

SOCIETIES CONSORTIUM ON SEXUAL HARASSMENT IN STEMM

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

EXECUTIVE COMMITTEE:

American Association for
the Advancement of
Science
American Chemical
Society
American Educational
Research Association
American Geophysical
Union
American Physical
Society
American Psychological
Association
American Society for Cell
Biology
Association of American
Medical Colleges
Entomological Society of
America
Institute of Electrical
and Electronics
Engineers

Sept. 16, 2019

SOCIETIES CONSORTIUM

ALL MEMBERS CONVENING





Table of Contents

1. September 16, 2019: All Members Convening Agenda
2. Conduct Ground Rules
3. Process for Handling Any Conduct Concerns
4. Federal Update
5. Website Launch
6. Framework Guidance
7. Practice “Conscious Inclusion”

Achieving Inclusion Excellence in Academic Medicine, AAMC

Link to:

CAMPUS PRISM: A Report on Promoting Restorative Initiatives for Sexual Misconduct on College Campuses [https://www.sandiego.edu/soles/documents/center-restorative-justice/Campus PRISM Report 2016.pdf](https://www.sandiego.edu/soles/documents/center-restorative-justice/Campus_PRISM_Report_2016.pdf)

(The principles in this report apply in student, faculty and staff settings.)

8. Members License Agreement
9. Open Mic. Topics of Concern and Closing Questions
10. List of Current Societies in the Societies Consortium
11. Lists of Individuals and Contact Information (Available on Website)
12. Panelist and Facilitator Bios

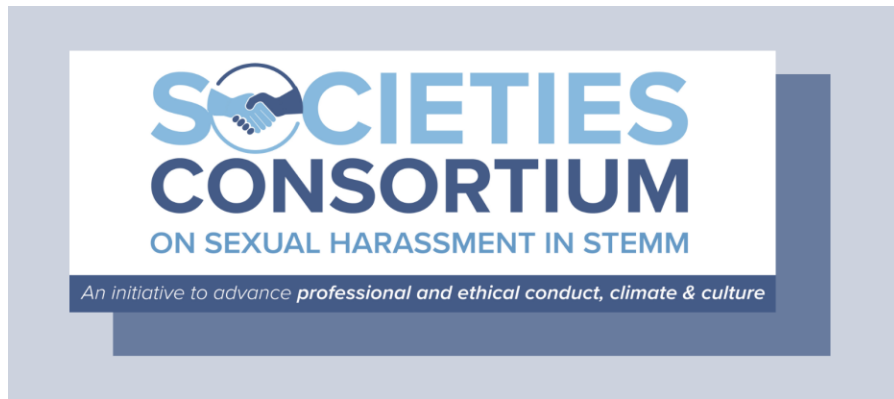


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SOCIETIES CONSORTIUM

ON SEXUAL HARASSMENT IN STEMM

Societies Consortium All Members Convening

AAAS Headquarters

1200 New York Avenue, NW, Washington, DC 20005

Enter at the 12th and H Streets doors

Time: 9:00 am-5:00 pm ET

(Breakfast and optional updates are available at 8:00 a.m.; A reception will follow the main program)

Overarching Theme: Advancing Conduct, Climate and Culture Change for Excellence in STEMM

Goals for the Day:

- *Provide opportunities for Member-society-peers to share insights, resources and concerns, and sustain an engaged Societies Consortium community whose Members inform one another about lessons learned and effective practices.*
- *Elevate knowledge, provide resources, and facilitate strategies on:*
 - *how to build communities and bridges for collaboration in STEMM fields*
 - *how to effectively use Consortium resources and restorative actions**to actively embrace diversity and inclusion, actively demonstrate intolerance of sexual and intersecting bases of harassment, and advance excellence in STEMM fields.*

Chatham House Rule Applies: *“Participants are free to use the information received, but neither the identity nor the affiliation of the speaker(s), nor that of any other participant, may be revealed.”*

AGENDA

Location: Mezzanine and Abelson/Haskins and Revelle

8:00 – 9:00 Breakfast Available

8:00 – 8:50 Members Networking; and Optional Program

During this time Members may choose to attend the following Optional Update Program:

8:10 - 8:25 Consortium Overview for New Members – Location: Revelle

- Session for New Members (which joined after the first members’ call on April 26, 2019).
EducationCounsel, Lisa Battalia

8:20 – 8:50 Members Updates – Location: Abelson/Haskins

- **Highlights of Agency Actions, Hearings on the Hill, and Legislative Update**
Executive Committee Co-Vice Chair, Shirley Malcom/AAAS; and Joanne Carney/AAAS
- **National Academies Higher Education Action Collaborative**
Executive Committee Co-Chair, Billy Williams/AGU
- **Societies Consortium Advisory Council**
Executive Committee Co-Advisory Council Overseers, Mary Kirchhoff/ACS and Monica Plisch/APS; EducationCounsel, Jamie Lewis Keith

8:50 – 9:00 Members Networking – Location: Mezzanine

Location: Auditorium

Welcome
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9:00 – 9:12 Welcome, Introductions, and Overview of the Day

EducationCounsel, Jamie Lewis Keith

9:12 – 9:25 Consortium Accomplishments, Parking Lot, and Members’ Questions

Executive Committee Co-Chair, Felice Levine/AERA

Lessons Learned from the Members Survey and Next Steps

9:25 – 9:50 Members Survey Report: Current State of Societies' Policies and Practices

- Key Survey Report Takeaways; Opportunities to Use the Survey Results; Society Self-Assessment; and Outreach to Society Members to Advance Professional and Ethical Conduct

Introduction: *EducationCounsel, Art Coleman*

Executive Committee Co-Vice Chair, Marc Beebe/IEEE;

Leadership Council Member, Rachel Ivie/AIP

EducationCounsel, Lisa Battalia

- Q&A

9:50 – 10:20 Implications for Consortium and Members Next Steps

- **What Small Societies *Can Do!***

*Society for the Study of Evolution Exec. Vice President, Andrea Case—
Evolution 2019 Conference*

- **Members Turn and Talk: Input on Lessons Learned, Next Steps**

Introduction: *EducationCounsel, Jessica Morales*

10:20 – 10:30 Break

10:30 – 10:45 Reactions and Impact Advice: What resources and actions would have the greatest impact on sexual harassment prevention?

University of Connecticut Professor of Psychology, Vicki Magley (via video)

Framework Guidance: Two Tracks to Advance Professional and Ethical Conduct, Climate and Culture

10:45 – 10:55 Framework Guidance Presentation

EducationCounsel, Jamie Lewis Keith

10:55 – 11:25 Framework Panel: Two Tracks to Advance Ethical/Professional Conduct, Climate & Culture

Panel:

Moderator: *Executive Committee Co-Vice Chair, Andrew Black/AAAS*

Executive Committee Co-Chair, Felice Levine/AERA

Executive Committee Co-Vice Chair, Marc Beebe/IEEE

Executive Committee Co-Community Outreach and Inclusion Officer, David Acosta/AAMC

Executive Committee Co-Community Outreach and Inclusion Officer, Shari Miles-Cohen/APA

- **Track One—Resources and Strategies**
Felice Levine and Marc Beebe
- **Track Two—Community & Bridge Building/Restorative Actions**
David Acosta and Shari Miles-Cohen
- **Q&A**

11:25 – 12:25 Focus on Track Two— Community Building: Characteristics of Inclusive Community and Restorative Actions for Conduct, Climate and Culture Change

University of San Diego Professor of Leadership Studies, David Karp

- **Q&A**

Location: Mezzanine, Abelson, Haskins, Revelle

12:25 – 1:10 Networking Lunch Break

- Member-Requested Affinity Group Tables will be available if desired

Location: Auditorium

1:10 – 1:55 Panel Reaction and Discussion: Community Building and Restorative Actions for Culture and Climate Change

Panel:

Moderator: University of San Diego Professor of Leadership Studies, David Karp

Infinite Impact President, Toni McMurphy

Executive Committee Co-Community Outreach and Inclusion Officer, David Acosta/AAMC

Executive Committee Co-Community Outreach and Inclusion Officer, Shari Miles-Cohen/APA

- The panel will share resources/case studies/experience on community building and use of restorative practices; and create coherence regarding key concepts and priority strategies/next steps.
- **Q&A**

Location: Mezzanine, and Break Out Rooms

1:55 – 2:30 Break Out: Community Building and Restorative Actions

- **Small Group Discussion Facilitated by Outside Experts**

Each group discusses Dr. Karp's and Panel Discussants' key points and the Framework Guidance, while identifying key ideas on how societies can build inclusive communities and engage restorative actions and remedies to change

climate and culture, as well as important resources or guidance needs that the Consortium could provide or facilitate.

Random assignments are designated by colored dots on badges and corresponding rooms:

- **RED DOT- ABELSON**

Facilitated by *Executive Committee Co-Community Outreach and Inclusion Officer, David Acosta/AAMC*
Co-Vice-Chair, Shirley Malcom/AAAS
Stanford Medicine Executive Director of Presence & Program in Beside Medicine, Sonoo Thadaney

- **GREEN DOT- HASKINS**

Facilitated by *UC Davis Health Director of Institutional Culture/Climate and Community Engagement, Adrienne Lawson*
EducationCounsel, Jamie Lewis Keith

- **BLUE DOT- REVELLE**

Facilitated by *University of San Diego Professor of Leadership Studies, David Karp*
Executive Committee Co-Community Outreach and Inclusion Officer, Shari Miles-Cohen/APA

- **ORANGE DOT- (promptly meet at the elevator for AAAS escort)**

Facilitated by *Rush Medical College Associate Dean of Student Affairs, Jay Behel*
EducationCounsel, Jessica Morales

- **YELLOW DOT- (promptly meet at the elevator for AAAS escort)**

Facilitated by *Infinite Impact President, Toni McMurphy*
EducationCounsel, Lisa Battalia

2:30 – 2:55 Break and Gallery Walk

Making the Most of the Consortium’s Resources: Model Honors and Awards Policy

Location: Mezzanine, and Break Out Rooms

2:55 – 3:40 Break Out: Small Group Q&A on Model Honors and Awards Policy Content and Implementation

Random assignments are designated by colored dots on badges and corresponding rooms:

- **RED DOT- ABELSON**

Facilitated by *Executive Committee Co-Vice Chair, Shirley Malcom/AAAS*
EducationCounsel, Jamie Lewis Keith

- **GREEN DOT- HASKINS**

Facilitated by *Executive Committee Co-Chair, Felice Levine/AERA*
EducationCounsel, Art Coleman

- **BLUE DOT- Auditorium**

Facilitated by Executive Committee Co-Chair, Billy Williams/AGU

Co-Vice Chair, Andrew Black/AAAS

EducationCounsel, Lisa Battalia

3:40 – 3:45 Move to Next Break Out

Closing Segments: Peer Engagement and Outcomes of the Day

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Location: Mezzanine and Break Out Rooms

3:45 – 4:45 Break Out: Peer Consultation and Open Mic Session

- Members choose topics of concern and needed support, as well as raise ideas for sustained peer engagement.

Random assignments are designated by colored dots on badges and corresponding rooms:

- **RED DOT- ABELSON**

Facilitated by Executive Committee Co-Vice Chair, Andrew Black

Co-Advisory Council Overseer, Monica Plisch/APS

- **GREEN DOT- HASKINS**

Facilitated by Executive Committee Co-Vice Chair, Shirley Malcom/AAAS

Co-Advisory Council Overseer, Mary Kirchhoff/ACS

EducationCounsel, Jessica Morales

- **BLUE DOT- Auditorium**

Facilitated by, Executive Committee Co-Leadership Counsel Overseer, Erika Shugart/ASCB

EducationCounsel, Lisa Battalia and Sean Worley

- **Gallery Walk**

Location: Auditorium

4:45 – 5:05 Closing

- **Key Take-aways on Sustaining Member Engagement**

Means for sustained Member engagement for consideration and follow-up design by the Executive Committee and Leadership Council with EducationCounsel

EducationCounsel, Art Coleman

- **Testing Key Takeaways of the Day and Next Steps: Framework, Building Inclusive Communities and Bridges, Restorative Actions**

EducationCounsel, Jamie Lewis Keith

- **Closing Reflections**

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

Location: Mezzanine

5:05 – 6:00 Post-Convening Reception and Member Networking

Important Contacts

1. For Conduct Concerns: Convening Contacts—With Orange Ribbon Badges

*Felice Levine, text to 202-262-7189

*Shirley Malcom, text to 202-251-5082

**Recused from their Executive Committee roles relating to conduct at the Convening in order to serve as convening contacts.*

2. For Convening Governance: Convening Officials—With White Ribbon Badges

Societies Consortium Executive Committee Members in Attendance:

Billy Williams/AGU, Co-Chair

Andrew Black/AAAS, Co-Vice Chair

Marc Beebe/IEEE, Co-Vice Chair

David Acosta/AAMC, Co-Community Outreach and Inclusion Officer

Ross McKinney/AAMC Co-Executive Committee Member

Shari Miles-Cohen/APA, Co-Community Outreach and Inclusion Officer

Erika Shugart/ASCB, Co-Leadership Council Overseer

Mary Kirchhoff/ACS, Co-Advisory Council Overseer

Monica Plisch/APS, Co-Advisory Council Overseer

EducationCounsel Senior Administrators for the Consortium:

Jamie Lewis Keith

Art Coleman

3. For General Convening Information: EducationCounsel Representatives—With Blue Ribbon Badges

Lisa Battalia, Jessi Morales, and Sean Worley



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

September 16, 2019 Members Convening Conduct Ground Rules

There is every expectation that representatives of Societies Consortium member-societies will demonstrate high standards of inclusive conduct at the first Members Convening on September 16, 2019. However, to model the actions needed to further the Consortium's mission of advancing professional, ethical and inclusive conduct, climate and culture, it is important to have conduct guidelines for the Consortium's convening, as we would advise for society convenings. Development of model meetings and general conduct codes is part of the Consortium's year-one workplan for the 4th Quarter. In the meantime, the following Conduct Ground Rules apply to all those who participate in, serve, or are otherwise involved in the Members Convening ("participant"), with the overarching objective of advancing full participation and safety for all people:

- ❖ Demonstrate respect and consideration for all people;
- ❖ Listen well to others;
- ❖ Be collaborative. Also be mindful not to exert dominance over others. Consider the effect of relationship, position, experience, and privilege power differentials, and other factors to avoid dominance;
- ❖ Demonstrate that differing perspectives are valued—critique ideas (not people). No personal attacks;
- ❖ Be aware of others' personal space and don't get into it without **explicit** invitation/consent. Friends' tradition of greeting each other with a hug is fine, if both **in fact** consent;
- ❖ Demonstrate welcome for a diversity of individuals and their identities. Do not engage in biased, demeaning, intimidating, coercive, or harassing/hostile conduct or commentary, whether seriously or in jest (e.g., based on power differential, gender [sex, identity, expression], sexual orientation, race, ethnicity or national origin, religion, marital status, veteran status, age, physical appearance, disability, body size or other physical appearance, or other identities);
- ❖ No violence, threats of violence, or threats of harm of any kind. Do not create/contribute to a safety threat or unsafe situation;
- ❖ No retaliation/disadvantageous treatment of any kind for reporting a conduct concern or assisting in its resolution. No bad faith accusations;
- ❖ Respect and adhere to all policies and instructions of our host, the American Association for the Advancement of Science (AAAS), any member of the Societies Consortium Executive Committee and/or the Consortium's senior administration at EducationCounsel (each, a "convening official," see below);
- ❖ If asked by a session leader or facilitator, or any convening official, to stop conduct or comments, immediately comply.

The Conduct Ground Rules apply to participants (a) at the Members Convening, and (b) in activities and at locales in association with the Convening (i.e., in transit, at the Convening site, and in activities and at other sites, whether or not part of an official activity of the Convening, occurring in the general timeframe of the Convening, when any participant or Societies Consortium member or its member(s) is affected).

If you have a conduct concern or are in distress or danger—or if you see anyone in distress or danger—act by alerting a **convening contact** (see below). If you raise a concern to a convening contact and request confidentiality, reasonable steps will be taken to that end, unless safety or law require otherwise.

If immediate and serious public safety concern exists or is threatened, call 911.

Note About Differences of Opinion and Offense: It is not a violation of these Conduct Ground Rules to express an opinion or raise research or an experience (“articulation”) that is at odds with the opinions of or is offensive to others—if the articulation is part of a serious discussion of the convening topic at hand and is offered in a manner that is demonstrably mindful of minimizing its potential adverse effect on others. That means expressing differing positions on a topic with respect and consideration for all. It also means not making an articulation reasonably expected to cause offense gratuitously (unrelated to the convening topic at hand or unnecessary for the convening’s work on that topic); not directing the articulation as a personal attack or put-down of an individual; not dominating the discussion with the articulation; and not otherwise having the effect of interfering with others’ reasonable ability to fully participate and be welcome. It further means demonstrating consideration for anyone who appears to be in distress by promptly stopping the cause and demonstrating caring.

Note About Affective Communication: Nothing in these Conduct Ground Rules is intended to stifle the warmth of interaction and collegiality that the Consortium aims to engender for all by eradicating unwelcoming conduct. The affect shared between individuals with an understanding of mutuality and consent (e.g., a hug hello between old friends) is appropriate, so long as those involved have every reason to believe it is reciprocal.

Consequences: Failure to adhere to any of these Conduct Ground Rules may result in your being compelled to leave the convening at your own cost, as determined by a convening official to be in the best interest of the Consortium’s membership and mission. Other/additional consequences to be determined by the Consortium Executive Committee (or a subgroup of it) may include, without limitation, notification of your society and/or being banned from participation in the Consortium.

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EducationCounsel Senior Administrators for the Consortium:

Jamie Lewis Keith

Art Coleman

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Lisa Battalia, Jessi Morales, and Sean Worley



This response process will be made more generic and options will be added as part of the meeting model conduct code being produced as a 4th quarter deliverable. A response process should accompany a conduct code.

Process for Handling Any Conduct Concerns Raised at the September 16, 2019 Members Convening:

1. Shirley Malcom and/or Felice Levine, as the fact-finders, will speak to those directly involved and assess the situation. They will determine if it is one that can (and should) be diffused by a word with and lesson learned by those involved—or if it appears that a person should leave the meeting, potentially have other consequences imposed (to be decided by the Exec Comm later), or (highly unlikely to occur) may require police involvement at the time.
2. Drs. Malcom and Levine will work together if the situation is one requiring real fact-finding, not diffusion. If so, they will instruct all involved of the importance and ethical imperative of maintaining confidentiality to enable a review.
3. Drs. Malcom and Levine will conduct their discussions and work in a separate area and will make notes of time, people involved, situation/facts and how all is handled. They will keep the fact-finding and any appropriate amicable resolution separate from any real consequences decision.
4. Jamie Keith or Art Coleman will be available for consultation, if needed. Billy Williams, as Exec. Comm. Co-Chair, will be informed promptly after a situation is diffused, or for involvement if more action may be needed.
5. In addition to an empathetic ear for anyone in distress, Drs. Malcom and/or Levine will ask each of the target and accused if s/he needs a quiet place to be for a while, or any other help to feel safe.
6. Any Exec. Comm. member (other than Drs. Malcom and Levine), or Jamie Keith or Art Coleman, in their EducationCounsel Consortium senior administrator role, can require a person to leave the meeting, which aside from the highly unlikely need to call police, is the only on-site/at the time consequence (except as provided in 8). Two people in that group will confer on that decision if feasible. That decision and who was involved in making it also will be recorded in notes.
7. The Exec. Comm. will be notified of any occurrence that requires these interventions during or at the end of the meeting (and in the event of an unlikely significant incident) can convene at AAAS.
8. If anyone is made to leave the meeting or a situation otherwise seems not be fully addressed, the Exec. Comm., or a subgroup determined by Dr. Williams, as Exec. Comm. Co-Chair, promptly at the end of the meeting or during the meeting, depending on need, will make any decision on whether further immediate action is required. This could be, e.g., after the target and accused have been given an opportunity to convey their sides of the situation to Drs. Malcom and/or Levine, notification to the home society of and/or short temporary suspension of the accused from Consortium involvement. With consent of the target, his/her home society will also be informed. (Such notice may have to be given after conferring with and offering support to the target, if notifying his/her home society is needed for safety or other compelling reasons.)



9. Promptly after the meeting, the Exec. Comm., or a subgroup formed by Dr. Williams, as Co-Chair, will convene to further review the matter if banning (or an indefinite suspension) from further Consortium participation may be warranted and to consider whether there is the possibility for a restorative justice opportunity (alone or in combination with other steps), or any other steps may be warranted.
10. The individuals directly involved (target and accused) will be informed of the immediate action taken (e.g., removal from the meeting) and that the Exec. Comm. or a subgroup of it will review and decide any further needed action.
11. If an easy diffusion isn't appropriate or hasn't resolved the matter and there are witnesses, they will also be contacted by Drs. Malcom and Levine during the convening. They will be instructed on the importance and ethical imperative to maintain confidentiality to enable a review.
12. Andrew Black and David Acosta will also be brought in promptly if anyone is required to leave the meeting or if there otherwise may be social media or other media attention, and all Exec. Comm. members will be advised of how this aspect is being addressed. Also to be considered will be whether any statement at the meeting is needed. (Care will be taken to maintain confidentiality respecting individuals involved, if possible; and, in any event, to not make prejudgments if someone is accused and there will be further review and opportunity to bring facts to light before facts and final consequences are decided.)



Policy Updates: September 16, 2019

Congressional Actions

Combating Sexual Harassment in Science Act of 2019

H.R.36: 102 Cosponsors (95 Dems:7 Reps)

Passed the House by Voice Vote on July 23, 2019

House Science, Space & Transportation [Hearing](#) on June 12, 2019

S.1067: 10 Cosponsors (9 Dems: 1 Indep)

Introduced May 8, 2019; No Further Actions

This bill addresses sexual harassment and gender harassment in the science, technology, engineering, and mathematics (STEM) fields by supporting research regarding such harassment and efforts to prevent and respond to such harassment. It directs the National Science Foundation (NSF) to award grants to institutions of higher education or nonprofit organizations (or their consortia) to: (a) expand research into sexual harassment and gender harassment in the STEM workforce, including students and trainees; and (b) examine interventions for reducing the incidence and negative consequences of such harassment.

Directs NSF to convene a working group composed of representatives of federal statistical agencies to develop questions on sexual harassment and gender harassment in STEM departments in order to gather national data on the prevalence, nature, and implications of such harassment in institutions of higher education.

Directs NSF to enter into an agreement with the National Academies of Sciences, Engineering, and Medicine to: (1) update a responsible conduct guide issued by the National Academies to include, among other things, updated professional standards of conduct in research and evidence-based practices for fostering a climate that is intolerant of sexual harassment and gender harassment; and (2) study the influence of such harassment in institutions of higher education on the career advancement of individuals in the STEM workforce.

The National Science and Technology Council shall establish an interagency working group to coordinate the federal science agencies' efforts to reduce the prevalence of sexual harassment and gender harassment involving grant personnel.

STEM Opportunities Act of 2019

H.R. 2528: 29 Cosponsors (25 Dems:4 Reps)

Amended & Reported out of Committee July 30, 2019

House Science, Space & Transportation [Hearing](#) on May 9, 2019

This bill authorizes the Director of the Office of Science and Technology Policy to carry out programs and activities to ensure that Federal science agencies and institutions of higher education receiving Federal research and development funding are fully engaging their entire talent pool, and for other purposes. Requires federal science agencies to collect demographic data on all grant applicants. The National Science Foundation would aggregate this data and report summary statistics biennially. Instructs agencies

[Type here]

to implement policies for minimizing the impact of implicit bias in reviews of grant applications. Directs the White House Office of Science and Technology Policy to issue guidance to agencies on policies for supporting principal investigators with caregiving responsibilities. Directs OSTP to issue guidance to universities and federal labs on best practices for addressing cultural and institutional barriers to recruiting and retaining STEM workers from underrepresented groups. Directs NSF to administer research grants to evaluate the data collected and policies implemented as a result of the act.

Executive Branch Actions

NIH Working Group Meeting & Harassment Policy. NIH Advisory Council to the Director (ACD) created a [Working Group on Changing the Culture to End Sexual Harassment](#) and held listening sessions to hear from the research community. The NIH also created a [website](#) with resource information. In June 2019, they presented [interim recommendations](#) to the ACD, which include: Treat professional misconduct, including sexual harassment, as seriously as research misconduct. Require all PIs to attest, when submitting NIH grant applications and progress reports, that they have not violated and will not violate their institutional code of conduct. Establish mechanisms for restorative justice for survivors and to recapture lost talent. Develop novel approaches to address investigator independence from their mentors.

NSF Harassment Policy. The National Science Foundation (NSF) is committed to fostering safe research and learning environments. On September 21, 2018, it published the final version of a new term and condition entitled "[Notification Requirements Regarding Findings of Sexual Harassment, Other Forms of Harassment, or Sexual Assault](#)" in the Federal Register. When incorporated into an NSF award, awardee organizations will be required to notify NSF of any findings/determinations of sexual harassment, other forms of harassment, or sexual assault regarding an NSF funded Principal Investigator (PI) or co-PI, or of the placement of the PI or co-PI on administrative leave, or the imposition of any administrative action relating to harassment or sexual assault finding or investigation. See [FAQs](#) for further information.

NASA Harassment Policy. NASA published a [request for public comments](#) in the Federal Register on July 17, 2019, to proposed revisions its terms and conditions. The new term and condition will require recipient organizations to report to NASA any findings/determinations of sexual harassment, other forms of harassment, or sexual assault regarding a NASA funded PI or Co-I. The new term and condition will also require the recipient to report to NASA if the PI or Co-I is placed on administrative leave or if the recipient has imposed any administrative action on the PI or Co-I, or any determination or an investigation of an alleged violation of the recipient's policies or codes of conduct, statutes, regulations, or executive orders relating to sexual harassment, other forms of harassment, or sexual assault. Finally, the award term and condition outlines procedures that will be followed by NASA upon receipt of a report.

OSTP [Joint Committee on Research Environments](#). This is a new National Science and Technology Council group managed under OSTP that will address 4 critical themes: Safe and Inclusive Research Environments; Rigor and Integrity in Research; Research Security; and Reducing Administrative Burdens. JCORE held its first interagency meeting in July 2019. The Safe and Inclusive Research Environments hopes to conduct a landscape analysis of related federal agencies policies and programs, including harassment.

SOCIETIES CONSORTIUM WEBSITE LAUNCH

The Societies Consortium website will be live on Sept. 16th, 2019. The URL is societiesconsortium.com.

Further information will be provided Sept. 17th regarding log-in access.



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Our Mission

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

[Learn More](#)



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

Framework for Governance: The Strategic Priority of Inclusion to Advance Excellence in STEMM

Purpose of the Framework:

To further the mission of the Societies Consortium on Sexual Harassment in STEMM, its work must advance inclusion of all talent to maximize excellence and integrity in the fields.

For governance toward that end, this framework outlines strategic priorities and principles that drive every aspect of the Consortium's work. This framework also is a model that may be excerpted and adapted by the governing boards and administrations of societies and others that seek to advance the strategic and reputational interests of excellence and contributions to society.

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.

The necessary work of the Consortium and societies, as well as others in the fields more broadly, involves many short-term steps and concrete policy changes that contribute to an expectation of ethical and professional, respectful and inclusive conduct in STEMM. The ultimate success of the endeavor requires much harder, middle- and longer- term work to build communities in STEMM that will change conduct, climate and culture, with a focus on both existing participants in the fields (institutional and individual) and upcoming generations.

Supporting Principles and Definitions

- Sexual harassment is a critical issue of ethics, equity, diversity, inclusion and excellence in STEMM research, education and practice. It is a barrier to excellence that must be eliminated.
- Sexual harassment, as included in the Societies Consortium's mission is broadly defined to include gender harassment (sexism, disrespect, and denigration on the basis of gender), quid pro quo and hostile environment sexual harassment, sexual assault, and any other discrimination on the basis of sex or gender.
- It is recognized that sexual harassment intersects with racial, ethnic and other bases for harassment and discrimination, exacerbating the adverse effect on those individuals targeted on multiple bases.¹
- The Societies Consortium will serve needs of societies' operations, as well as STEMM fields (including societies, educational and research institutions and organizations, teaching hospitals, faculty, staff and students, as employers, researchers, educators, employees and learners).
- Through a collective endeavor, the Societies Consortium will achieve its mission in a manner that is effective, as well as time- and cost- efficient. The Societies Consortium also aims to model the professional and ethical conduct, climate and culture it seeks to advance.

¹ National Academies Consensus Study Report on Sexual Harassment of Women, Climate, Culture, and Consequences in Academic Sciences, Engineering and Medicine (Academies Report), pp. 46, 50, 77.

Two-Pronged Strategy to Advance Inclusion for Excellence in STEMM

To advance the Societies Consortium's mission, the Consortium aims to influence and support the success of all participants in STEMM fields (societies, institutions of higher education and research, teaching hospitals, faculty, researchers, practitioners, students, etc.) by pursuing a two-pronged strategy:

- 1) producing resources (model policies, policy and law guidance, and practical tools) for use in the short-term that are expected to have impact based on research and experience; are in high demand by societies and STEMM fields; and provide options for flexibility;

while also

- 2) elevating knowledge, establishing stakeholder relationships, supporting organizational and individual responsibility and development, and building communities and consensus across STEMM constituencies in the middle term; and changing conduct, climate and culture to actively embrace diversity and inclusion and demonstrate intolerance of sexual and intersecting bases of harassment in the longer term.

With commitment of their governing and administrative leadership, societies and the employing-home institutions of their members have an option to pursue a similar two-pronged strategy, internally, with one another, and across STEMM fields. The Societies Consortium's deliverables and work building communities and bridges will support such efforts.

The Power of Societies' Collective Leadership: Principal Benefits of the Consortium Model

Sexual and intersecting bases of harassment are significant, longstanding barriers to inclusion of all talent in STEMM fields. The Societies Consortium reflects the collective voice, backed by action and investment, of over 100 disciplinary societies committed to collaborative leadership to address these barriers and advance excellence in STEMM fields. Membership remains open.

The Societies Consortium seeks to model in its members and leaders the diversity and inclusion that the Consortium aims to perpetuate, including women, people of color, Native/Indigenous peoples, and others most directly affected by harassment, as well as their allies. The Consortium also aims to be respectful of, and to not expect all the work to be done by, those who are in groups targeted for harassment or the societies that are particularly focused on the interests of targeted groups within STEMM fields.

The Consortium recognizes that the fields its member societies represent are arrayed at many different points on the path to creating an inclusive, diverse and welcoming environment for all talent. Consequently, the Consortium is designed to provide options—not a singular solution—for advancement toward that goal, regardless of any field's status.

Categories of Resources and Initiatives Being Created by the Societies Consortium

- **Thought Leadership & Legal/Policy Guidance**
- **Climate & Culture Advancement** (*initiatives other than model policy, practice*)
- **Collaboration** (*community and bridge building among peer societies and the broader fields*)
- **Model Policies** (*with embedded menus of options, suitable for customization in a broad range of organizations and other settings*)
- **Model Practices & Tools** (*with embedded menus of options*)
- **Research & Existing Effective Practices** (*to ground other resources and actions and share*)

Research Driving the Strategic Work of the Consortium, Societies, and STEMM Fields

The resources being developed and initiatives being pursued by the Societies Consortium benefit from the input of many stakeholders and national expertise. They are evidence-based and grounded in research, responding to the following research findings, among others:

- **Sexual and intersecting bases of harassment (e.g., race, sexual orientation, gender identity and expression) pose significant barriers to inclusion of all talent in academic science, engineering, and medicine, undermining excellence in the fields.** Medicine has the greatest incidence, followed by engineering, and then science. Next to the military (at 69% of women), academic workplaces (at 58% of women faculty and staff) have the highest incidence of sexual harassment, compared with the private sector (46% of women) and government (43% of women). (*Academies Report* pp. 56, 60).
- **While legal compliance is necessary, it is not enough to prevent high rates of sexual harassment.** Rates of sexual harassment in the workplace have not significantly decreased despite 30 years of laws prohibiting such conduct as discrimination. (*Academies Report* pp. 39-41).
- **Gender harassment (a form of sexual harassment, including sexism, crude and sexually hostile remarks, and devaluation, denigration and disrespect of individuals on the basis of sex —put-downs, as opposed to sexual come-ons) is most prevalent.** It causes harm equivalent to that caused by sexual coercion and unwanted sexual attention and often marks the beginning of a progression to other forms of sexual harassment. Research has found that gender harassment has negative professional and psychological outcomes (*Academies Report* pp. 25-27, 42, 72, 90), providing support for why gender harassment is a form of hostile environment sexual harassment, and should be considered discrimination.
- **Certain climates correlate with high incidence of sexual harassment.** Male dominated settings that lack civility and respect, and tend to concentrate power in individuals, correlate with increased risk of sexual harassment. (*Academies Report* pp. 52-56, chapter 6).
- **Perception of tolerance of sexual harassment is the strongest indicator of the occurrence of sexual harassment.** (*Academies Report* pp. 121-22) Publicly demonstrating intolerance of sexual harassment is critical—i.e., that complaints are taken seriously, targets are supported, sanctions are imposed on harassers (while maintaining privacy)—and can help to prevent people from sexually harassing others. (*Academies Report* p. 50) This can be done, in part, by reporting on the types and numbers of incidents and the kinds of consequences or action taken.
- **Formal reporting and resort to legal process are rare** likely due to fear of or actual cost to career and relationships. (*Academies Report* pp. 81-82, 106-07). Over-reliance on reporting is not a high-impact strategy for prevention.
- **Community building and adoption of high expectations and standards of inclusive conduct that are actively intolerant of sexual and intersecting bases of harassment are important strategies.** Restorative remedies can contribute to elevating understanding, building a community intolerant of sexual and intersecting forms of harassment, and restoring positive relationships. *

* See, e.g., David R. Karp, "Restorative Justice And Responsive Regulation In Higher Education," *Restorative And Responsive Human Services*, 2019, pp. 143-164; David Acosta and David R. Karp, "Restorative Justice As The Rx For Mistreatment In Academic Medicine," *Academic Medicine* 93, no. 3 (2018): pp. 354-356; Campus PRISM, "A Report On Promoting Restorative Initiatives For Sexual Misconduct On College Campuses," Saratoga Springs, New York: Skidmore College Project on Restorative Justice, 2016.

www.societiesconsortium.com

Visit the Societies Consortium Website for directories and copies of resources it creates and compendia of existing resources from the field.

Practice “Conscious Inclusion”

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

INCLUSION EXCELLENCE

- 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

Achieving Inclusion Excellence in Academic Medicine

Foundational Principles of Inclusion Excellence

In an organization that has achieved inclusion excellence:

1. Diversity is a strategic imperative.

- 1.1 *There is a demonstrated commitment to diversity and it is embedded into every aspect of the organization's operations, policies & procedures, practices, infrastructure and governance.*
- 1.2 *Diversity is clearly visible and present throughout the organization and valued by all departmental units and at all levels of responsibility. The workforce reflects the demographics of the community (ies) that the organization is a part of and serves.*
- 1.3 *There is an understanding that diversity is about human differences which are welcomed, valued and leveraged. The benefits of identity and cognitive diversity are recognized, valued and embraced.*

2. Intersectionality and authenticity are recognized, valued, and embraced.

- 2.1 *All employees and learners are viewed holistically - that is, there is an appreciation that all employees and learners have multiple identities that extend beyond the organization.*
- 2.2 *The intersection of these multiple identities is encouraged, celebrated, and valued.*
- 2.3 *Authenticity is valued. Employees and learners feel safe and are free to express their identities and behave truthfully in the learning and workplace environment.*

3. Employees and learners are part of the fundamental fabric of the organizational community.

- 3.1 *A culture of civility and respect for all employees and learners is promoted and sustained at all levels regardless of position stature within the organization.*
- 3.2 *All employees and learners feel a true sense of belonging through a culture of interconnectedness.*
- 3.3 *There is a high level of engagement at all levels.*
- 3.4 *There is an organizational commitment to ensure a no tolerance policy against all forms of discrimination within the system.*
- 3.5 *Mission, values, operations, and services reflect the contributions and interests of the wide diversity of cultural and social identity groups.*

4. Talent optimization is practiced, and differences are recognized, leveraged and rewarded.

- 4.1 *Talent optimization is recognized, valued and embraced – that is, the traditional and non-traditional skills, aptitudes, educational experiences, bases of knowledge, personal potential and life experiences of each employee and learner.*
- 4.2 *The building capacity, infrastructure and governance to optimize, utilize and leverage these diverse talents and skills has been instilled.*
- 4.3 *Processes to recognize, acknowledge and reward the diverse contributions and achievements of employees and learners at all levels have been established.*

5. There is equitable access to opportunities.

- 5.1 *Policies and practices are in place concerning equality and employee rights, welfare, working conditions, and fair recruitment, hiring and retention practices.*

- 5.2 *Opportunities for all employees to provide input to organizational policies and practices are the norm.*
- 5.3 *Investment in the personal and professional growth of all the employees and learners is the cultural norm.*
- 5.4 *Equitable access to opportunities are provided to all employees and learners. The organizational culture is one that is committed to and prioritizes continuous, collaborative, and cross-organizational learning.*
- 5.5 *Effective adaptations in the workplace to eliminate barriers to work performance and workplace participation for employees with physical, developmental and mental disabilities are in place. These are monitored and evaluated with regularity to inform policies and practices.*
- 6. Transparent, effective communication and information sharing are the norm.**
 - 6.1 *Communication and information flow from all directions, in all directions and across all levels of responsibility.*
 - 6.2 *All employees and learners are encouraged to engage with one another through intergroup dialogue to talk about controversial issues with honesty, sensitivity, civility and respect.*
 - 6.3 *Collaborative conflict resolution processes are valued and utilized that in turn empower people at all levels and across all departments without the fear of retaliation.*
 - 6.4 *The organization invests in the education and training of all staff to achieve the skills necessary to work collaboratively to solve problems, resolve interpersonal conflicts and achieve mutual resolution.*
- 7. There is a demonstrated culture of inclusion in alignment with the organization's vision, mission, and values.**
 - 7.1 *The existence of a culture of inclusion is acknowledged, valued, and practiced, and is in alignment with the core mission of the organization. "Conscious inclusion" is practiced by all.*
 - 7.2 *There is an imperative to achieve equity across all departmental units that drives the organization to continuously seek and apply innovative practices to support and sustain the organization's values and culture of inclusion.*
- 8. There is demonstrated commitment to community engagement.**
 - 8.1 *The organizational community functions collectively as a responsible citizen neighbor by forging constructive alliances with the local communities it is a part of and serves to expand access and promote understanding to overcome prejudice and biases.*
 - 8.2 *The organizational community understands and values the social contract that it has with the local communities it serves, and holds itself socially accountable to them.*
- 9. Shared accountability and responsibility for diversity and inclusion efforts are the expectation.**
 - 9.1 *All employees and learners are held accountable and responsible for diversity and inclusion efforts, and are expected to uphold organizational values and achieve clear organizational goals and objectives in a mutually respectful work environment.*
 - 9.2 *All employees are expected to reflect these same values with patients, customers and clients, vendors, suppliers, partners and subcontractors.*
 - 9.3 *Diversity related data is collected and climate assessments are routinely performed to monitor progress and inform decision-making.*

Adapted with permission and modified from "The Netter Principles: A Framework for Building Organizational Inclusion", the Workplace Diversity Network, 2000; revised 06/05/2017 by David Acosta, Laura Castillo-Page, Norma Poll-Hunter and Malika Fair. Last update: 03/18/2019



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

Members' Copyright and Intellectual Property License Agreement

Background: The Societies Consortium on Sexual Harassment in STEMM (Consortium) is an initiative to advance professional and ethical conduct, climate and culture across multiple constituencies in science, technology, engineering, mathematics and medical fields (STEMM) in furtherance of removing barriers to full participation by all talent and advancing excellence in STEMM (the Project). EducationCounsel LLC, a South Carolina single member limited liability company (EC) originated the Consortium concept and developed the concept with three Sponsoring Societies and guidance from six Leadership Council Societies, and serves as the Consortium's policy and law advisor, as well as overall Project manager and senior staff to the Consortium. As part of the Project, the Consortium seeks to develop and promulgate a variety of resources covered by copyright or other intellectual property protection to the members of the Consortium (Members), to the scientific and academic communities generally, and to the public. Members are leading standard bearers and standard setters of excellence in STEMM fields, recognizing that ethical and professional conduct and quality of work product are inextricable elements of excellence, and driving the production of supporting resources for their own use and use broadly in STEMM fields.

EC is creating a substantial portion of those Consortium resources. The American Association for the Advancement of Science, a nonprofit Massachusetts corporation (AAAS), is a Sponsoring Society and standing member of the Consortium Executive Committee (Exec. Comm.). AAAS has agreed to serve as fiscal, contracting and licensing agent (Fiscal Agent) for the Consortium, which is not a legal entity and is not an appropriate body to contract with Members or own EC Work Product, other intellectual property interests, or a Consortium logo created by EC. Consequently, as Fiscal Agent, AAAS owns the Consortium logo and copyright and other intellectual property created as work for hire by EC or otherwise acquired by AAAS for the benefit of the Consortium.

A Consortium Membership Form (M-Form) has been executed by the societies listed in Exhibit A (each, a Society), and upon AAAS' counter-signature of the M-Form on behalf of the Exec. Comm., Society became a Member. This Members' Copyright and Intellectual Property License Agreement addresses the copyright and intellectual property interests and ownership in the resources created by EC or others through the Consortium and licensing of such interests to Members.

BY AND UPON SIGNING AN M-FORM, DELIVERING IT TO THE CONSORTIUM, RECEIVING AN M-FORM COUNTERSIGNED BY AAAS, AND USING IN ANY MANNER ANY "EC Work Product" OR "Licensed Other IP" (AS THESE QUOTED PHRASES ARE DEFINED IN THIS MEMBERS' COPYRIGHT AND INTELLECTUAL PROPERTY LICENSE AGREEMENT), SOCIETY AGREES TO THE TERMS AND CONDITIONS OF THIS LICENSE AGREEMENT. IF SOCIETY DOES NOT WISH TO ENTER INTO THIS LICENSE AGREEMENT, IT MUST INFORM AAAS BY EMAILING: SocietiesConsortium@educationcounsel.com BEFORE ACCEPTING (OR SHARING) ANY EC WORK PRODUCT OR OTHER LICENSED IP.

License Agreement:

This Members' Copyright and Intellectual Property License Agreement (License Agreement) is entered into by AAAS as grantor/licensor and each Society now or hereafter listed in Exhibit A (which is incorporated in this License Agreement) as grantee/licensee, as of January 1, 2019 (Effective Date). Each Society listed in Exhibit A has signed a Consortium Membership Form and received a counter-signed Membership Form by AAAS on behalf of the Consortium Exec. Comm. The list in Exhibit A will be supplemented by AAAS as membership increases and will be provided upon its request by any listed Society. The Background above is incorporated in this License Agreement.

For good and valuable consideration received pursuant to the M-Form, which this License Agreement accompanies, AAAS and each Society separately (the Parties) agree to the following terms and conditions concerning licensing of certain "EC Work Product" defined below, arising in connection with the Project, and other copyright and intellectual property rights owned by AAAS for the benefit of the Consortium:

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6. Third Party Interests. Society acknowledges and represents that (a) should it provide any material (regardless of medium) for incorporation in any EC Work Product or otherwise provide any material (regardless of medium) for use by the Societies Consortium, respecting which it is not the holder of all interests free and clear of others' rights, it is solely responsible and liable for obtaining, and will have first obtained, the right to do so from the owner(s) of the copyright or other interest for that Societies Consortium use; (b) by providing material to the Consortium for this Project, Society warrants that it has the right to provide the material for use by the Consortium for the Project and has paid any fees related thereto, and (c) hereby indemnifies AAAS, the Consortium and EC from any costs or damages related to such third party material. It will be unnecessary for this representation/warranty to be repeated—and it will be deemed given—every time such material is provided by Society (should it do so).
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(a) Expiration. This License Agreement shall be in effect for the duration of Member's membership in the Consortium and shall expire automatically, without further action, upon the expiration or termination of such membership. The license granted under, and terms of, this License Agreement, however, shall survive its expiration respecting interests covered by this License Agreement during its term, with one exception: such survival shall not apply only if this License Agreement expires due to a termination of Member's Consortium membership by the Exec. Comm. (i.e., as provided in the M-Form, for sustained lack of good standing or adverse effect on the Consortium's integrity). Member is not a Member of the Consortium in good standing if Member breaches this License Agreement without a prompt and effective cure as determined by the Exec. Comm. unless the Exec. Comm. expressly waives each breach in writing. Nevertheless, upon expiration of this License Agreement, non-commercial use of final EC Work Product and Other IP may be available under a Creative Commons License, if a Creative Commons License is in effect respecting the particular material and subject to such license's terms.

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A SOCIETY'S MEMBERS MAY USE ANY LICENSED EC WORK PRODUCT AND LICENSED OTHER IP ONLY UNDER THE TERMS AND CONDITIONS OF THIS LICENSE AGREEMENT.

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By and upon AAAS' countersignature of the M-Form and delivery of the counter-signed M-Form to Society, AAAS agrees to and enters into this License Agreement with Society as of the Effective. When this License Agreement is entered into by both Society and AAAS, as specified above, it constitutes a binding agreement between the Parties.

Upon Society and AAAS entering into this License Agreement and EC delivering EC Work Product to the Society, EC becomes a third party beneficiary of this License Agreement.

EXHIBIT A

Academic Consortium for Integrative Medicine and Health
 Acoustical Society of America
 Alliance for Academic Internal Medicine
 American Association for the Advancement of Science
 American Association for Anatomy
 American Association of Chairs of Departments of Psychiatry
 American Association of Colleges of Pharmacy
 American Association for Dental Research
 American Association of Directors of Psychiatric Residency Training
 American Association of Pharmaceutical Scientists

American Association of Physical Anthropologists
 American Association for Physicists in Medicine
 American Association of Physics Teachers
 American Association of Variable Star Observers
 American Astronomical Society
 American Ceramic Society
 American Chemical Society
 American College of Veterinary Pathologists
 American Crystallographic Association
 American Educational Research Association

American Geophysical Union
 American Institute of Aeronautics and Astronautics (AIAA)
 American Institute of Chemical Engineers
 American Institute of Physics
 American Mathematical Society
 American Meteorological Society
 American Nuclear Society
 American Oil Chemists' Society
 American Osteopathic Academy of Sports Medicine
 American Pediatric Society

American Physical Society
 American Physiological Society
 American Political Science Association
 American Psychological Association
 American Society of Agricultural and Biological Engineers (ASABE)
 American Society of Agronomy
 American Society for Biochemistry and Molecular Biology
 American Society for Cell Biology
 American Society for Human Genetics
 American Society for Ichthyologists and Herpetologists

American Society of Mammalogists
 American Society for Microbiology
 American Society of Parasitologists
 American Society of Plant Biologists
 American Statistical Association
 American Thoracic Society
 Association of Academic Physiatrists
 Association of American Medical Colleges
 Association of Anatomy Cell Biology Neurobiology Chairs
 Association for Biosafety and Biosecurity

Association for Computing Machinery
 Association of Departments of Family Medicine
 Association of Pathology Chairs
 Association of University Professors of Ophthalmology
 Association for Women In Mathematics
 Association for Women in Science
 Botanical Society of America
 Coastal Estuarine Research Society
 Computing Research Association
 Council of Medical Specialty Societies

Crop Science Society of America
 Eastern North American Region of the International Biometric Society
 Ecological Society of America
 Entomological Society of America
 Federation of American Societies for Experimental Biology
 Federation of Associations in Behavioral and Brain Sciences
 Genetics Society of America
 Geological Society of America
 Human Biology Association
 Institute of Electrical and Electronics Engineers

Institute of Food Technologists
 Institute for Operations Research and the Management Sciences (INFORMS)
 International Primatological Society
 International Society for Optics and Photonics
 Materials Research Society
 Mathematical Association of America
 (The) Minerals, Metals and Material's Society (TMS)
 National Association of Corrosion Engineers (NACE)
 National Association of Science Writers
 National Organization of Gay and Lesbian Scientists and Technical Professionals (NOGLSTP)

National Association of Research Development Professionals
 The Optical Society

Out in Science, Technology, Engineering, and Mathematics (oSTEM)
Rural Sociological Society
Seismological Society of America
Society for Computers in Psychology
Society of General Internal Medicine
Society for Industrial and Applied Mathematics
Society for Neuroscience
Society for Pediatric Research

Society of Plastics Engineers
Society for the Psychological Study of Social Issues
Society for Psychophysiological Research
Society for Research on Nicotine and Tobacco
Society for the Study of Evolution
Society of Surgical Chairs
Society of Systematic Biologists
Society for Text and Discourse
Soil Science Society of America
Western North American Region of the International Biometric Society

Topics of Concern; Resource Needs for Consortium Support

Raised by Members:

The following paraphrase and combine ideas previously raised by members, but discussion is open to any concerns and needs.

- Consider the summary of member input on survey take-aways; and any overlap and differences between members' input and Prof. Vicki Magley's input on highest priority take-aways, highest impact resource needs, actions
- Guidance on how to successfully navigate development and implementation of policies and processes within a society
- Guidance on how to include anonymous reporting as an option
- Guidance on handling complaints once reported; confidentiality; policy enforcement; adjudication process/sanctions and/or employ restorative practices; reintroducing "reformed" members
- Guidance on how to deal with power differentials: How to protect members of STEMM professions (including students) from retaliation by more powerful players if they report harassment
- Need for consistent policies and implementation practices for making awards (including revocation)
- Pros and cons of defining harassment as a type of research misconduct
- Workshops on Consortium model policies and tools

Other Potential Topics/Needs to Consider, if desired:

- Facilitating access to restorative practices resources
- Means to pursue collaboration among societies, and with IHEs and other home institutions of society members, for preventative initiatives and more effective response to incidents
- Ideas for engaging students in the Consortium's work
- Data collection, evaluation and reporting challenges and resources
- Guidance on maintaining academic freedom and serious discourse on difficult subjects of climate and culture, while maintaining inclusive and welcoming climate and culture
- Supporting bystander and ally roles

September 2019



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

Executive Committee Members

Shirley Malcom & Andrew Black, *American Association for the Advancement of Science**
(AAAS), Co-Vice Chair

Mary Kirchhoff, *American Chemical Society (ACS)*, Co-Advisory Council Overseer

Felice Levine, *American Educational Research Association (AERA)*, Co-Chair

Billy Williams, *American Geophysical Union* (AGU)*, Co-Chair

Monica Plisch, *American Physical Society (APS)*, Co-Advisory Council Overseer

Shari Miles-Cohen, *American Psychological Association (APA)*, Co-Community Outreach &
Inclusion Officer

Erika Shugart, *American Society for Cell Biology (ASCB)*, Co-Leadership Council Overseer

David Acosta, *Association of American Medical Colleges* (AAMC)*, Co-Community Outreach &
Inclusion Officer

Ross McKinney, *Association of American Medical Colleges* (AAMC)* Co-Executive Committee
Member

David Gammel, *Entomological Society of America (ESA)*, Co-Leadership Council Overseer

Marc Beebe, *Institute of Electrical and Electronics Engineers (IEEE)*, Co-Vice Chair

* Sponsoring Society, originated the consortium with EducationCounsel

September 2019



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Leadership Council Members

Rachel Ivie, *American Institute of Physics*

Ben Corb, *American Society for Biochemistry and Molecular Biology*

Kim Shankle, *American Society for Microbiology*

Catherine Paolucci, *Association for Women in Mathematics*

Tiffany Knowlton, *Association of Academic Physiatrists*

Yvette Seger, *Federation of American Societies for Experimental Biology*

Nan Stout, *Geological Society of America*

Marcia Lesky, *The Optical Society*

September 2019



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Advisory Council Members

Peter McDonough, *American Council on Education, Vice President and General Counsel*

Kimberlee Eberle-Sudre, *Association of American Universities, Director of Policy Research*

Bernard Mair, *Association of Public & Land-Grant Universities, Senior Vice President for Academic Affairs and Chief Academic Officer*

Jean Morrison, *Boston University, Provost*

Suzanne Ortega, *Council of Graduate Schools, President*

Michele Decker, *Johns Hopkins University, Associate Professor, Bloomberg School of Public Health, and Co-Lead, Center for Women's Health, Sex and Gender Differences*

Elizabeth Lobo, *University of Missouri, School of Engineering Dean*

Amy Hildreth, *Wake Forest University, Associate Professor of Trauma Surgery*



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The following is the current membership of the Societies Consortium on Sexual Harassment in STEM, including the 100 Inaugural Members* (Final Launch April 1, 2019):

Academic Consortium for Integrative Medicine and Health *
 Acoustical Society of America *
 Alliance for Academic Internal Medicine *
 American Association for the Advancement of Science *
 American Association for Anatomy *
 American Association of Chairs of Departments of Psychiatry *
 American Association of Colleges of Pharmacy *
 American Association for Dental Research *
 American Association of Directors of Psychiatric Residency Training *
 American Association of Pharmaceutical Scientists *

American Association of Physical Anthropologists *
 American Association for Physicists in Medicine *
 American Association of Physics Teachers *
 American Association of Variable Star Observers *
 American Astronomical Society *
 American Ceramic Society *
 American Chemical Society *
 American College of Veterinary Pathologists *
 American Crystallographic Association *
 American Educational Research Association *

American Geophysical Union *
 American Institute of Aeronautics and Astronautics (AIAA) *
 American Institute of Chemical Engineers *
 American Institute of Physics *
 American Mathematical Society *
 American Meteorological Society *
 American Nuclear Society *
 American Oil Chemists' Society *

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American Osteopathic Academy of Sports Medicine *

American Pediatric Society *

American Physical Society *

American Physiological Society *

American Political Science Association *

American Psychological Association *

American Society of Andrology

American Society of Agricultural and Biological Engineers (ASABE) *

American Society of Agronomy *

American Society for Biochemistry and Molecular Biology *

American Society for Cell Biology *

American Society for Engineering Education

American Society for Human Genetics *

American Society for Ichthyologists and Herpetologists *

American Society of Mammalogists *

American Society for Microbiology *

American Society of Naturalists

American Society of Parasitologists *

American Society for Pharmacology and Experimental Therapeutics

American Society of Plant Biologists *

American Statistical Association *

American Thoracic Society *

Association of Academic Physiatrists *

Association of American Medical Colleges *

Association of Anatomy Cell Biology Neurobiology Chairs *

Association for Biosafety and Biosecurity *

Association for Computing Machinery *

Association of Departments of Family Medicine *

Association of Pathology Chairs *

Association of University Professors of Ophthalmology *

Association for Women In Mathematics *

Association for Women in Science *

Biophysical Society

Botanical Society of America *

Coastal and Estuarine Research Federation *

Cognitive Science Society

Computing Research Association *

Council of Medical Specialty Societies *

Crop Science Society of America *

Eastern North American Region of the International Biometric Society *

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Ecological Society of America *

Entomological Society of America *

Federation of American Societies for Experimental Biology *

Federation of Associations in Behavioral and Brain Sciences *

Genetics Society of America *

Geological Society of America *

Human Biology Association *

Institute of Electrical and Electronics Engineers *

Institute of Food Technologists *

Institute for Operations Research and the Management Sciences (INFORMS) *

International Primatological Society *

Materials Research Society *

Mathematical Association of America *

The Minerals, Metals & Materials Society (TMS) *

Mycological Society of America

National Association of Corrosion Engineers (NACE International) *

National Association of Science Writers *

National Organization of Gay and Lesbian Scientists and Technical Professionals (NOGLSTP) *

National Organization for the Professional Advancement of Black Chemists and Chemical Engineers (NOBCChE)

National Organization of Research Development Professionals *

The Optical Society *

Out in Science, Technology, Engineering, and Mathematics (oSTEM) *

Rural Sociological Society *

Seismological Society of America *

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

Social Psychology Network

Society for Biomaterials

Society for Computers in Psychology *

Society of Environmental Toxicology and Chemistry

Society of Fire Protection Engineers

Society of General Internal Medicine *

Society for the History of Technology (SHOT)

Society for Industrial and Applied Mathematics *

Society for Integrative and Comparative Biology

Society for Neuroscience *

Society for Pediatric Research *

Society of Plastics Engineers *

Society for the Psychological Study of Social Issues *

Society for Psychophysiological Research *

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Society for Research on Nicotine and Tobacco *

Society for Risk Analysis

Society for the Study of Evolution *

Society of Surgical Chairs *

Society of Systematic Biologists *

Society for Text and Discourse *

Society of Women Engineers

Soil Science Society of America *

SPIE –The International Society for Optics and Photonics *

United States Institute of Theatre Technology

Western North American Region of the International Biometric Society *

Additional Committed Members (societies have a signed membership form with commencement date of 01/01/2020)

American Dental Education Association

Society for Science & the Public

The members list will be updated on an approximately two month schedule so may not be up-to-date.

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Moderator/Panelist/Facilitators Bios

David Acosta, PhD – Chief Diversity & Inclusion Officer, Association of American Medical Colleges - As chief diversity and inclusion officer, Dr. David Acosta, provides strategic vision and leadership for AAMC's diversity and inclusion activities across the medical education community, and leads the association's Diversity Policy and Programs unit. A physician of family medicine, Dr. Acosta joined the AAMC from the University of California (UC), Davis School of Medicine where he served as senior associate dean for equity, diversity, and inclusion and associate vice chancellor for diversity and inclusion and chief diversity officer for UC Davis Health System. He previously served as the inaugural chief diversity officer at the University of Washington (UW) School of Medicine, where he established a rural health fellowship program for Tacoma Family Medicine, a residency program affiliated with the UW Department of Family Medicine. Dr. Acosta received his bachelor's degree in biology from Loyola University and earned his medical degree from the University of California, Irvine, School of Medicine. He completed his residency training at Community Hospital of Sonoma County in Santa Rosa, Calif., and a faculty development fellowship at the UW Department of Family Medicine. Dr. Acosta serves as Co-Community Outreach & Inclusion Officer on the Societies Consortium Executive Committee and was instrumental in the Consortium's organization.

Lisa Battalia – Attorney Advisor for EducationCounsel – Ms. Battalia previously served as an Attorney in the US Department of Education's Office of General Counsel responsible for Title IX. She is a graduate of Columbia Law School where she was a member of the Columbia Law Review and is a Phi Beta Kappa graduate of Connecticut College. From 2012-2017 she served as a mediator for child access issues for the Montgomery County Circuit Court, MD. She serves in an EducationCounsel-project advisor role for the Societies Consortium.

Andrew Black – Chief of Staff and External Affairs Officer, American Association for the Advancement of Science (AAAS) - Andrew Black is Chief of Staff and Chief External Affairs Officer at the American Association for the Advancement of Science (AAAS), the world's largest general scientific society and publisher of Science, one of the world's most prestigious peer-reviewed scientific journals, and its family of publications. With 120,000 members and more than 260 affiliated societies, AAAS represents more than 10 million people across all fields of science, technology, engineering, and mathematics. Prior to joining AAAS in February 2015, Black was a senior aide to then-Congressman Rush Holt of New Jersey for more than a decade. Black holds a B.A. in sociology and political science from The College of New Jersey and a J.D. from American University's Washington College of Law. He is a member of the American Society of Association Executives (ASAE), the Professional Convention Management Association (PCMA), and the Council of Engineering and Scientific Society Executives (CESSE). Mr. Black serves as Co-Vice Chair of the Societies Consortium Executive Committee and was instrumental in the Consortium's organization.

Marc Beebe – Senior Director, Strategic Research, Public Imperatives, and Corporate Development, Institute of Electrical and Electronics Engineers (IEEE) - At IEEE, Beebe is in charge of helping all areas of the organization, from Publications to Human Resources, make data-driven decisions through surveys, focus groups, and secondary research, as well as leading teams that support IEEE's Humanitarian Activities Committee and Industry Engagement and Corporate Development. Prior to IEEE, Beebe served as the Internal Evaluator for a number of education grants at Rutgers University and taught, as an adjunct professor, upper level social psychology courses, including courses such as The Psychology of Prejudice and Conflict. Mr. Beebe serves as Co-Vice Chair of the Societies Consortium Executive Committee and advised on the Consortium's organization.

Jay Behel, PhD – Associate Dean of Student Affairs, Rush Medical College – Dr. Jay Behel is the Associate Dean of Student Affairs at Rush Medical College where he directs student professional development and wellness initiatives and supports processes for community-building and addressing student mistreatment. He is also a clinical psychologist and director of Geriatric & Rehabilitation Psychology at Rush University Medical Center and is the education director for the LGBTQ Health Committee at Rush. Dr. Behel completed his undergraduate education at Vanderbilt University with majors in English and psychology. He received his Ph.D. in clinical psychology from Auburn University and then completed a residency and fellowship at Rush. Dr. Behel has published and presented extensively on a range of topics including adjustment to disability, physician communication and, more recently, several aspects of medical education.

Joanne Carney – Director of Government Relations, American Association for the Advancement of Science (AAAS) – Prior to joining the AAAS staff, Ms. Carney was the head of Government Relations for the American Institute of Aeronautics and Astronautics (AIAA) where she followed civil space, civil aeronautics and defense issues for almost ten years. At AIAA Ms. Carney was staff liaison to the AIAA Public Policy Committee, and assisted in the organization of over 16 technical workshops and the preparation of numerous position papers. She also prepared analyses of the NASA budget request as the contribution to the annual AAAS Intersociety Working Group R&D Report. Ms. Carney holds a Bachelor of Arts in Spanish Language and Literature from the University of Maryland at College Park and a Master of Arts in Science, Technology, and Public Policy from the Elliott School of International Affairs at George Washington University.

Andrea Case, PhD - Executive Vice President, Society for the Study of Evolution (SSE) – Dr. Case is an Associate Professor of Biological Sciences at Kent State University with a research focus on the evolution of reproductive systems in flowering plants. She is Executive Vice President of the Society for the Study of Evolution. Dr. Case has B.A. in Biology from the University of North Carolina at Greensboro and a Ph.D, from the University of Toronto.

Art Coleman – Managing Partner and Co-Founder EducationCounsel - With extensive background in providing legal, policy, strategic planning, and advocacy services to educators throughout the country, Mr. Coleman's portfolio addresses issues of access, accountability, and completion in elementary, secondary and post-secondary education. He is a lead legal/policy advisor and senior administrator for the over 115-member Societies Consortium on Sexual Harassment in STEM. He served as Deputy Assistant Secretary of the U.S. Department of Education's Office for Civil Rights from June 1997 until January 2000, following his tenure as Senior Policy Advisor to the Assistant Secretary for Civil Rights. Mr. Coleman is an honors graduate of Duke University School of Law and a Phi Beta Kappa graduate of the University of Virginia.

Rachel Ivie, PhD – Senior Director, American Institute of Physics – Dr. Rachel Ivie is Senior Director, Education and Research at the American Institute of Physics (AIP), where she is responsible for the Center for History of Physics, the Niels Bohr Library and Archives, Student Programs, and the Statistical Research

Center (SRC). For most of her 21-year career at AIP, she worked with the SRC, where she recently served as Director. Dr. Ivie received her PhD in sociology from the University of North Carolina at Chapel Hill, where she specialized in research methods, statistics, and gender. While at AIP, she has studied the careers of physicists, particularly the careers of women in physics. She has designed and carried out numerous studies: from a global study of scientists outlining gender differences in career progress to a longitudinal study of astronomy graduate students that explains the factors that may make women more likely to leave the field.

David Karp, PhD – Professor and Director of the Center for Restorative Justice in the School of Leadership and Education Sciences, University of San Diego – Dr. Karp's current scholarship focuses on restorative justice in community and educational settings. For his work on campus restorative justice, he was the recipient of the 2019 Leadership and Innovation Award from the National Association of Community and Restorative Justice as well as the 2011 Donald D. Gehring Award from the Association for Student Conduct Administration. Dr. Karp has published more than one hundred academic papers and six books, including *The Little Book of Restorative Justice for Colleges and Universities*, *Wounds That Do Not Bind: Victim-Based Perspectives on the Death Penalty* and *The Community Justice Ideal*. He serves on the Board of Directors for the National Association for Community and Restorative Justice. He has previously served as Associate Dean of Student Affairs and Professor of Sociology at Skidmore College. Dr. Karp received a BA in Peace and Conflict Studies from the University of California at Berkeley, and a PhD in Sociology from the University of Washington.

Jamie Lewis Keith -- Partner, Education Counsel – Ms. Keith's 34-year legal career as a policy and legal leader in higher education and academic research includes a focus on diversity, equity, inclusion, free expression, quality, research policy, compliance systems, and governance. Previously, she was Vice President, General Counsel and University Secretary at University of Florida and Senior Counsel (primary inside counsel) at Massachusetts Institute of Technology. Earlier, she was in private practice and executive public service in Massachusetts. With the American Association for the Advancement of Science (AAAS), Association of American Medical Colleges (AAMC), and American Geophysical Union (AGU), Ms. Keith originated the over 115-member Societies Consortium on Sexual Harassment in STEMM and serves as a lead legal/policy advisor and senior administrator for the endeavor. She has chaired the AAAS advisory board for the Center to Build Capacity in Science and Engineering and is a legal/policy advisor to the AAAS SEA Change project (to remove structural barriers to full participation in STEMM fields). With Dr. Shirley Malcom, Ms. Keith co-directed the AAAS Diversity and the Law project and is now co-policy/law leader of its second phase, emphasizing what *can* be done to advance diversity and equity in STEMM academia. Ms. Keith served on the Association of American Universities (AAU) General Counsels Advisory Committee and Biomedical Research Policy and Strategy Task Force, and on the College Board's Access and Diversity Collaborative Advisory Council, among other national service. She graduated from Cornell University, College of Arts & Sciences, with distinction in all subjects, and Boston University School of Law, *magna cum laude*, and was an outside article editor on the Boston University Law Review. Ms. Keith was Law Clerk to the late Honorable Bailey Aldrich on the U.S. Court of Appeals for the First Circuit and is admitted to the DC, MA, and FL Bars.

Mary Kirchhoff, PhD – Executive Vice President, Scientific Advancement, American Chemical Society (ACS) – Dr. Kirchhoff received her bachelor's and master's degrees in chemistry from Russell Sage College and Duquesne University, respectively, and a Ph.D. in organic chemistry from the University of New Hampshire. She served for nine years on the faculty at Trinity College in Washington, D.C., and three years as an American Association for the Advancement of Science (AAAS) environmental fellow and visiting scientist at the U.S. Environmental Protection Agency. Mary spent three years with the ACS Green Chemistry Institute before moving to the ACS Education Division, where she served as Director from 2005-2016. She is a Fellow of AAAS and a member of the Chemical Sciences Roundtable. Dr. Kirchhoff serves as Co-Advisory

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Council Overseer on the Societies Consortium Executive Committee and advised on the Consortium's origination.

Adrienne Lawson, PhD – Director for Institutional Culture/Climate and Community Engagement – Office for Equity, Diversity & Inclusion, UC Davis Health – Dr. Adrienne Lawson serves as the Director for Institutional Culture/Climate and Community Engagement at the Office for Equity, Diversity & Inclusion with University of California Davis Health. Dr. Lawson's primary responsibilities include: climate needs assessment and reporting; professional leadership development; continuous diversity improvement; marketing of the office of equity, diversity and inclusion; and community engagement. Dr. Lawson has a doctorate in Educational Leadership & Policy Studies. Her research interest is broad in scope which includes: equity, climate and culture change in organizations, women faculty leadership and retention, cultural and language diversity; gender differences, role-modeling and mentorship, faculty, and staff diversity and inclusion. Dr. Lawson was the former Diversity Manager for Faculty Recruitment and Retention at Oregon Health & Science University (OHSU) in Portland, Oregon. She also held an adjunct faculty position with Sacramento State and Argosy University. Her hobbies include: mental, physical and spiritual health, reading, and traveling.

Felice Levine, PhD - Executive Director, American Educational Research Association (AERA) - Previously Dr. Levine was Executive Officer of the American Sociological Association. She was also Director of the Law and Social Science Program at the National Science Foundation (NSF) and Senior Research Social Scientist at the American Bar Foundation. She holds A.B., A.M., and Ph.D. degrees in sociology and psychology from the University of Chicago. Dr. Levine's work focuses on research and science policy issues, research ethics, data access and sharing, the scientific and academic workforce, and higher education. She is currently collaborating on a major NSF-supported assessment of education research doctorate programs in U.S. universities, and is principal investigator of the AERA Grants Program and member of its Governing Board. Dr. Levine is Associate Editor of the *Journal of Empirical Research on Human Research Ethics*. She also serves on the Executive Committee of the Consortium of Social Science Associations, is Chair of the Board of Directors of the Council of Professional Associations on Federal Statistics, and is Secretary General of the newly established World Education Research Association. Dr. Levine serves as Co-Chair of the Societies Consortium Executive Committee and advised on the Consortium's origination.

Vicki Magley, PhD - Professor of Psychology, University of Connecticut – Dr. Vicki J. Magley is a professor in the Department of Psychological Sciences at the University of Connecticut in Storrs, Connecticut. The main focus of her research lies within the domain of occupational health psychology and combines both organizational and feminist perspectives in the study of workplace sexual harassment and incivility. Specifically, she is interested in understanding how individuals cope with and organizations manage such mistreatment. Much of her research has derived from consulting with organizations in understanding their climate of mistreatment and in evaluating interventions designed to alter that climate. Dr. Magley was a member of the 2017-2018 National Academy of Sciences' Committee on Sexual Harassment in Academic Science Engineering and Medicine and she serves on the Advisory Committee for the Action Collaborative on Preventing Sexual Harassment in Higher Education. Dr. Magley is a past president of the Society for Occupational Health Psychology, chairs the Industrial/Organizational Division at UConn, and is principal investigator on a National Institute for Occupational Safety and Health-funded training grant in Occupational Health Psychology. She earned her Ph.D. in 1999 from the University of Illinois at Urbana-Champaign in social/organizational psychology. She has been a valuable advisor to the Societies Consortium, particularly to help focus the endeavor on impact.

Shirley Malcom, PhD – Director of SEA Change, American Association for the Advancement of Science (AAAS). Shirley Malcom is Senior Advisor and Director of SEA Change at the American Association for the Advancement of Science (AAAS). She formerly directed Education and Human Resources Programs at AAAS where she was responsible for programs in education, activities for underrepresented groups, and public understanding of science and technology. Dr. Malcom was head of the AAAS Office of Opportunities in Science from 1979 to 1989. Between 1977 and 1979, she served as program officer in the Science Education Directorate of the National Science Foundation (NSF). Prior to this, she held the rank of assistant professor of biology, University of North Carolina, Wilmington, and for two years was a high school science teacher. Dr. Malcom received her doctorate in ecology from The Pennsylvania State University; master's degree in zoology from the University of California, Los Angeles; and bachelor's degree with distinction in zoology from the University of Washington. In addition, she holds seventeen honorary degrees. Dr. Malcom serves on several boards, including The Heinz Endowments. She is an honorary trustee of the American Museum of Natural History, a Regent of Morgan State University, and a trustee of Caltech; she chairs the board of NMSI (the National Math-Science Initiative) and co-chairs the Gender Advisory Board of the UN Commission on Science and Technology for Development. Dr. Malcom is a former trustee of the Carnegie Corporation of New York and a fellow of the AAAS, Association for Women in Science and the American Academy of Arts and Sciences. Dr. Malcom was a member of the National Park System Advisory Board from 1999-2003. She served on the National Science Board from 1994 to 1998, and from 1994-2001 served on the President's Committee of Advisors on Science and Technology. In 2003, she received the Public Welfare Medal of the National Academy of Sciences, the highest award given by the Academy. Dr. Malcom serves as Co-Vice Chair of the Societies Consortium Executive Committee and was instrumental in the Consortium's origination.

Toni McMurphy – Restorative Justice Trainer and facilitator & Founder, Infinite Impact - Toni McMurphy specializes in the design of customized restorative processes and facilitating win-win outcomes in emotionally charged situations. She is an expert in creating safe and brave spaces that foster authentic dialogue around harm and accountability and unpack the distinction between intent and impact. Ms. McMurphy is known for inspiring people to bring out the best in themselves and each other in challenging situations and regularly facilitates courageous conversation in a wide variety of settings on myriad topics. Recent projects include facilitating restorative responses to sexual misconduct cases, responding to bias incidents on campus and in communities where racial tensions are high and facilitating difficult conversations between students and administration, faculty and administration, management and employees and police officers and people who are incarcerated. Ms. McMurphy recently served as Vice President of Culture and Campus Life for St. Louis College of Pharmacy for six years, where she successfully integrated restorative practice in Student Conduct, Title IX cases, Bias Incident Response, and for numerous conflicts on campus. She is the Founder of Infinite Impact. As an Organizational Development Practitioner for the past 25 years, she has worked with more than 65,000 people in over 230 organizations. Ms. McMurphy is a certified "Diversity Facilitator," and is certified to teach Crucial Conversations, Unconscious Bias, and the Myers Briggs Type Indicator.

Shari Miles-Cohen, PhD – Senior Director, American Psychological Association (APA) - Prior to her service at APA, Miles-Cohen was executive director, The Society for the Psychological Study of Social Issues (SPSSI). In addition, Miles-Cohen staffed SPSSI's delegation to South Africa and co-chaired "From Desegregation to Diversity," SPSSI's 5th biennial convention which marked the 50th anniversary of the Brown decision. Miles-Cohen has also served as director of the Union Institute Center for Women, the African American Women's Institute at Howard University, and the Women's Research & Education Institute (WREI). Her work has taken her throughout the U.S., to China, South Africa, Europe, the Newly Independent States of the Former Soviet Union, Eastern Europe and the Caribbean to promote the interface between research and policy related to women's issues. Dr. Miles-Cohen serves as Co-Community Outreach & Inclusion Officer on the Societies Consortium Executive Committee and advised on the Consortium's origination.

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Jessica Morales – EducationCounsel - Prior to joining EducationCounsel, Ms. Morales worked as a Policy Advocate for Generation Progress, the youth engagement arm of the Center for American Progress. Ms. Morales' work focused on addressing the issue of college academic preparedness after high school graduation, higher-education affordability, accessibility, and quality, to ensure that all individuals are able to obtain a college education without the burden of financial hardship. As an advocate for students, she served on the Department of Education's negotiated rulemaking committee which established the Revised Pay As You Earn (REPAYE) income-driven repayment plan. Ms. Morales is originally from the great state of Texas, where she graduated from The University of Texas at Austin with a Bachelor of Arts degree in Government and minor in Political Communications. She began her career in policy running campaigns for local El Paso elections and working on issues concerning the U.S. Department of Defense and the Department of Veterans Affairs as a congressional intern for Rep. Beto O'Rourke (D-TX). Prior to moving to the District of Columbia, she worked as a policy consultant for the Texas State Teachers Association.

Monica Plisch, PhD - Director of Education and Diversity, American Physical Society (APS) – Dr. Plisch has worked for over a decade to build a portfolio of national programs that have been recognized for their positive impact in the physics community. Among other programs, the Bridge Program and the National Mentoring Community are aimed at increasing participation of underrepresented ethnic and racial minorities in graduate and undergraduate education. Dr. Plisch also serves as staff liaison to the APS Committee on Minorities. She completed her doctoral studies in physics at Cornell University, and is a Fellow of the APS. Dr. Plisch serves as Co-Advisory Council Overseer on the Societies Consortium Executive Committee and advised on the Consortium's origination.

Erika Shugart, PhD – CEO & Executive Director, American Society for Cell Biology (ASCB) – Dr. Shugart is the CEO and Executive Director of the American Society for Cell Biology (ASCB), which is a professional society for over 7,000 cell biologists worldwide. Prior to moving to ASCB, she was Director of Communications and Marketing Strategy at the American Society for Microbiology from 2013 to 2016. During that time, she also ran her own consulting company, Erika Shugart Consulting LLC, which advised clients such as the Franklin Institute and Academy Health on increasing audience engagement. Between 2003 and 2013, she oversaw the development of new digital media exhibitions, online experiences and programs as Deputy Director of the Marian Koshland Science Museum of the National Academy of Sciences. In this role, she managed the creation of several major exhibitions, including Life Lab, Earth Lab: Degrees of Change, Infectious Disease: Evolving Challenges to Human Health, Putting DNA to Work, and a virtual exhibition on Safe Drinking Water. She also conceptualized and managed the museum's online presence including its award-winning website. Prior to joining the museum staff, Dr. Shugart directed the National Academy of Sciences' Office on Public Understanding of Science, managing several projects including the article series Beyond Discovery. Dr. Shugart began her career at the National Research Council as an intern with the Board on Biology. She also worked at the Office of Policy Analysis at the National Institute of Allergy and Infectious Diseases, NIH. She received her Ph.D. in biology from the University of Virginia. Dr. Shugart serves as Co-Leadership Council Overseer on the Societies Consortium Executive Committee and advised on the Consortium's origination.

Sonoo Thadaney-Israni - Executive Director, Stanford Presence Center – Ms. Thadaney-Israni serves as the co-chair of the Working Group of Artificial Intelligence in Healthcare for the National Academy of Medicine (NAM, erstwhile the Institute of Medicine) in Washington D.C. USA and co-shepherds the work of the NAM's Technology across the Lifecourse Group. She is co-shepherding a NAM publication titled "AI in Healthcare: The Hope, The Hype, The Promise, The Peril" with 30 national scholars. She will be co-hosting a conference at Stanford University on November 8th, anchored in said publication. In the community, after 9/11, Ms. Thadaney-Israni trained and engaged in mediation and restorative justice. She creates and delivers curriculum for leadership development; decision + conflict coaching; and preventing, resolving + leveraging conflict for constructive change on and off-campus. This engages participants to prevent, resolve, and

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leverage conflict while furthering purposeful decision-making, leadership development, and organizational vitality. Ms. Thadaney-Israni spent 25+ years working in Silicon Valley before moving to Stanford University in 2008. At Stanford, she has been an internal entrepreneur, working with faculty to launch the Stanford Presence Center, the new MSc. in Community Health and Prevention Research, the Stanford WSDM (Women and Sex Differences in Medicine) Center, the Diversity-First Gen Office (serving students who are first in their family to attend college, like herself), the Restorative Justice Pilot and more. Ms. Thadaney-Israni's formal education includes an MBA, a BA in Psychology, with Minors in Sociology and Education, and a Post-Baccalaureate in Mass Communications.

Billy Williams - Vice President, Ethics, Diversity and Inclusion American Geophysical Union (AGU) - Mr. Williams was the Principal Investigator and lead organizer for the NSF-funded workshop in September 2016, *Sexual Harassment in the Sciences: A Call to Respond* and serves as a co-Principal Investigator on the 2017 NSF Grant, ADVANCE Partnership: From the Classroom to the Field: Improving the Workplace in the Geosciences. Previously, he led the work to update and extend AGU's ethics policies. Williams was also a member of the 2017-2018 National Academy of Sciences' Committee on Sexual Harassment in Academic Science Engineering and Medicine, and he serves on the Advisory Committee for the Action Collaborative on Preventing Sexual Harassment in Higher Education. Prior to joining AGU as Science Director in 2012, he served as a Senior Program Officer at the National Academy of Sciences and as a Global R&D Director at Dow Chemical Company. Williams also is the 2018-19 vice chair of the Ethics Committee for the American Society of Association Executives and co-led the development of the *Societies Consortium on Addressing Harassment in STEMM* – an initiative to advance professional ethics, conduct, climate and culture. Mr. Williams serves as Co-Chair of the Societies Consortium Executive Committee and was instrumental in the Consortium's origination.

Sean Worley –Education Counsel - Prior to joining EducationCounsel, Mr. Worley worked as a high school science teacher and instructional coach with DC Public Schools. He began his career in education as a 2013 Teach for America corps member in Sacramento, California. Mr. Worley has also served as an intern with the House Committee on Education and Workforce, where he worked extensively on monitoring state implementation of the Every Student Succeeds Act. He earned a Master's in Education Policy and Leadership from American University, and earned a Bachelor's in Psychology, with a minor in Health Care Ethics, from Saint Louis University.