sexist, Violent (e.g., hitting someone), Physical (e.g., touching someone)) by Gender of Victim and Gender/Faculty/ Student Status of Perpetrator		
	Woman Faculty Victim	Man Faculty Victim
Experienced one or more acts of violence perpetrated by...		
Man Student	41%	26%
Man Faculty	29%	16%
Woman Student	27%	21%
Woman Faculty	27%	23%
Experienced one or more acts of violent Violence perpetrated by...		
Man Student	30%	14%
Man Faculty	25%	9%
Woman Student	21%	5%
Woman Faculty	16%	14%

- **Women faculty experienced much more violence than man faculty.**
- **Men were more likely to be perpetrators of violence**, regardless of if the victim was a woman or man faculty.

Faculty Report on Gendered Violence at KPU

Dr Cherylynn Bassani

- Women faculty who experienced violence were victimized equally by women students and women faculty.
- Men faculty who experienced violence were victimized almost equally by women students and faculty.

When examining the most physically violent acts of ‘violence’ (e.g., hitting someone), women faculty were twice to four times more likely to be victimized than men faculty. However, among faculty who were victimized by women faculty - victimization was nearly the same regardless of if the faculty victim was a woman or man.

	Woman Faculty Victim		Man Faculty Victim	
	On Campus	Off Campus	On Campus	Off Campus
Unwanted Sexual Beh by Faculty	8%	5%	2%	2%
Unwanted Sexual Beh by Leader	5%	2%	<1%	<1%
Unwanted Sexual Beh by Student	9%	5%	2%	1%
Sexually Assaulted by Faculty	2%	0	<1%	<1%
Sexually Assaulted by Leader	2%	0	0	0
Sexually Assaulted by Student	1%	< 1%	0	0

- **Women faculty are much more likely to be victims of unwanted sexual behaviours and sexual assault both on and off of a KPU campus.**
- More unwanted sexual behaviours and sexual assault occurred on a KPU campus compared to off of a KPU campus.

Victimization based on Disability and Racism

Although it was not my purpose to examine faculty victimization across other marginalized groups, it is important to report because victimization is more prevalent within traditionally marginalized groups.

	Disability	No Disability	Racism	No Racism
Man Student	34%	23%	18%	27%
Man Faculty	31%	17%	21%	15%
Woman Student	26%	15%	24%	15%
Woman Faculty	23%	12%	18%	13%

- **Faculty with disabilities experienced more violence than faculty who did not disclose a disability.**
- **Faculty who had experienced racism by and large reported experiencing more violence than faculty that had not experienced racism.** However, faculty who did not experience racism were more likely to experience violence at the hands of a man student.

Faculty Report on Gendered Violence at KPU

Dr Cherylynn Bassani

Concluding Remarks

Results illustrate clear gender trends surrounding violence that is being perpetrated against faculty at KPU. Women faculty are much more likely to be victimized and men students and faculty are most likely to be the perpetrators. It is clear that violence experienced by faculty at KPU is gendered. But in addition to being gendered, we see that disability and 'race' also play into victimization.

Future steps

Table 4 Future Steps

- | |
|---|
| <ul style="list-style-type: none">• Annual documentation of violence at KPU experienced by faculty• Analysis of current KPU policies and programs and how well KPU is striving to not only meet BC legislative requirements of a healthy workplace, but to exceed these requirements.• Continue to knowledge share so to activate KPU's vision: where thought meets action. |
|---|

This research has created a benchmark and empirical documentation of violence that faculty are experiencing at KPU. Yearly, noninstitutional, measurement of violence in our work place is needed not only to document what is happening, but to examine policy efficacy and to urge important changes to policy and programs. In a separate document I showcase where KPU policies on gendered violence sit in terms of policy enacted by other BC universities. Specific recommendations are made in this document. Generally speaking, KPU policies and efforts that work towards diminishing gendered violence are needed. Accountability is needed.

I am currently partnering with community organizations in the hopes to foster a culture of accountability. Such accountability, from the outside community alongside faculty-led research and advocacy is essential in pushing change. I will soon be inviting KPU faculty to complete the Faculty Survey on Sexism and Inappropriate Behaviours at KPU to collect wave 2 data. I hope that you will participate.

If you would like to get involved in doing research on violence in our workplace, talk about how you might assist/ advocate for change, or if you have questions please email me at: cherylynn.bassani@kpu.ca .

Thank you to all of the faculty who completed last year's survey and to the many KPU members that assisted in revising survey questions and this document. Your support is immeasurable!

Kind regards to each of you,

Cherylynn

Cherylynn Bassani, PhD

Department of Sociology, Kwantlen Polytechnic University