

First All Members Convening

Sept. 16, 2019



An initiative to advance professional and ethical conduct, climate & culture

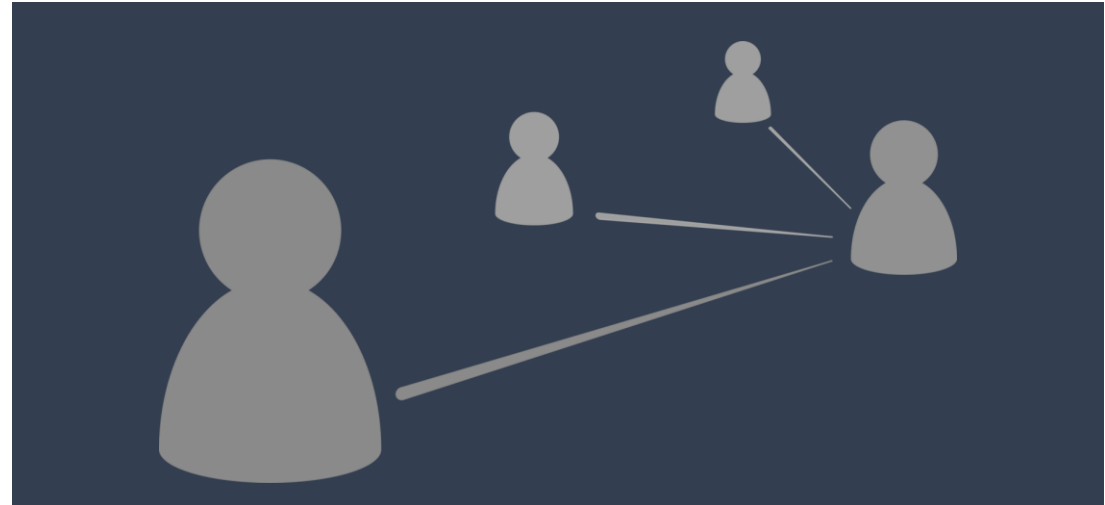
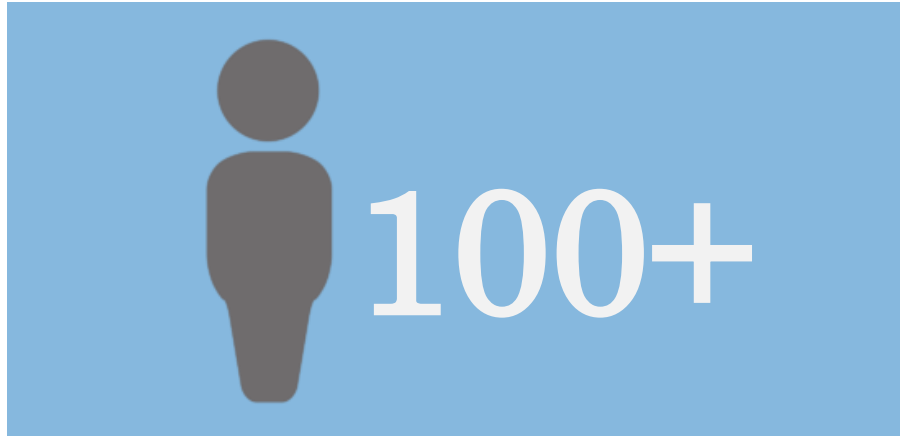
Wi-Fi Network: AAAS Guest

Password: HepticInterface\$

Welcome: Overview



Attendees By The Numbers



“

Consortium Mission

...to support academic and professional disciplinary societies in fulfilling their mission-driven roles as standard bearers and standard setters for excellence in science, technology, engineering, mathematics, and medical (STEMM) fields, addressing sexual harassment in all of its forms and intersectionalities.

”

What We Hope To Accomplish



Agenda

Survey
Lessons
Learned



2-Track
Framework



Consortium
Resources



Outcomes
of The Day

Smaller
Working
Groups
Throughout

Networking
Lunch

Open Mic.

End of Day
Reception

Norms & Conduct Ground Rules

- 1 Take care of yourself
- 2 Chatham House Rule applies
- 3 Don't share working draft
- 4 Share the air (two before me)
- 5 Expect and accept non-closure

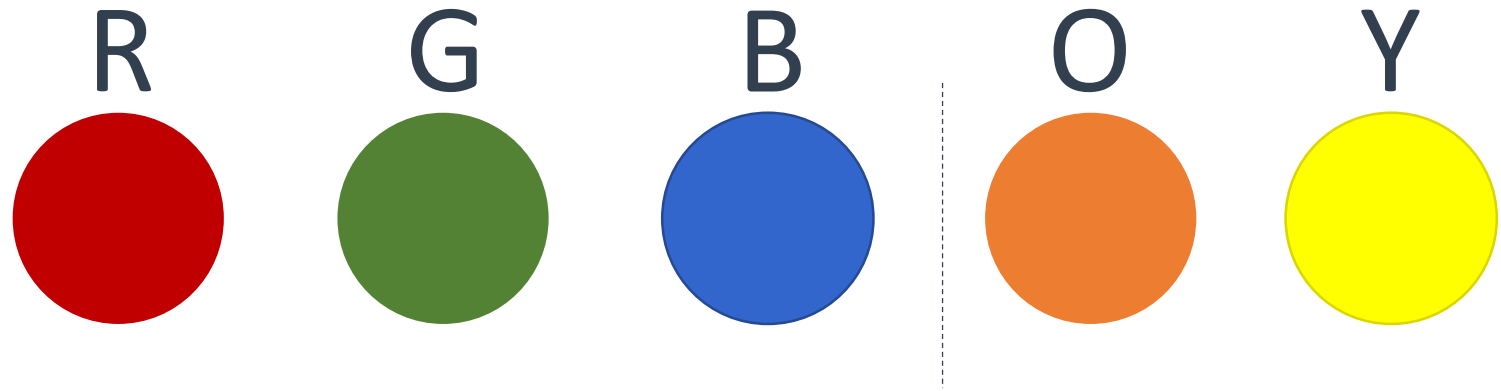
6. Conduct Ground Rules

- Concerns? Convening Contacts
Orange Ribbons
—Shirley Malcom (202-251-5082)
—Felice Levine (202-262-7189)
- Convening Governance
White Ribbons
- General Convening QQs?
Blue Ribbons

Lot's To Cover... Be On Time!



Name Badge
Color Dots → Color Rooms



Welcome: Accomplishments & Contributions



Societies Consortium Membership

All STEMM Fields Represented

- Natural, Social, Behavioral Sciences
- Technology
- Engineering
- Mathematics
- Medical
- Inclusive Interest Groups in STEMM

Welcome New Member

The Society for the Advancement of
Chicanos/Hispanics and Native
Americans in Science



Accomplishments

Launching the Societies Consortium Website at Lunch

www.SocietiesConsortium.com



Aggressive Year 1 Work Plan Being Delivered

3.31.19

Part B — 2019 Project Management and Operations

Table I. Project Management Substance (e.g. meetings, calls, convenings)

Deliverable	Quarter				Notes ^a	
1. Hold start-up retreat for Executive Committee: finalize governance and focus/vision (gain input for protocol on advocacy vs. advancing sexual harassment prevention); review/finalize work plan/budget and schedule for 2019; act on membership requests and develop and execute further membership strategy; review/finalize draft honors policy for member endorsement	1st	2nd	3rd	4th	Y2	Substantial convening, beyond usual Exec. Comm. meeting (Completed)
2. Survey Consortium members on potential Advisory Council stakeholders		2nd	3rd	4th	Y2	
3. Assemble Advisory Council – recruit its members		2nd	3rd	4th	Y2	Involves in person and phone outreach to IHEs, HE organizations, teaching hospitals, among others
4. Hold 1 st Members web-enabled call — share current experience, input on Consortium work, survey results, endorsement of honors policy, advisory council input on issues and bridges for IHEs/Societies, possibly annual reporting template	1st	2nd	3rd	4th	Y2	
5. Establish calendar of meetings: Exec. Comm.; Members meeting; and Advisory Council	1st	2nd	3rd	4th	Y2	
6. Intensive Membership Outreach	1st	2nd	3rd	4th	Y2	Intensive effort beyond regular project management, including mass outreach package development, 2 Q&A web sessions, development and multiple iterations of FAQs, a number of lengthy phone calls with individual societies/potential members, individual society information packets, information management, development and execution of membership onboarding protocol, travel/presentations at societies-as-member organization meetings (AAAS, CESS, OSA)
7. Hold 1 st Advisory Council Meeting/Call (focus on purpose, needs and work plan; including building bridges between Societies and IHEs)	1st	2nd	3rd	4th	Y2	
8. Hold 2 nd Executive Committee meeting (members and advisory council inputs, bridges for IHEs/Societies, any final 2019 work plan and budget adjustments)	1st	2nd	3rd	4th	Y2	

^a Budget included in project management

9

Contributions: Leadership Council

American Institute of Physics Rachel Ivie	American Society for Biochemistry and Molecular Biology Ben Corb
American Society for Microbiology Kim Shankle	Association of Academic Physiatrists Tiffany Knowlton
Association for Women in Mathematics Catherine Paolucci	Federation of American Societies for Experimental Biology Yvette Seger
Geological Society of America Nan Stout	The Optical Society Marcia Lesky
<i>EducationCounsel, LLC (Advisor)</i>	

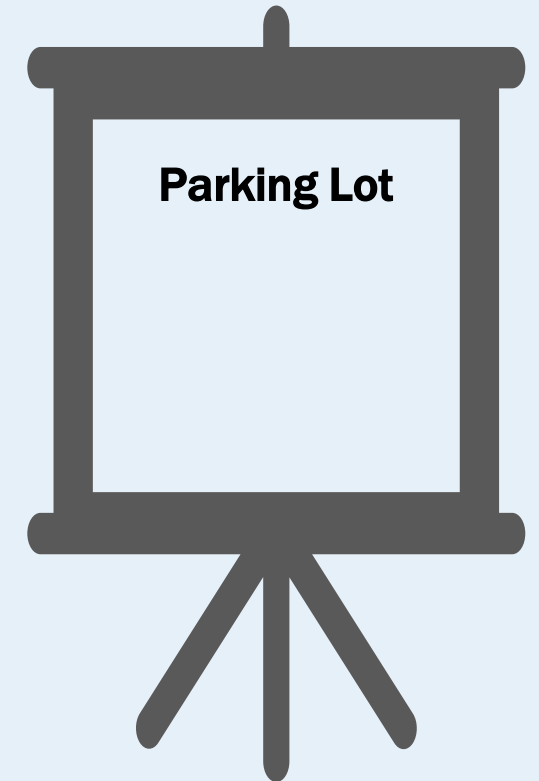
Contributions: Societies Consortium Advisory Council

American Council on Education Vice President and General Counsel Peter McDonough	Boston University University Provost and Chief Academic Officer Jean Morrison
Association of American Universities Director of Policy Research Kimberlee Eberle-Sudre	Johns Hopkins University Associate Professor, Bloomberg School of Public Health, and Co-Lead, Center for Women's Health, Sex and Gender Differences, Michele Decker
Association of Public & Land-Grant Universities Senior Vice President for Academic Affairs and Chief Academic Officer Bernard Mair	University of Missouri School of Engineering Dean Elizabeth Lobo
Council of Graduate Schools President Suzanne Ortega	Wake Forest University Associate Professor of Trauma Surgery Amy Hildreth
Possible Other Higher Ed. Diversity Orgs.: In Process	EducationCounsel, LLC (Advisor)

Parking Lot

- Agenda is full
- We won't be able to cover every important topic today
- Flip charts are for important topics not on the agenda today
 - Near the reception table just outside of the auditorium
 - In the break out rooms

This will help in us plan for the rest of the year and 2020



Lessons Learned From Members Survey & Next Steps



Lessons Learned From Members Survey & Next Steps

Working Group

- Marc Beebe/IEEE—Co-Vice Chair Societies Consortium
- Rachel Ivie/AIP— Leadership Council, Societies Consortium
- Felice Levine/AERA—Co-Chair Societies Consortium
- Lisa Battalia/EducationCounsel
- Jessica Morales/EducationCounsel

Lessons Learned From Members Survey & Next Steps

Consider Working
Draft Report To:

- Self-evaluate & Benchmark
- Set Priority Actions
- Engage Governing Board

Lessons Learned From Members Survey

Big Picture

- **Strengths to Build Upon**
- **Room for Improvement by All**
- **Resources Matter for Affordability – Not Status in Consortium**
- **Consortium's Aim: Support Improvement by All—Help Societies Most in Need**

Working Draft for Consortium
Member-Societies Internal
Use Only at This Time

Lessons Learned From Members Survey

Meetings Policies

- 89% of responders have a meetings conduct policy
- 72% specify sexual harassment as prohibited conduct
- ~50% regularly enforce during meeting
- 37% have preventative orientation—of them, 67% address bystanders/allies

Working Draft for Consortium
Member-Societies Internal
Use Only at This Time

Lessons Learned From Members Survey

General Conduct or Ethics Policies (Non-meeting)

- 81% of responders have a conduct policy (ethics, honors, etc.)
- 66% specify sexual harassment as prohibited conduct
- <50% regularly enforced
- 32% have preventative orientation—of them, 33% address bystanders/allies

Working Draft for Consortium
Member-Societies Internal
Use Only at This Time

Lessons Learned From Members Survey

Conduct Policies at Meetings & In General

- 37-40% of responders received no complaints—Why?
- 44% of responders have confidential reporting
- ~40% of responders don't know if policies are enforced
- A significant % don't specify sexual harassment, per se

Working Draft for Consortium
Member-Societies Internal
Use Only at This Time

Data Collection and Reporting: Limitations of The Survey



Lessons Learned from the Members Survey

Data Collection

- 54% of responders collect data on sexual harassment
- Of them, 32% issue a report of types/numbers/resolutions
- Stay tuned for the Consortium Reporting Tool and Template

Lessons Learned from the Members Survey

Limits of Survey-Self Assessment Tool

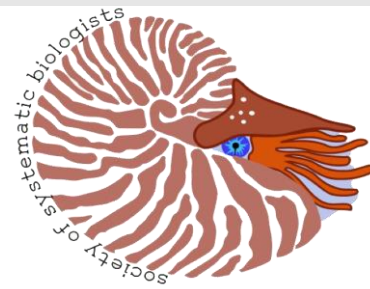
- Measures only existence of policies, not sufficiency
- Self-assessment tool for internal evaluation of quality is coming soon

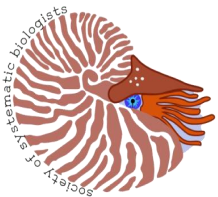


Questions & Answers



What Small Societies Can Do!





Dr. Andrea Case

Executive Vice President of
the Society for the Study of Evolution

Code of Conduct Committee



Jodie Wiggins
Oklahoma State



Gina Baucom
Univ. Michigan



Brian O'Meara
Univ. Tennessee



Andrea Case
Kent State Univ.



Kelly Zamudio
Cornell



Sharon Strauss
UC Davis

REPORTING AN INCIDENT OF HARASSMENT OR INAPPROPRIATE BEHAVIOR

For a safer Evolution meeting we all need to speak OUT against harassment and other inappropriate behaviors.

If you need to report an incident of any unprofessional behavior by society members or other individuals affiliated with Evolution-sponsored activities (conference, workshop, publications, etc.), please contact directly our Evolution Safety Officer:

Sherry Marts, Ph.D.

Founder & CEO of **S*Marts Consulting, LLC**

sherry@smartsconsulting.com; Phone: (202) 670-7746



Maria Akopyan, grad student & artist

Evolution 2017

Conference
Code of Conduct

Initial report of sexual
harassment on twitter

Informal post-meeting
survey about how to
address incidents

Reported incidents

3 Total
0 Actionable
3 Harassment/Assault



Actionable Code of
Conduct vetted &
approved by all society
executive boards of

Full development of
Safe Evolution by
designated committee

IRB-approved survey
of members & recent
Evolution attendees on
experiences

Reported incidents

1 Total
1 Actionable & Resolved
0 Harassment/Assault

Evolution 2019

Enforced Code of Conduct

Widely publicized reporting
procedures

On-site safety officer

Trained Officers & *vetted* Evo
Allies

Poster presentation of data
from formal survey

Informal post-meeting survey

Transparency reports

All activities ~\$18 / attendee

Reported incidents

9 Total
7 Actionable & Resolved
0 Harassment/Assault

Encouraging buy-in from key stakeholders

Officers /
Society
Leadership

engage,
involve
& educate

Conference
Organizers

support

Members &
Meeting
Attendees

earn trust

Unwelcome behaviors at the Evolution meetings: Survey results

Brian O'Meara (U of Tennessee, Knoxville), Andrea Case (Kent State U), Jodie Wiggins (U of Tennessee, Knoxville), Kelly Zamudio (Cornell), Regina Baucom (U of Michigan), Sharon Strauss (UC Davis)

Abstract

Anecdotal reports of unwelcome behaviors at previous Evolution meetings prompted SSE, ASN, and SSB to survey participants about meeting climate.

Big Picture

- 14% of 882 respondents report experiencing unwelcome behavior
- 3% included assault or harassment
- Undergraduates, LGBTQA+, women, pre-tenure faculty, and members from underrepresented groups experienced the most unwelcome behavior
- Targeted individuals primarily cited gender, age, and ethnicity

Introduction

- Science is full of unwelcome behaviors, including harassment, assault and more. This has been well documented, including in our field^{1,2,3,4}
- Incidents at Evolution 2017 strongly indicated that attention was merited
- The three societies formalized a robust Code of Conduct, as well as procedures for confidential reporting and the hiring of an external safety officer (Dr. Sherry Marts this year)
- They also approved an IRB-approved study of unwelcome behaviors.
- We sent out surveys to 5,116 unique addresses and received 882 responses.

Methods

- Study was approved by an institutional review board (UTK IRB-18-04442-XM)
- Invitations to the survey were sent to all 5,116 unique email addresses aggregated from membership and meeting attendee information from all three societies.
- Only those receiving the invitation directly were allowed to fill out the survey
- Survey responses were analyzed in R, using the packages drake, googledrive, knitr, plotly, ggplot2, plyr, Hmisc, superheat, RColorBrewer, gridExtra, xlsx, and kableExtra, as well as 42 functions in over 500 lines of code.
- Confidence intervals were calculated using Hmisc::binconf() with an alpha of 0.05.

Results

- Overall, 10% of Evolution respondents report being belittled, 6% were made to feel unwelcome, 2% report being bullied, discriminated against, or harassed, and 1% report being assaulted.
- A total of 7 respondents reported assault; note that these assaults may have happened at the Evolution meeting over a multi-year span
- Individuals at higher risk: 18% of undergraduates attending a meeting report being harassed and/or assaulted, and the proportion of women experiencing unwelcome behavior is three times that of men at Evolution.
- Our members adjust their behavior based on this unwelcome behavior. 21% of women think about their personal safety more as a result of past experiences at Evolution (for men 1%)
- Across all members surveyed, 16% look for opportunities to intervene

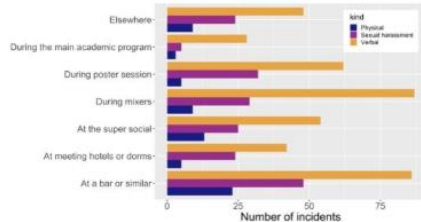


Figure 1: Location of unwelcome behaviors: number of responses for each. Physical harassment or assault is most common at local bars or similar and at the meeting-sponsored super social, even though these make up far less time than the main academic program.

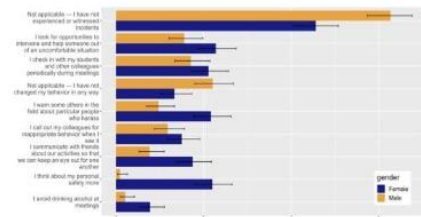


Figure 2: Percentage of individuals changing their behavior in response to past incidents at Evolution.

Topics for Discussion

- Harassment, assault, and other unwelcome behaviors are present at the Evolution meetings.
- Women, people from underrepresented ethnicities, and undergraduates, are far more likely to experience this than members of other groups.
- One unexpected finding is that LGBTQA+ individuals, while experiencing unwelcome behavior at an elevated rate, attribute this more to sex/gender or age than to their sexual orientation.
- Unwelcome behavior based on age was remarkably high across all groups.

One caveat is that we did not ask about all possible traits: the fact that overall there is not much perceived unwelcome behavior based on religion or disability, for example, does not mean it does not exist. It is possible that people with a particular religion or disability experience unwelcome behavior at a very high rate, but make up only a small component of the population, and so this signal cannot be detected using these data.

References

- Baltes, M. 2016. "From Texas to the Smithsonian, following a trail of sexual misconduct." <https://www.theguardian.com/2016/10/24/13359794/smithsonian-sexual-misconduct-investigation-misconduct>
- Clancy, K.B.W., R.G. Nelson, J.N. Rutherford, K. Hinde. 2014. "Survey of Academic Field Experiences (SAFE): Trainees Report Harassment and Assault." *PLOS ONE* 9(7): e102172
- Women Academies of Sciences, Engineering, and Medicine. 2018. *Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine*. Washington, D.C.: The National Academies Press.
- Waldman, M. 2018. "Prominent geneticist out at UC Irvine after harassment finding." *Science* <https://www.sciencemag.org/news/2018/06/prominent-geneticist-out-uc-irvine-after-harassment-finding>

Table 1: Survey responses and results. The first two columns after "Number of people responding" reflect reported incidence of harassment or assault, percentage (lower, upper), in biology in general and at the Evolution meetings, respectively; the last column shows reports of any unwelcome behavior at the Evolution meetings. Note the large proportion of undergraduates experiencing harassment and assault at the meeting. For clarity, cells with a rounded average of zero were left blank.

Category	Selection	Number of people responding	Biology: Harassment/Assault	Evolution meetings: Harassment/Assault	Evolution meetings: Unwelcome behavior
All	All	882	15 (13, 17)%	3 (2, 4)%	14 (12, 17)%
Orientation	Straight or heterosexual	622	16 (14, 19)%	3 (2, 5)%	16 (13, 19)%
	Gay, lesbian, bisexual, pansexual, or asexual	68	29 (20, 41)%	4 (2, 12)%	26 (17, 38)%
Gender	Female	360	28 (24, 33)%	5 (3, 8)%	25 (21, 30)%
	Male	340	6 (4, 9)%	1 (0, 3)%	8 (6, 11)%
	Non-binary, fluid, neutral, or non-conforming	6	17 (1, 56)%		17 (1, 56)%
Ethnicity	White, non-Hispanic	564	16 (13, 20)%	3 (2, 5)%	16 (13, 20)%
	Other than White, non-Hispanic	77	22 (14, 33)%	3 (1, 9)%	23 (15, 34)%
Career stage	Undergraduate	11	36 (15, 65)%	18 (5, 48)%	27 (10, 57)%
	Graduate student	165	16 (11, 23)%	4 (2, 8)%	14 (9, 20)%
	Postdoc	160	16 (11, 23)%	3 (1, 7)%	19 (13, 26)%
	Pre-tenure faculty	101	19 (12, 28)%	4 (2, 10)%	24 (17, 33)%
	Non-tenure track faculty	33	12 (5, 27)%		15 (7, 31)%
	Tenured faculty	218	19 (14, 25)%	1 (0, 4)%	15 (11, 20)%
	Non-academic professional	11			18 (5, 48)%
	Academic professional	21	14 (5, 35)%		5 (0, 23)%

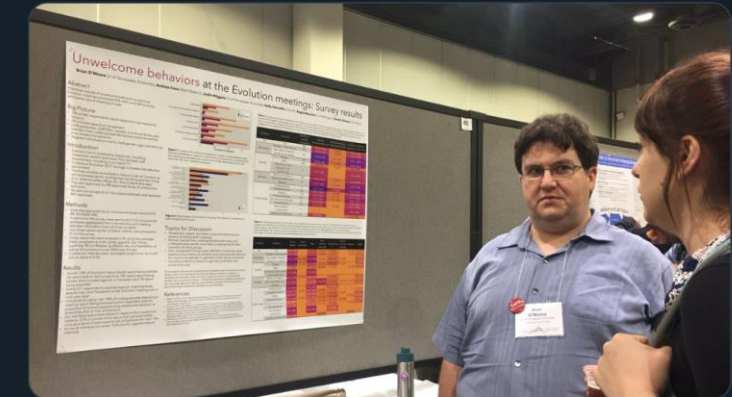
Table 2: Individuals' perceptions of why they were targeted, percentage (lower, upper). Individuals are not part of any one category, and there can be interaction terms (someone presenting a gender that suffers discrimination, and an ethnicity that suffers discrimination, may suffer far more discrimination than someone in just one of these categories - this is also known as intersectionality). For example, women were eight times more likely to receive unwelcome behavior as a result of physical traits than men were. For clarity, cells with a rounded average of zero were left blank.

Category	Selection	Sex or gender	Sexual orientation	Age	Race ethnicity nationality	Physical traits	Real or perceived disability	Religion	Other
All	All	11 (9, 14)%		8 (6, 10)%	2 (2, 4)%	4 (2, 5)%		1 (0, 1)%	3 (2, 5)%
Orientation	Straight or heterosexual	13 (11, 16)%		9 (7, 11)%	3 (2, 5)%	4 (3, 6)%		1 (0, 2)%	4 (2, 5)%
	Gay, lesbian, bisexual, pansexual, or asexual	21 (13, 32)%	4 (2, 12)%	19 (12, 30)%	1 (0, 8)%	6 (2, 14)%	1 (0, 8)%		6 (2, 14)%
Gender	Female	25 (21, 30)%	1 (0, 2)%	16 (13, 20)%	3 (2, 5)%	8 (5, 11)%	1 (0, 2)%		4 (2, 6)%
	Male	1 (0, 3)%		3 (1, 5)%	3 (2, 5)%	1 (0, 3)%		1 (0, 3)%	4 (2, 6)%
	Non-binary, fluid, neutral, or non-conforming	17 (1, 56)%		17 (1, 56)%					
Ethnicity	White, non-Hispanic	15 (12, 18)%	1 (0, 2)%	10 (8, 13)%		4 (3, 6)%		0 (0, 1)%	4 (2, 5)%
	Other than White, non-Hispanic	16 (9, 25)%		10 (5, 19)%	17 (10, 27)%	6 (3, 14)%	1 (0, 7)%	1 (0, 7)%	5 (2, 13)%
Career stage	Undergraduate	18 (5, 48)%		18 (5, 48)%		9 (0, 38)%			
	Graduate student	15 (10, 21)%	1 (0, 4)%	11 (7, 17)%	4 (2, 8)%	3 (1, 7)%			1 (0, 3)%
	Postdoc	14 (9, 20)%		10 (6, 16)%	2 (1, 6)%	6 (3, 10)%	1 (0, 3)%		5 (3, 10)%
	Pre-tenure faculty	18 (12, 26)%	1 (0, 5)%	11 (6, 18)%	4 (2, 10)%	7 (3, 14)%		2 (1, 7)%	9 (5, 16)%
	Non-tenure track faculty	6 (2, 20)%		3 (0, 15)%	3 (0, 15)%	3 (0, 15)%			9 (3, 24)%
	Tenured faculty	11 (8, 16)%		8 (5, 13)%	1 (0, 4)%	3 (1, 6)%		1 (0, 3)%	3 (1, 6)%
	Non-academic professional	18 (5, 48)%		18 (5, 48)%		9 (0, 38)%			
	Academic professional	10 (3, 29)%			5 (0, 23)%				5 (0, 23)%



Tram Nguyen @Tram_N_Nguyen · Jun 23

A very important poster at #Evol2019 looking at unwelcome behaviors at Evolution meetings. Glad we're bringing awareness to this in our community to make conferences a safer space!



Maria Akopyan

1 16 78

Unwelcome behaviors at the Evolution meetings: Survey results

Brian O'Meara (U of Tennessee, Knoxville), Andrea Case (Kent State U), Jodie Wiggins (U of Tennessee, Knoxville), Kelly Zamudio (Cornell), Regina Baucom (U of Michigan), Sharon Strauss (UC Davis)

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Table 1: Survey responses and results. The first two columns after "Number of people responding" reflect reported incidence of harassment or assault, percentage (lower, upper), in biology in general and at the Evolution meetings, respectively; the last column shows reports of any unwelcome behavior at the Evolution meetings. Note the large proportion of undergraduates experiencing harassment and assault at the meeting. For clarity, cells with a rounded average of zero were left blank.

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	Number of people responding	Biology: Harassment/Assault	Evolution meetings: Harassment/Assault	Evolution meetings: Unwelcome behavior
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sexual	68	29 (20, 41)%	4 (2, 12)%	26 (17, 38)%
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	77	22 (14, 33)%	3 (1, 9)%	23 (15, 34)%
	11	36 (15, 65)%	18 (5, 48)%	27 (10, 57)%
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Why they were targeted, percentage (lower, upper). Individuals are not part of any one category, someone presenting a gender that suffers discrimination, and an ethnicity that suffers discrimination than someone in just one of these categories - this is also known as intersectionality. We were eight times more likely to receive unwelcome behavior as a result of physical traits than a rounded average of zero were left blank.

Sex or gender	Sexual orientation	Age	Race ethnicity nationality	Physical traits	Real or perceived disability	Religion	Other
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13 (11, 16)%		9 (7, 11)%	3 (2, 5)%	4 (3, 6)%		1 (0, 2)%	4 (2, 5)%
21 (13, 32)%	4 (2, 12)%	19 (12, 30)%	1 (0, 8)%	6 (2, 14)%	1 (0, 8)%		6 (2, 14)%
25 (21, 30)%	1 (0, 2)%	16 (13, 20)%	3 (2, 5)%	8 (5, 11)%	1 (0, 2)%		4 (2, 6)%
1 (0, 3)%		3 (1, 5)%	3 (2, 5)%	1 (0, 3)%		1 (0, 3)%	4 (2, 6)%
17 (1, 56)%		17 (1, 56)%					
15 (12, 18)%	1 (0, 2)%	10 (8, 13)%		4 (3, 6)%		0 (0, 1)%	4 (2, 5)%
16 (9, 25)%		10 (5, 19)%	17 (10, 27)%	6 (3, 14)%	1 (0, 7)%	1 (0, 7)%	5 (2, 13)%
18 (5, 48)%		18 (5, 48)%		9 (0, 38)%			
15 (10, 21)%	1 (0, 4)%	11 (7, 17)%	4 (2, 8)%	3 (1, 7)%			1 (0, 3)%
14 (9, 20)%		10 (6, 16)%	2 (1, 6)%	6 (3, 10)%	1 (0, 3)%		5 (3, 10)%
18 (12, 26)%	1 (0, 5)%	11 (6, 18)%	4 (2, 10)%	7 (3, 14)%		2 (1, 7)%	9 (5, 16)%
6 (2, 20)%		3 (0, 15)%	3 (0, 15)%	3 (0, 15)%	3 (0, 15)%		9 (3, 24)%
11 (8, 16)%		8 (5, 13)%	1 (0, 4)%	3 (1, 6)%		1 (0, 3)%	3 (1, 6)%
18 (5, 48)%		18 (5, 48)%		9 (0, 38)%			
10 (3, 29)%							5 (0, 23)%

- multi-year span
- Individuals at higher risk: 18% of undergraduates attending a meeting report being harassed and/or assaulted, and the proportion of women experiencing unwelcome behavior is three times that of men at Evolution.
- Our members adjust their behavior based on this unwelcome behavior. 21% of women think about their personal safety more as a result of past experiences at Evolution (for men 1%)
- Across all members surveyed, 16% look for opportunities to intervene

References

1. Balter, M. 2016. "From Texas to the Smithsonian, following a trail of sexual misconduct." <https://www.theverge.com/2016/10/24/13359794/smithsonian-sexual-misconduct-investigation-miguel-pinto>
2. Clancy, K.B.H., R.G. Nelson, J.N. Rutherford, K. Hinde. 2014. "Survey of Academic Field Experiences (SAFE): Trainees Report Harassment and Assault." *PLOS ONE* 9(7): e102172
3. National Academies of Sciences, Engineering, and Medicine. 2018. *Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine*. Washington, DC: The National Academies Press.
4. Waldman, M. 2018. "Prominent geneticist out at UC Irvine after harassment finding." *Science* <https://www.sciencemag.org/news/2018/06/prominent-geneticist-out-uc-irvine-after-harassment-finding>

	Undergraduate	18 (5, 48)%		18 (5, 48)%			
	Graduate student	15 (10, 21)%	1 (0, 4)%	11 (7, 17)%	4 (2, 8)%		
	Postdoc	14 (9, 20)%		10 (6, 16)%	2 (1, 6)%		
Career stage	Pre-tenure faculty	18 (12, 26)%	1 (0, 5)%	11 (6, 18)%	4 (2, 10)%		
	Non-tenure track faculty	6 (2, 20)%		3 (0, 15)%	3 (0, 15)%		
	Tenured faculty	11 (8, 16)%		8 (5, 13)%	1 (0, 4)%		
	Non-academic professional	18 (5, 48)%		18 (5, 48)%			
	Academic professional	10 (3, 29)%					5 (0, 23)%

Unwelcome behaviors at the Evolution meetings: Survey results

Brian O'Meara (U of Tennessee, Knoxville), Andrea Case (Kent State U), Jodie Wiggins (U of Tennessee, Knoxville), Kelly Zamudio (Cornell), Regina Baucom (U of Michigan), Sharon Strauss (UC Davis)

Why were you targeted?

Category	Selection	Sex or gender	Sexual orientation	Age	Race ethnicity nationality	Physical traits	Real or perceived disability	Religion	Other
All	All	11 (9, 14)%		8 (6, 10)%	2 (2, 4)%	4 (2, 5)%		1 (0, 1)%	3 (2, 5)%
Orientation	Straight or heterosexual	13 (11, 16)%		9 (7, 11)%	3 (2, 5)%	4 (3, 6)%		1 (0, 2)%	4 (2, 5)%
	Gay, lesbian, bisexual, pansexual, or asexual	21 (13, 32)%	4 (2, 12)%	19 (12, 30)%	1 (0, 8)%	6 (2, 14)%	1 (0, 8)%		6 (2, 14)%
Gender	Female	25 (21, 30)%	1 (0, 2)%	16 (13, 20)%	3 (2, 5)%	8 (5, 11)%	1 (0, 2)%		4 (2, 6)%
	Male	1 (0, 3)%		3 (1, 5)%	3 (2, 5)%	1 (0, 3)%		1 (0, 3)%	4 (2, 6)%
	Non-binary, fluid, neutral, or non-conforming	17 (1, 56)%		17 (1, 56)%					
Ethnicity	White, non-Hispanic	15 (12, 18)%	1 (0, 2)%	10 (8, 13)%		4 (3, 6)%		0 (0, 1)%	4 (2, 5)%
	Other than White, non-Hispanic	16 (9, 25)%		10 (5, 19)%	17 (10, 27)%	6 (3, 14)%	1 (0, 7)%	1 (0, 7)%	5 (2, 13)%
Career stage	Undergraduate	18 (5, 48)%		18 (5, 48)%		9 (0, 38)%			
	Graduate student	15 (10, 21)%	1 (0, 4)%	11 (7, 17)%	4 (2, 8)%	3 (1, 7)%			1 (0, 3)%
	Postdoc	14 (9, 20)%		10 (6, 16)%	2 (1, 6)%	6 (3, 10)%	1 (0, 3)%		5 (3, 10)%
	Pre-tenure faculty	18 (12, 26)%	1 (0, 5)%	11 (6, 18)%	4 (2, 10)%	7 (3, 14)%		2 (1, 7)%	9 (5, 16)%
	Non-tenure track faculty	6 (2, 20)%		3 (0, 15)%	3 (0, 15)%	3 (0, 15)%	3 (0, 15)%		9 (3, 24)%
	Tenured faculty	11 (8, 16)%		8 (5, 13)%	1 (0, 4)%	3 (1, 6)%		1 (0, 3)%	3 (1, 6)%
	Non-academic professional	18 (5, 48)%		18 (5, 48)%		9 (0, 38)%			
	Academic professional	10 (3, 29)%			5 (0, 23)%			5 (0, 23)%	

being assaulted.

- A total of 7 respondents reported assault; note that these assaults may have happened at the Evolution meeting over a multi-year span.
- Individuals at higher risk: 18% of undergraduates attending a meeting report being harassed and/or assaulted, and the proportion of women experiencing unwelcome behavior is three times that of men at Evolution.
- Our members adjust their behavior base on this unwelcome behavior. 21% of women think about their personal safety more as a result of past experiences at Evolution (for men 1%).
- Across all members surveyed, 16% look for opportunities to intervene.

present with a particular region or country experience unwelcome behavior at a very high rate, but make up only a small component of the population, and so this signal cannot be detected using these data.

References

- Balter, M. 2016. "From Texas to the Smithsonian, following a trail of sexual misconduct." <https://www.theverge.com/2016/10/24/13359794/smithsonian-sexual-misconduct-investigation-miguel-pinto>
- Clancy, K.B.H., R.G. Nelson, J.N. Rutherford, K. Hinde. 2014. "Survey of Academic Field Experiences (SAFE): Trainees Report Harassment and Assault." PLOS ONE 9(7): e102172
- National Academies of Sciences, Engineering, and Medicine. 2018. Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine. Washington, DC: The National Academies Press.
- Waldman, M. 2018. "Prominent geneticist out at UC Irvine after harassment finding." Science <https://www.sciencemag.org/news/2018/06/prominent-geneticist-out-uc-irvine-after-harassment-finding>

The first two columns after "Number of people responding" reflect reported incidence of sexual harassment, in biology in general and at the Evolution meetings, respectively; the last column reflects the proportion of undergraduates experiencing sexual harassment. For clarity, cells with a rounded average of zero were left blank.

	Number of people responding	Biology: Harassment/Assault	Evolution meetings: Harassment/Assault	Evolution meetings: Unwelcome behavior
All	882	15 (13, 17)%	3 (2, 4)%	14 (12, 17)%
Sexual orientation	622	16 (14, 19)%	3 (2, 5)%	16 (13, 19)%
Gender	68	29 (20, 41)%	4 (2, 12)%	26 (17, 38)%
Ethnicity	360	28 (24, 33)%	5 (3, 8)%	25 (21, 30)%
Career stage	340	6 (4, 9)%	1 (0, 3)%	8 (6, 11)%
	6	17 (1, 56)%		17 (1, 56)%
	564	16 (13, 20)%	3 (2, 5)%	16 (13, 20)%
	77	22 (14, 33)%	3 (1, 9)%	23 (15, 34)%
	11	36 (15, 65)%	18 (5, 48)%	27 (10, 57)%
	165	16 (11, 23)%	4 (2, 8)%	14 (9, 20)%
	160	16 (11, 23)%	3 (1, 7)%	19 (13, 26)%
	101	19 (12, 28)%	4 (2, 10)%	24 (17, 33)%
	33	12 (5, 27)%		15 (7, 31)%
	218	19 (14, 25)%	1 (0, 4)%	15 (11, 20)%
	11			18 (5, 48)%
	21	14 (5, 35)%		5 (0, 23)%

Why they were targeted, percentage (lower, upper). Individuals are not part of any one category, but someone presenting a gender that suffers discrimination, and an ethnicity that suffers discrimination than someone in just one of these categories - this is also known as intersectionality. We were eight times more likely to receive unwelcome behavior as a result of physical traits than the rounded average of zero were left blank.

	Sex or gender	Sexual orientation	Age	Race ethnicity nationality	Physical traits	Real or perceived disability	Religion	Other
	11 (9, 14)%		8 (6, 10)%	2 (2, 4)%	4 (2, 5)%		1 (0, 1)%	3 (2, 5)%
	13 (11, 16)%		9 (7, 11)%	3 (2, 5)%	4 (3, 6)%		1 (0, 2)%	4 (2, 5)%
	21 (13, 32)%	4 (2, 12)%	19 (12, 30)%	1 (0, 8)%	6 (2, 14)%	1 (0, 8)%		6 (2, 14)%
	25 (21, 30)%	1 (0, 2)%	16 (13, 20)%	3 (2, 5)%	8 (5, 11)%	1 (0, 2)%		4 (2, 6)%
	1 (0, 3)%		3 (1, 5)%	3 (2, 5)%	1 (0, 3)%		1 (0, 3)%	4 (2, 6)%
	17 (1, 56)%		17 (1, 56)%					
	15 (12, 18)%	1 (0, 2)%	10 (8, 13)%		4 (3, 6)%		0 (0, 1)%	4 (2, 5)%
	16 (9, 25)%		10 (5, 19)%	17 (10, 27)%	6 (3, 14)%	1 (0, 7)%	1 (0, 7)%	5 (2, 13)%
	18 (5, 48)%		18 (5, 48)%		9 (0, 38)%			
	15 (10, 21)%	1 (0, 4)%	11 (7, 17)%	4 (2, 8)%	3 (1, 7)%			1 (0, 3)%
	14 (9, 20)%		10 (6, 16)%	2 (1, 6)%	6 (3, 10)%	1 (0, 3)%		5 (3, 10)%
	18 (12, 26)%	1 (0, 5)%	11 (6, 18)%	4 (2, 10)%	7 (3, 14)%		2 (1, 7)%	9 (5, 16)%
	6 (2, 20)%		3 (0, 15)%	3 (0, 15)%	3 (0, 15)%	3 (0, 15)%		9 (3, 24)%
	11 (8, 16)%		8 (5, 13)%	1 (0, 4)%	3 (1, 6)%		1 (0, 3)%	3 (1, 6)%
	18 (5, 48)%		18 (5, 48)%		9 (0, 38)%			
	10 (3, 29)%			5 (0, 23)%				5 (0, 23)%

Unwelcome behaviors at the Evolution meetings: Survey results

Brian O'Meara (U of Tennessee, Knoxville), Andrea Case (Kent State U), Jodie Wiggins (U of Tennessee, Knoxville), Kelly Zamudio (Cornell), Regina Baucom (U of Michigan), Sharon Strauss (UC Davis)

Where do incidents happen?



with an alpha of 0.05.

Results

- Overall, 10% of Evolution respondents report being belittled, 6% were made to feel unwelcome, 2% report being bullied, discriminated against, or harassed, and 1% report being assaulted.
- A total of 7 respondents reported assault; note that these assaults may have happened at the Evolution meeting over a multi-year span.
- Individuals at higher risk: 18% of undergraduates attending a meeting report being harassed and/or assaulted, and the proportion of women experiencing unwelcome behavior is three times that of men at Evolution.
- Our members adjust their behavior based on this unwelcome behavior. 21% of women think about their personal safety more as a result of past experiences at Evolution (for men 1%).
- Across all members surveyed, 16% look for opportunities to intervene.

this more to sex/gender or age than to their sexual orientation. • Unwelcome behavior based on age was remarkably high across all groups.

One caveat is that we did not ask about all possible traits: the fact that overall there is not much perceived unwelcome behavior based on religion or disability, for example, does not mean it does not exist. It is possible that people with a particular religion or disability experience unwelcome behavior at a very high rate, but make up only a small component of the population, and so this signal cannot be detected using these data.

References

1. Balter, M. 2016. "From Texas to the Smithsonian, following a trail of sexual misconduct." <https://www.theverge.com/2016/10/24/13357794/smithsonian-sexual-misconduct-investigation-miguel-pinto>
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4. Waldman, M. 2018. "Prominent geneticist out at UC Irvine after harassment finding." *Science* <https://www.sciencemag.org/news/2018/06/prominent-geneticist-out-uc-irvine-after-harassment-finding>

The first first two columns after "Number of people responding" reflect reported incidence of sexual harassment/assault, in biology in general and at the Evolution meetings, respectively; the last column reflects the proportion of undergraduates experiencing sexual harassment/assault at the Evolution meetings. Note the large proportion of undergraduates experiencing sexual harassment/assault at the Evolution meetings. For clarity, cells with a rounded average of zero were left blank.

	Number of people responding	Biology: Harassment/Assault	Evolution meetings: Harassment/Assault	Evolution meetings: Unwelcome behavior
All	882	15 (13, 17)%	3 (2, 4)%	14 (12, 17)%
Sexual harassment/assault	622	16 (14, 19)%	3 (2, 5)%	16 (13, 19)%
Sexual harassment/assault	68	29 (20, 41)%	4 (2, 12)%	26 (17, 38)%
Undergraduate	360	28 (24, 33)%	5 (3, 8)%	25 (21, 30)%
Graduate student	340	6 (4, 9)%	1 (0, 3)%	8 (6, 11)%
Postdoc	6	17 (1, 56)%		17 (1, 56)%
Non-tenure track	564	16 (13, 20)%	3 (2, 5)%	16 (13, 20)%
Tenured faculty	77	22 (14, 33)%	3 (1, 9)%	23 (15, 34)%
Academic professional	11	36 (15, 65)%	18 (5, 48)%	27 (10, 57)%
Non-academic professional	165	16 (11, 23)%	4 (2, 8)%	14 (9, 20)%
Academic professional	160	16 (11, 23)%	3 (1, 7)%	19 (13, 26)%
Academic professional	101	19 (12, 28)%	4 (2, 10)%	24 (17, 33)%
Academic professional	33	12 (5, 27)%		15 (7, 31)%
Academic professional	218	19 (14, 25)%	1 (0, 4)%	15 (11, 20)%
Academic professional	11			18 (5, 48)%
Academic professional	21	14 (5, 35)%		5 (0, 23)%

Why they were targeted, percentage (lower, upper). Individuals are not part of any one category, someone presenting a gender that suffers discrimination, and an ethnicity that suffers discrimination than someone in just one of these categories - this is also known as intersectionality. We were eight times more likely to receive unwelcome behavior as a result of physical traits than as a result of religion or other factors. Cells with a rounded average of zero were left blank.

Sex or gender	Sexual orientation	Age	Race ethnicity nationality	Physical traits	Real or perceived disability	Religion	Other
11 (9, 14)%		8 (6, 10)%	2 (2, 4)%	4 (2, 5)%		1 (0, 1)%	3 (2, 5)%
13 (11, 16)%		9 (7, 11)%	3 (2, 5)%	4 (3, 6)%		1 (0, 2)%	4 (2, 5)%
21 (13, 32)%	4 (2, 12)%	19 (12, 30)%	1 (0, 8)%	6 (2, 14)%	1 (0, 8)%		6 (2, 14)%
25 (21, 30)%	1 (0, 2)%	16 (13, 20)%	3 (2, 5)%	8 (5, 11)%	1 (0, 2)%		4 (2, 6)%
1 (0, 3)%		3 (1, 5)%	3 (2, 5)%	1 (0, 3)%		1 (0, 3)%	4 (2, 6)%
17 (1, 56)%		17 (1, 56)%					
15 (12, 18)%	1 (0, 2)%	10 (8, 13)%		4 (3, 6)%		0 (0, 1)%	4 (2, 5)%
16 (9, 25)%		10 (5, 19)%	17 (10, 27)%	6 (3, 14)%	1 (0, 7)%	1 (0, 7)%	5 (2, 13)%
18 (5, 48)%		18 (5, 48)%		9 (0, 38)%			
15 (10, 21)%	1 (0, 4)%	11 (7, 17)%	4 (2, 8)%	3 (1, 7)%			1 (0, 3)%
14 (9, 20)%		10 (6, 16)%	2 (1, 6)%	6 (3, 10)%	1 (0, 3)%		5 (3, 10)%
18 (12, 26)%	1 (0, 5)%	11 (6, 18)%	4 (2, 10)%	7 (3, 14)%		2 (1, 7)%	9 (5, 16)%
6 (2, 20)%		3 (0, 15)%	3 (0, 15)%	3 (0, 15)%	3 (0, 15)%		9 (3, 24)%
11 (8, 16)%		8 (5, 13)%	1 (0, 4)%	3 (1, 6)%		1 (0, 3)%	3 (1, 6)%
18 (5, 48)%		18 (5, 48)%		9 (0, 38)%			
10 (3, 29)%			5 (0, 23)%			5 (0, 23)%	

EVO ALLIES



Beginning at Evolution 2019 in Providence, our meetings will include a group of vetted and trained attendees who will serve the community as Evo Allies.

The role of an Evo Ally is to serve as a visible colleague who is available to offer support to Evolution Meeting participants who are targets of, or who witness, inappropriate behavior. The societies will sponsor training by our Safe Evolution officer (Dr. Sherry Marts) prior to the start of the meeting, and they will be designated with a special badge.

Evo Allies are there to listen, to help targets or witnesses deal with what has happened and to inform them of their options. The role of Evo Allies is to support individuals who have experienced or witnessed inappropriate behavior in making their own decision about whether or not to report it. Evo Allies do not participate in any aspect of investigating reports or sanctioning. Evo Allies also commit to creating safe spaces at the meeting by serving as active bystanders.

We currently have 26 Evo Allies from ASN, SSB and SSE who are in the process of vetting and training.

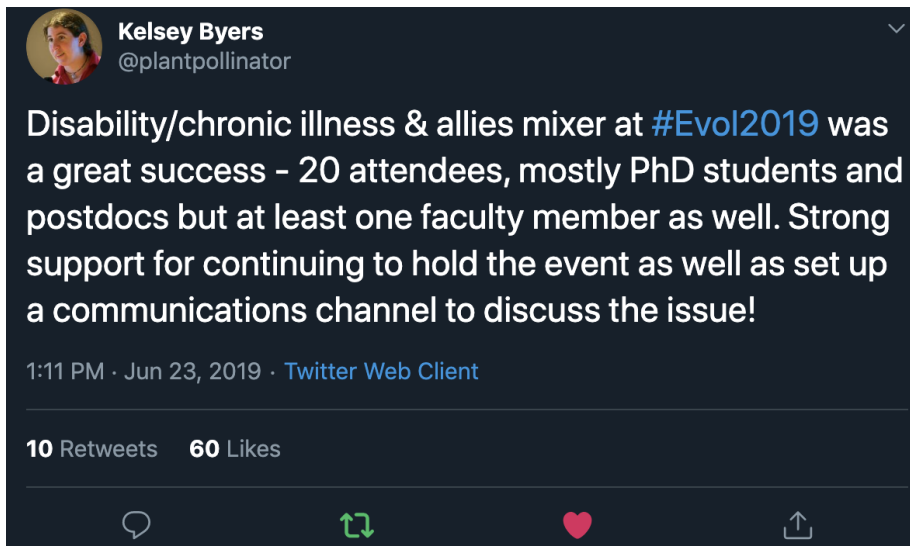


The 2019 Evolution Meeting Exemplified How to Make Scientific Conferences Inclusive Spaces.

JANET BUCKNER · JUNE 27, 2019

I've just returned from the 2019 Evolution meeting held in Providence, Rhode Island this year. The conference is run jointly by the American Society of Naturalists (ASN), Society of Systematic Biologists (SSB) and Society for the Study of Evolution (SSE). This was the best scientific meeting of my career for several reasons not least of which was the number of actions taken by the societies' to create an inclusive environment.

Buckner
Iowa State University
Preferred pronoun: she/her





Dr. Tracy Heath @trayc7 · Jun 28
Dr. Janet Buckner @bog_buckmoth wrote a blog post that really captures how many of us feel about the efforts at #Evol2019 to make the meeting safe and inclusive. This was my 16th @Evol_mtg and it was probably the best one yet.



The 2019 Evolution Meeting Exemplified How to M...
I've just returned from the 2019 Evolution meeting held in Providence, Rhode Island this year. The ...
[bio-diversity.org](#)

1 17 48

View this thread



Katie Grogan @Dr_KatieG1 · Jun 27
Agree with the post highlighting here, this may have been the best/most inclusive meeting of my career so far. Great job #Evol2019



Bio-Diversity @OurBioDiversity · Jun 27
The 2019 Evolution Meeting Exemplified How to Make Scientific Conferences Inclusive Spaces. [bio-diversity.org/blog/2019/6/27...](#)

3 15



Megan Phifer-Rixey @RixeyMegan · Jun 25
Replying to @EcoEvoLab
There is still a long way to go, but the Evolution meetings are becoming more inclusive. The organizers are making progress, but all of us have to do the work, too. Support the undergrads who are brave and excited enough to come and present. #Evol2019

5 23



Kelsey Byers
@plantpollinator

Disability/chronic illness & allies mixer at #Evol2019 was a great success - 20 attendees, mostly PhD students and postdocs but at least one faculty member as well. Strong support for continuing to hold the event as well as set up a communications channel to discuss the issue!

1:11 PM · Jun 23, 2019 · [Twitter Web Client](#)

10 Retweets 60 Likes



Casey terHorst @EcoEvoLab · Jun 26

Just wanted to report that the person was identified and this was all handled through #SafeEvolution and #Evol2019 in a great way. Again, grateful that the societies have put practices in place to handle these incidents so well.



Dr. Emily Sessa @ebsessa · Jun 28

Organizers of conferences, take note! #Evol2019 did a lot of positive, #inclusive things this year!



Bio-Diversity @OurBioDiversity · Jun 27

The 2019 Evolution Meeting Exemplified How to Make Scientific Conferences Inclusive Spaces. [bio-diversity.org/blog/2019/6/27...](#)

8 37



Courtney Fitzpatrick @clynfitzpatrick · Jun 26

This survey takes only a sec--I can vouch for it! I was startled by how much just seeing all the EvoAlly buttons enhanced my experience of #Evol2019. Thanks to all who took the training and wore them.



Dr. Kelly R. Zamudio @KZ_Cornell · Jun 25

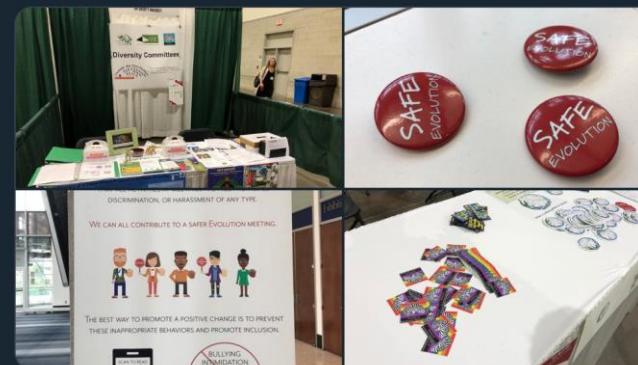
The #Evol2019 code of conduct committee needs feedback! Please f out the anonymous survey on whether #SafeEvolution has worked, what to change, and what could be improved. We need to hear from our community!

Survey will take less than 2 min.
[forms.gle/7S6QTKHU8CFJBR...](#) [twitter.com/omearabrian/st...](#)



Hervé Sauquet @hsauquet_rbgysd · Jun 25

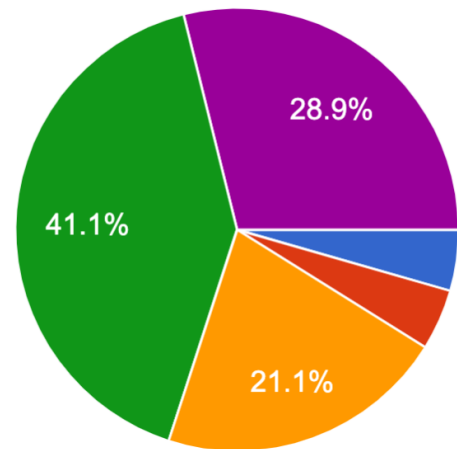
Super impressed with all of the actions taken by the three organising societies of #Evol2019 to promote diversity, inclusion, and a safe environment, including the fabulous @storycollider event and an official #LBGTStem social
[@systbiol](#) [@sse_evolution](#) [@ASNAmanat](#)



8 37

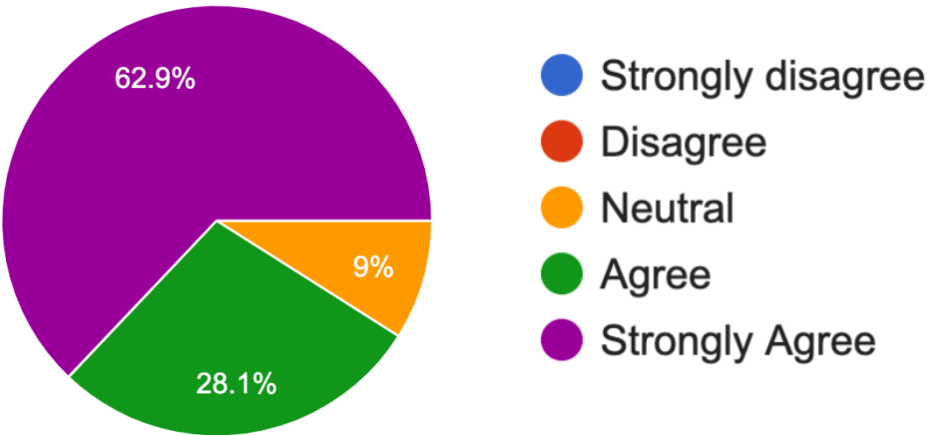
Overall, the Safe Evolution initiatives this year improved *my* experience of the meeting

90 responses



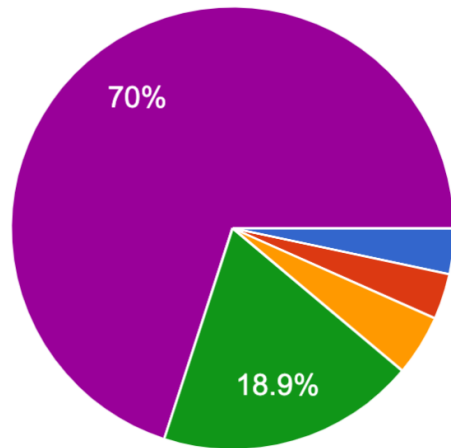
Evo Allies were visible throughout the meeting, including off site

89 responses



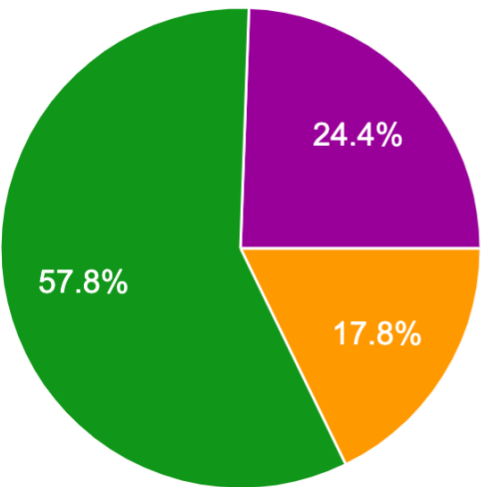
Overall, the Safe Evolution initiatives this year were something I was happy to see at the meeting

90 responses



Reporting procedures were clear

90 responses



More work to be done...



<https://www.evolutionmeetings.org/safe-evolution.html>

Questions? Andrea Case, execvp@evolutionsociety.org

Next Steps: Based on the Survey...

**3 Most
Significant
Gaps**

**4 Highest
Impact
Resources**

**4 High
Impact
Actions**

Other Ideas?:

Identification of Gaps, Priority Resources, and Actions

Search for: **Polling App** and we will begin to vote on your top responses according to the question being asked. Once all votes have been submitted, you will be given the chance to add additional responses not listed in any columns.



**10 Min
Break**

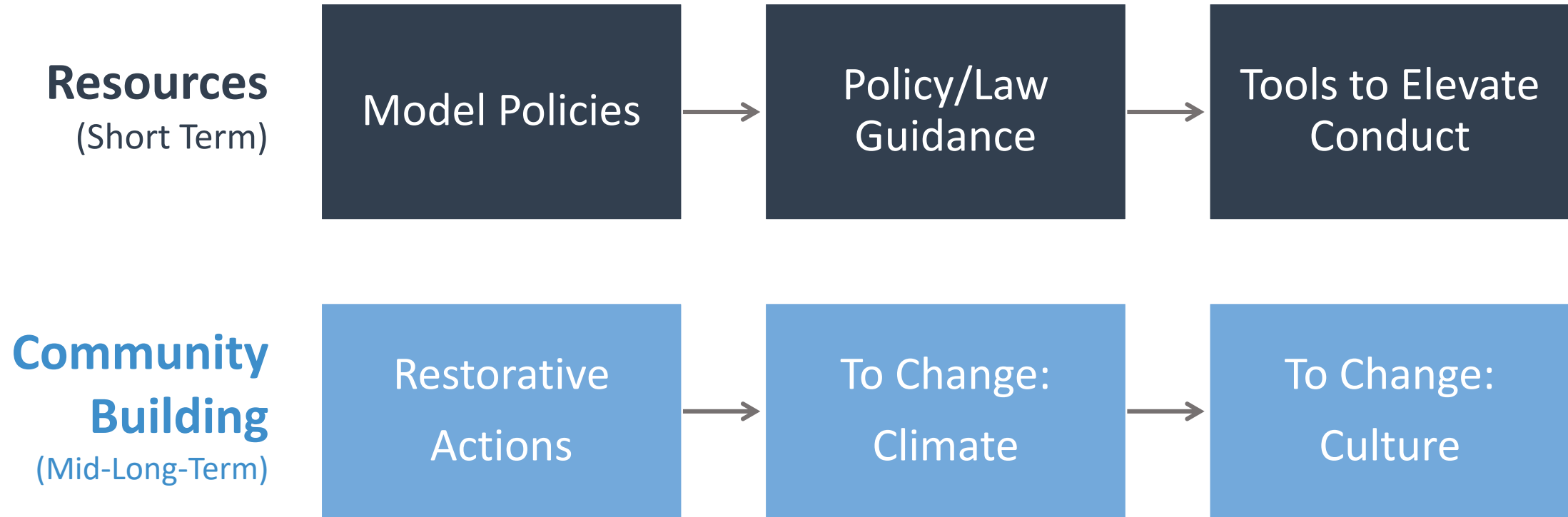
Back By
10:30

Framework Guidance:

Two Tracks To Advance Professional And Ethical Conduct, Climate And Culture



Framework Guidance: 2 Tracks



Societies Panel: Sharing Experience

Track 1:
Resources
& Initiatives

Felice Levine/AERA

Executive Committee Co-Chair

Marc Beebe/IEEE

Executive Committee Co-Vice Chair

Track 2:
Community
& Bridge Building/
Restorative Actions

David Acosta/AAMC

Executive Committee Co-Community Outreach and Inclusion Officer

Shari Miles- Cohen/APA

Executive Committee Co-Community Outreach and Inclusion Officer

Organizational Culture

Policy

Procedures

Implementation

Training

Practice “Conscious Inclusion”

AAMC Diversity Policy & Programs, *Foundational Principles of Inclusion Excellence*, 2017

- Diversity is a **strategic imperative** → **intentional**
- **Authenticity** and **intersectionality** are valued & encouraged
- **Safe & civil environment** to share their voices openly (*brave spaces*)
- **Dignity-consciousness** → everyone feels **validated**, **valued** and **respected**
- Sense of **belonging** → everyone is part of the *fundamental fabric* of the organization
- **Investment mindset** → *exclusionary practices* identified & addressed
- **Continuous Diversity Improvement** → **accountability** for diversity and inclusion efforts



Questions & Answers

Focus On Framework Track 2

Characteristics of
Inclusive Community and
Restorative Actions for
Conduct, Climate and
Culture Change

Dr. David Karp

Professor of Leadership Studies,
University of San Diego



Questions & Answers

SocietiesConsortium.com

**Check your email for
Members-only log-in**

Our Mission

The mission and role of societies is to set standards of excellence in STEM fields requiring high quality research, teaching and practice and high standards of professional conduct. This is only possible in a community that includes all talent, and is actively intolerant of sexual and intersecting bases of harassment.

[Learn More](#)

See Sean Worley/Reception for QQs



Networking Lunch

Be Back
By 1:10

Reaction: Sharing Experience

Society Initiatives on
Community Building &
Restorative Practices

Expert Research &
Case Studies

Moderator: David Karp

Professor of Leadership Studies, University of San Diego

David Acosta /AAMC

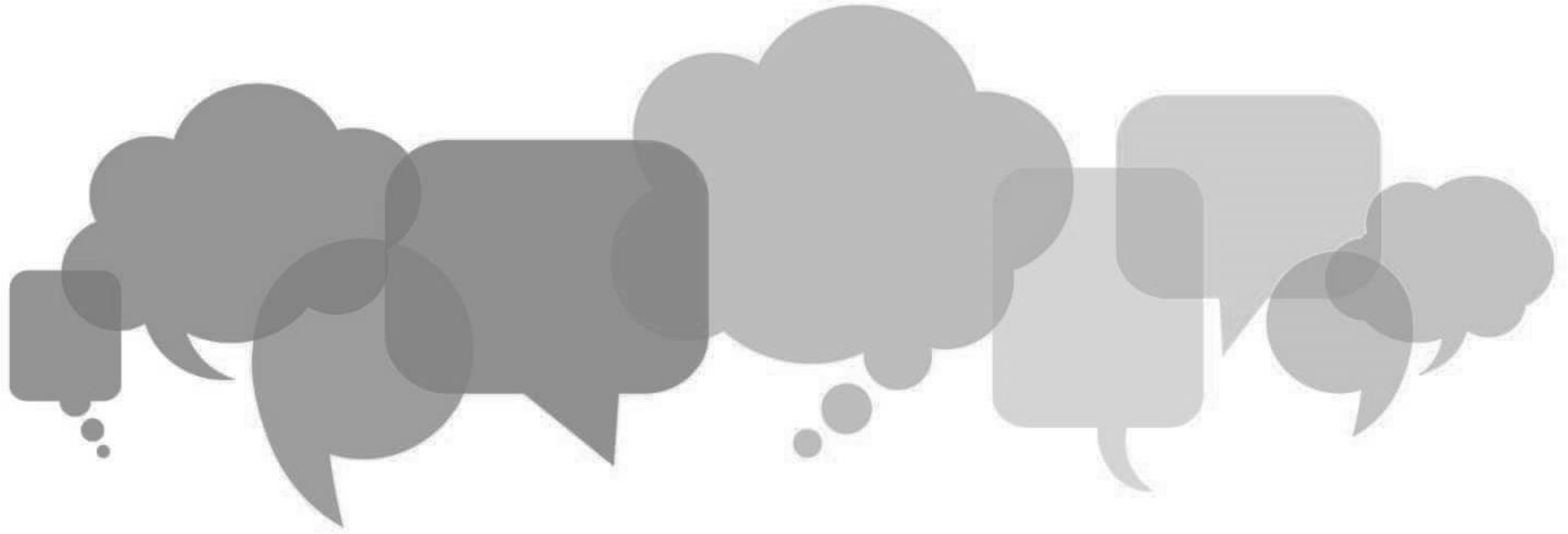
Executive Committee Co-Community Outreach and Inclusion
Officer

Shari Miles-Cohen/APA

Executive Committee Co-Community Outreach and Inclusion
Officer

Toni McMurphy

President, Infinite Impact



Questions & Answers

Framework Track 2

Community Building & Restorative Actions

- 2-3 ideas on how societies/fields can build inclusive communities and engage in restorative actions
- 1-2 associated resource/guidance needs

1:55 Working Group

- RED DOT- ABELSON
- GREEN DOT- HASKINS
- BLUE DOT- REVELLE
- ORANGE DOT- (promptly meet at the elevator for AAAS escort)
- YELLOW DOT- (promptly meet at the elevator for AAAS escort)

Framework Track 1

Making the Most of the Consortium's Resources:

Model Honors and Awards Policy

2:55 Working Group

- RED DOT- ABELSON
- GREEN DOT- HASKINS
- BLUE DOT- Auditorium

Peer Consultation & Open Mic Session

- 2:55 Working Group
- RED DOT- ABELSON
 - GREEN DOT- HASKINS
 - BLUE DOT- Auditorium

Answer Now:

**Do you want an all members
convening annually?**

Closing Segments: Peer Engagement and Outcomes of the Day



Societies Consortium Members Convening

Key Take-Aways On Sustaining Member Engagement

Do you want an annual
Members Convening?

Art Coleman

EducationCounsel

Societies Consortium Members Convening

Testing Key Takeaways of the Day and Next Steps:

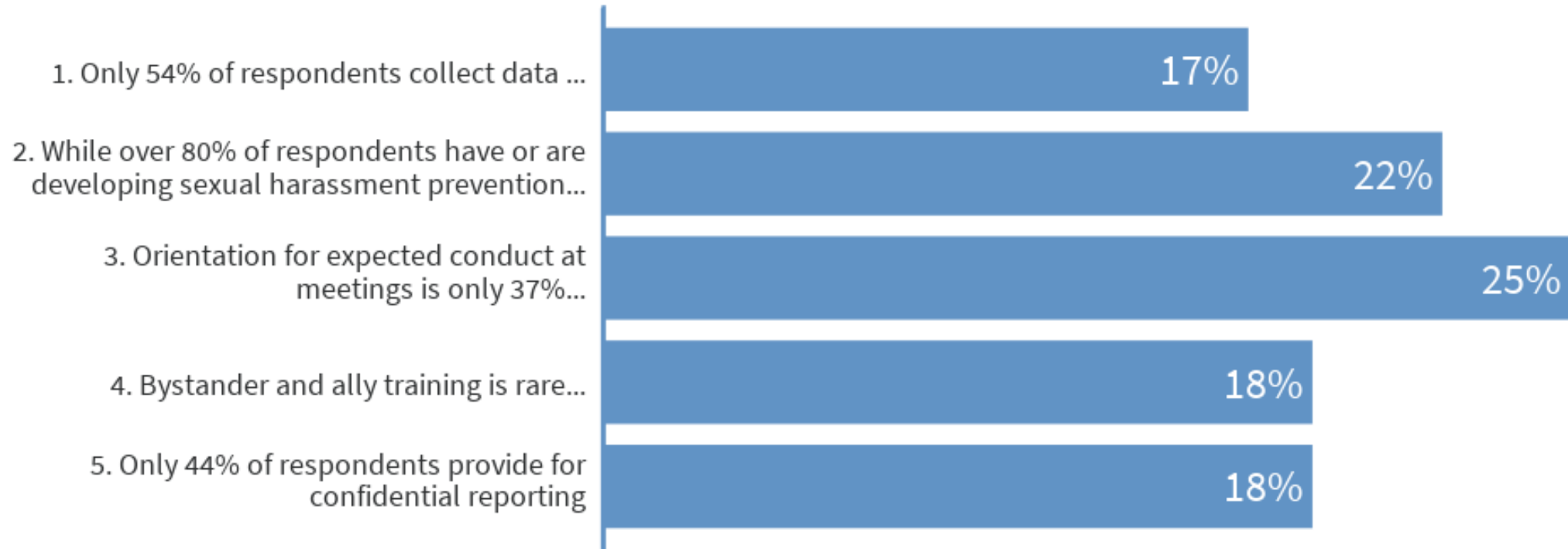
Framework, Building Inclusive
Communities and Bridges,
Restorative Actions

Jamie Lewis Keith

EducationCounsel

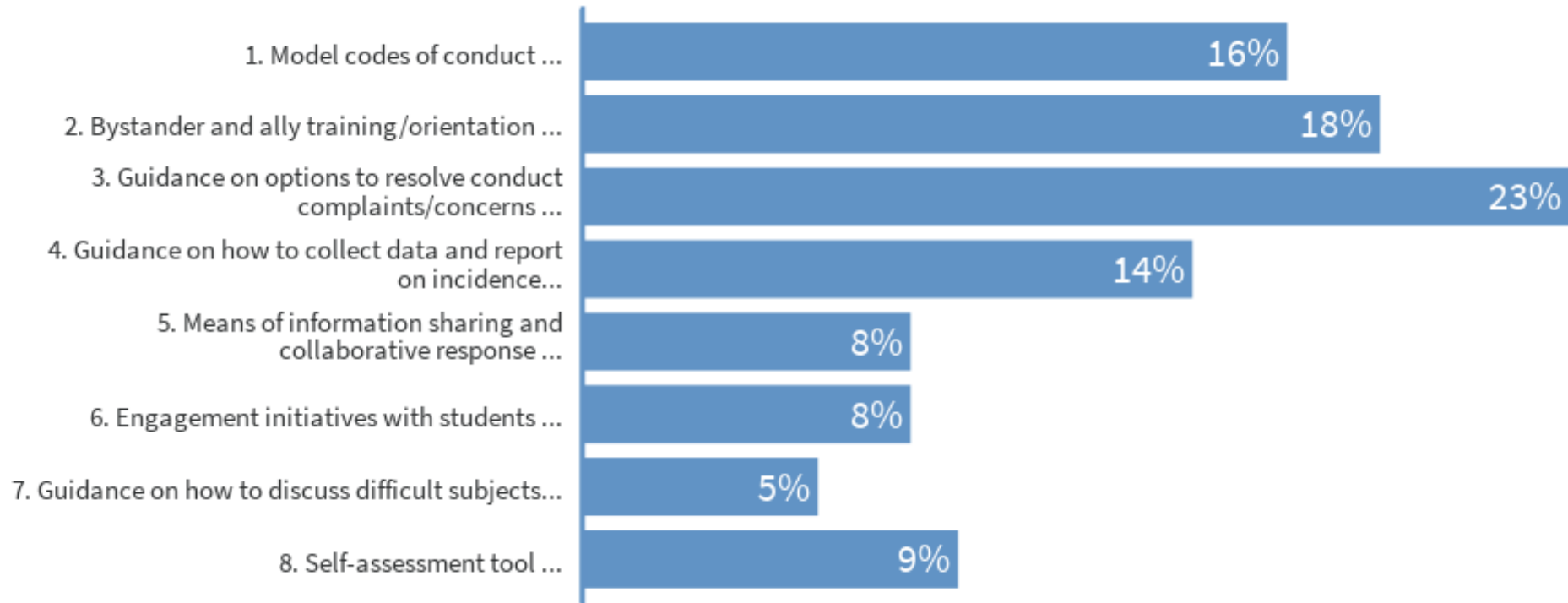
Results From Morning Survey

What are the 3 most significant gaps?



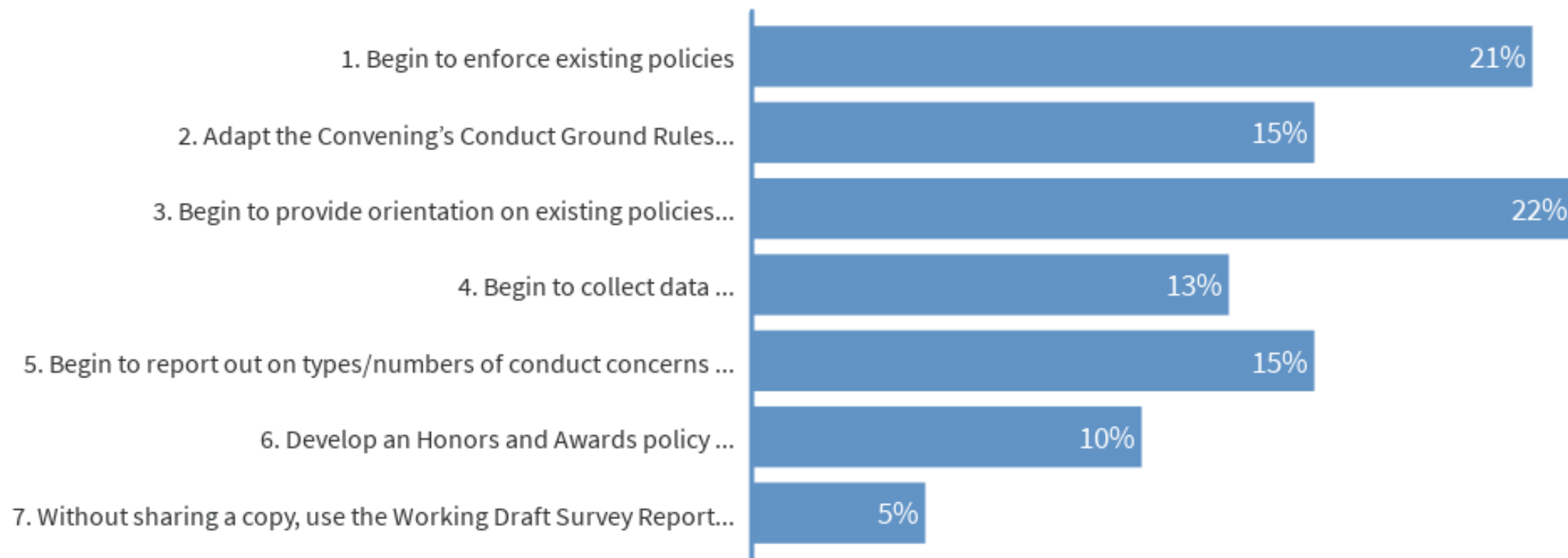
Results From Morning Survey

What are the 4 highest impact resources?



Results From Morning Survey

What are 4 high impact actions?



Results From Morning Survey

Are there any other ideas your group has that were not on this list?

“We need to define what is meant by "enforce". ”

“What kind of liability insurance might our organizations need that we don't already have? ”

“Validation of existing society policies by Consortium. ”

“Data about effectiveness of policies, resources, internations. ”

“Shared ombudspeople ”

“Curious about to institute an orientation program on conduct. ”

Societies Consortium Members Convening

Closing Reflections: Executive Committee Co-Chairs, Billy Williams/AGU and Felice Levine/AERA

- Stay tuned for the end of year call (November or December)
- Sean Worley is available for Consortium website questions
- Please answer the end-of-day question



If your thoughts have changed today, what are the most impactful next steps for societies and fields, and your highest priority resource needs for advancing inclusive conduct, climate and culture in STEMM?

THANK YOU!

Please Join
Colleagues For The
Post-convening
Reception



An initiative to advance professional and ethical conduct, climate & culture