



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

2018-2019 Consortium Accomplishments

Introduction

To advance inclusion of all talent to maximize excellence and integrity in the fields, the Societies Consortium established in its first-year strategic priorities and principles that drive every aspect of the Consortium's work. Those strategic aims explicitly encompass desired field and society impact in the short term, and important foundations for longer-term sustainable impact. See *Framework for Governance*, July 2019.

To advance its ultimate strategic aim of building communities and advancing research-informed policies and action across STEMM fields to change conduct, climate and culture, the Societies Consortium established two core organizational and work objectives in early 2019:

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.

1. To produce model policies, policy/legal guidance, and tools, embedding options for flexibility, in the relative short-term to impact conduct; and
2. To elevate knowledge, establish and enhance stakeholder relationships, and support organizational and individual development, as a foundation for longer-term climate and culture change.

Accomplishments

As reflected below, 2019 was a year of remarkable engagement and action. Based on a series of conversations and convenings in late 2018 and early 2019, the Consortium was launched with a comprehensive and inclusive infrastructure as well as with rigorous management protocols to ensure value for members. These foundations facilitated the development and delivery of major policy, practice and legal guidance to Consortium members, in addition to the establishment of multiple opportunities for peer and expert engagement.

❖ Establishment of the Societies Consortium

1. Creation of initial Consortium Concept and development of organizational design
2. Recruitment of Sponsoring Societies: AAAS, AAMC, AGU
3. Recruitment with the Sponsoring Societies, and establishment, of 8-member Inaugural Leadership Council and 10-member Executive Committee
4. Development of Consortium Governance, including governance and operations policies, fees structure, and membership terms

5. Participation in meeting of 70 Societies at AAAS to surface concerns and needs; development of Meeting Report on takeaways to inform future direction and action
6. Design, planning and leadership of “soft launch” of the Consortium, including working convening of ~25 societies, higher education organizations, foundation and government funders, and researchers/experts to inform final Consortium design and potential high-impact deliverables
7. Hosting working dinner for Sponsoring Societies and foundation and government funders to introduce the Consortium

❖ **Consortium Launch, Management and Engagement**

1. Development of Membership Policies, Documentation; Membership Drive

- Conception and administration of Executive Committee-approved Membership Policies
- Conception and execution of a sustained membership campaign, including intensive outreach strategy/documentation, FAQs, web Q&A sessions, and individualized engagement, achieving 100 inaugural members in 3 months, 123 total members in 12months
- Presentations at 5 conferences to introduce the Consortium, recruit members, and engage new members and broader stakeholders
- Development and administration of membership application process and agreement forms
- Onboarding of new members, including May 2019 orientation webinar for all members and in-person orientation session for new members at September 2019 Convening
- Substantial engagement and support of individual prospective members and members
- Periodic member updates on legislative, regulatory and policy developments in the field
- Development, with AAAS, of IP/Copyright License Agreement
- Development and administration of membership IP/copyright license agreement adoption strategy
- Development of user-friendly format to build each model policy or tool, with initial exploration of website-enabled format

2. Peer Community-Building and Engagement

- Design, planning, recruitment/preparation of experts, and execution of the first Annual Members’ Convening focused on community-building, with meeting materials and production of a convening report to inform future work
- Conception, planning and production of a November 2019 pilot for a web-enabled topical peer discussion initiative, “How to Host an Inclusive Meeting,” and “Share an Inclusive Practice that Works” template for members’ ideas-sharing
- Conception and development of Consortium website with public facing and members’- only platforms

3. Governance and Leadership

- Planning and facilitation of frequent Executive Committee meetings/calls

- Planning and facilitation of Executive Committee Organizational Retreat and year-end extended meeting, with associated support and materials
- Planning and facilitation of frequent Leadership Council calls to aid valuable resource development plus subgroup calls, with associated support and materials
- Development of 2019 Work Plan, with associated research and management, and delivery of all stages of Consortium resources development
- Recruitment/creation of Advisory Council
- Planning and facilitation of Advisory Council calls, with associated support and materials, including to collaborate on student engagement and information-sharing by societies and IHEs
- Engagement with AAU
- Engagement with NASEM Action Collaborative

❖ **Membership Resources**

1. Framework for Governance
2. Model Honors & Awards Policy
3. Convening Conduct Ground Rules (*conduct expectations and process for handling concerns*)
4. Model Society Meetings Policy
5. Model General Conduct Policy (*in process*)
6. Template for Society Reporting-out on Conduct Concerns
7. Members Survey and associated guidance on areas of impact for focus
8. Title IX Regulations – Analysis of Administration’s proposed new regulations
9. Letter template tool for societies’ own comment on Proposed Title IX regulations

www.societiesconsortium.com

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