



SOCIETIES CONSORTIUM

ON SEXUAL HARASSMENT IN STEMM

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

Overview Report:

FIRST ALL MEMBERS CONVENING

Sept. 16, 2019

Table of Contents

1. Appendices
2. Introduction and Executive Summary
3. Overarching Goals and Takeaways
 - A. Goals of the Convening
 - B. Key Takeaways
 - C. Enhanced Focus on Peer Engagement
4. Notes

Appendices

All documents below are posted on the Members' section of the Consortium website; follow the link. Please consider length before downloading and printing the Appendices in their entirety.

- Appendix A: **Slide Deck from Convening on The Website**
([Societies Consortium Convening Presentation](#))
- Appendix B: **Convening Materials and Handouts** ([convening materials](#))
- Item 1 – Convening Agenda
 - Item 2 – Conduct Ground Rules
 - Item 3 – Process for Handling Conduct Concerns
 - Item 4 – Federal Update
 - Item 5 – Website Launch
 - Item 6 – Framework Guidance Document
 - Item 7 – Practice “Conscious Inclusion”
 - Item 8 – Members License Agreement
 - Item 9 – Open Mic Topics of Concern
 - Item 10 – List of Societies in the Societies Consortium as of 10.04.19
 - Item 11 – List of Society Representatives and
Contact Information (Available on Website)
 - Item 12 – Panelist and Facilitator Bios
- Appendix C: **Putting the Members Survey in Perspective: Value and Limits**
([Appendix C](#))
- Appendix D: **Members’ Hopes and Ideas for Sustained Peer Engagement**
([Appendix D](#))
- Appendix E: **Restorative Practices to Build Inclusive Communities**
([Appendix E](#))
- Appendix F: **Model Honors and Awards Policy Guidance,
Including Members’ Input in Working Break-out Sessions**
([Appendix F](#))
- Appendix G: **Parking Lot – Additional Questions and Issues to Address**
([Appendix G](#))
- Appendix H: **Consortium Deliverables and Other Accomplishments**
([Appendix H](#))

2

Introduction and Executive Summary

This Overview Report of the first members convening of the Societies Consortium on Sexual Harassment in STEMM, which occurred on September 16, 2019, summarizes the convening's objectives and key take-aways, including members' input and areas for Consortium and members' follow-up.

Over 100 people, representing over 80 societies of the Consortium's 119 members at the time, attended the all members convening. Members currently total 121 (with two committed societies' memberships beginning in January 2020). Attending societies engaged throughout a very full day, sharing ideas and input that are critical for the Consortium's work going forward.

Significant Key Takeaways

i)

There was overwhelming support for making an all-members convening an annual event, as well as for prioritizing enhanced member engagement opportunities through virtual means throughout the year.

ii)

There was consensus that the Consortium's 2-track governance Framework for action, which drives all Consortium work- (1) inclusive policies and (2) community building -is critical to advance inclusive conduct, climate and culture for excellence in STEMM. Inclusive community-building is the hardest work, but also the most important for changing climate and culture; supporting policies, tools and strategies are also needed.

iii)

The importance of data to prioritize action and track progress was recognized.

3 Overarching Goals and Takeaways

A. The Core Goals of The Convening Were To:

Provide opportunities for member-society-peers to share insights, resources and concerns, and focus on how to sustain an engaged Societies Consortium community.

Elevate knowledge, provide resources, and facilitate strategies on how to build communities and bridges for collaboration in STEMM fields; and how to effectively use Consortium resources and restorative actions to actively embrace diversity and inclusion, demonstrate intolerance of sexual and intersecting bases of harassment, and advance excellence in STEMM fields. (Inclusive community building was a major focus of the day.)

B.

Key Takeaways

The following member ideas were generated for needed deliverables and support relating to both tracks of the Framework. They are being reviewed by the Consortium Executive Committee, Leadership Council and Education Counsel, and will inform the development of a Draft Consortium 2020 work plan (and beyond).

All members will have input prior to a work plan being finalized.

See (Appendix D; Appendix E; Appendix G) for additional ideas emerging at and from the convening and other member feedback this year.

Interests and resources of high demand include:

- I. Peer Engagement. See major take-aways in Section 3 below.
- II. Governance Engagement. Assistance in engaging volunteer governance boards in the Consortium's two tracks of work (potentially using the Framework document, (see Appendix B, Item 6: [convening materials](#)); elevating their understanding and ownership of inclusive policies and inclusive community as governance imperatives (affecting excellence, integrity, and reputation of a society and the field), with corresponding prioritization of investments and high-impact actions to address sexual and intersecting bases of harassment.
- III. Restorative Practices for Community Building. More information about, and a "proof of concept" for, restorative practices (versus legal processes) to address sexual and intersecting bases of harassment. Compare pros and cons and relative effectiveness and cost for inclusive community building as compared to legal processes.
 - See the presentation slides of Professor David Karp of University of San Diego (Appendix E) and <https://www.sandiego.edu/soles/restorative-justice>
 - See information on other presenters/facilitators with expertise on implementing restorative practices at Appendix B, Item 12 (bios): [convening materials](#) and <https://www.sandiego.edu/soles/restorative-justice/about-us>:
 - Tony McMurphy, Restorative Justice Trainer and facilitator & Founder, Infinite Impact (e.g., working with University of Rochester on its recent sexual harassment challenges);
 - Jay Behel, PhD, Associate Dean of Student Affairs, Rush Medical College; and
 - Sonoo Thadaney-Israni - Executive Director, Stanford Presence Center.
- IV. Other Community Building. Information/resources on additional community building strategies, e.g., as highlighted at the convening for possible further Consortium exploration:
 - Ombuds programs being championed at the American Educational Research Association (AERA);
 - The American Psychological Association (APA) *I am Psyched!* to spotlight excellence in women's contributions and achievements (see <https://www.apa.org/pi/women/iampsyched/>).
 - The Evolution 2019 safe conference initiatives of the Society for the Study of Evolution, Society for Systematic Biologists, and American Society of Naturalists, to advance inclusion, empower allies to support safety and inclusion, and provide transparency on action to address harassment (see presentation slides in Appendix A: [Societies Consortium Convening Presentation](#); and <https://www.evolutionmeetings.org/safe-evolution.html>).
 - The Association of American Medical Colleges' (AAMC's) *Foundational Principles of Inclusion* (see slide/summary in Appendix B, Item 7: [convening materials](#)).

B.

Key Takeaways

V. Conduct Codes. Model policy and tools addressing conduct at meetings and activities generally.

- See the Convening Conduct Ground Rules in Appendix B, Item 2: [convening materials](#) which were provided to attendees of the convening, and can be adapted and used by Consortium member-societies and their members now.
- Note: *Meetings and general conduct codes guidance are deliverables for the Consortium's 2019 4th Quarter. The Conduct Ground Rules, with some additional options embedded, will be part of the meetings guidance.*

VI. Continuous Improvement. Creating a continuous improvement process for the Consortium, also as a model for members, e.g., evaluating gaps and improvements in resources/strategies, potentially using member focus groups.

Collective efforts within and among societies, institutions of higher education, industry, and funding agencies, are necessary for high-impact changes in conduct, climate and culture in STEMM fields. It is critical to build bridges and inclusive communities among these components of, and to engage key participants in, STEMM fields, including students.

- Societies have a unique ability to set standards of excellence (encompassing high quality of work product and high standards of ethical, professional, inclusive conduct) for both societies and STEMM fields broadly.
- But no one society or entity can do this work alone. Any resource developed by the Consortium will be better with greater collaborative input.
- Faculty, researchers, practitioners and students work in multiple settings—with roles and activities at societies and employing and collaborating institutions. They will be more successful in embracing inclusive conduct, climate and culture with coordinated support and expectations across settings.
- The Consortium is seeking to facilitate collaboration among societies—as well as across STEMM fields broadly—in its work with the Consortium Advisory Council (whose members are leaders in higher education and research institutions and organizations), the National Academies Action Collaborative, and others, to open avenues for collective, proactive preventative initiatives and addressing incidents.
- Disseminating Consortium resources broadly in STEMM fields (after due opportunity for members' input and use) will advance collective action.
- Meaningfully engaging students in the Consortium's work is critical to changing forward-looking climate and culture.

Implementation challenges and solutions should be identified and addressed. Members seek support of the Consortium to:

- Provide a voluntary self-evaluation tool for societies to assess the quality of their policies (not just existence of policies or satisfying legal compliance);
- Convene focus groups and arrange workshops for members to share experience and ask questions with the issuance of each main Consortium resource (similar to the Honors and Awards Policy break out session at the convening, but web-enabled);
- Conduct additional surveys focused on specific needs; and
- Create a survey instrument for societies to use with their own members to assess baseline status in their respective fields around types and incidence of sexual and intersecting bases of harassment.

C. Enhanced Focus on Peer Engagement

(Input from Break-Outs and Evolution 2019 Presentation)

Members place a high priority on enhanced and sustained peer engagement through the Consortium. Connectivity across the membership and leadership of the Consortium, possibly with affinity group opportunities, is important to foster ongoing and widespread input and to ensure the Consortium and members are accountable for outcomes that meet actionable needs. Specific suggestions include:

- Conduct an Annual Societies Consortium Members Convening (possibly extended to 1½ days for more time to review, reflect upon and discuss input from working session break-outs);
- Provide opportunities for more frequent, formal and informal virtual connectivity for sharing ideas, concerns, experience, solutions (possibly connected to affinity groups)—
 - Virtual “workshops” focused on particular topics of interest to members;
 - Virtual “workshops” upon release of Consortium resources to share information and explore questions on implementation and related society experience of relevance;
 - Virtual affinity groups to meaningfully promote communication among, and learning for, a broader community of stakeholders;
 - Possible means to share policies and other documentation via the Consortium website.

The convening shared an example of how collective and committed action, with attention to communications and evidence of need for action, can overcome resource limitations to advance effective conduct policies and an inclusive community in practice. (The Consortium intends to facilitate sharing of other examples.)

- Dr. Andrea Case, Executive Vice President of the Society for the Study of Evolution provided a case study of “What Small Societies *Can Do!*” when they work together to create inclusive meetings. (See presentation slides in Appendix A: [Societies Consortium Convening Presentation](#))
 - In June 2019, three evolutionary biology societies—American Society of Naturalists, Society for the Study of Evolution and Society of Systematic Biologists—sponsored the 2019 Annual Evolution Conference. After two years of collaborative development of meeting policies and protocols via a dedicated committee, the evolution societies implemented their meeting Code of Conduct and enforcement procedures at the Conference.
 - The Code of Conduct was an integral part of a broad, collaborative initiative called “[Safe Evolution](#)” to promote equity, inclusion and safety throughout the meeting.
 - Data from an IRB-approved survey of experiences of past meeting attendees, attesting to the need for Safe Evolution, were presented to the societies’ governing boards as evidence of the need for the policies. They were also presented in a poster at the Evolution conference.
 - Positive messaging emphasized inclusion and access to resources and support for dealing with inappropriate behavior, if needed, including an on-site professional consultant (Sherry Marts) and a visible group of trained EvoAllies. EvoAllies were selected with consideration of many qualifications—one plus factor was an individual’s intent to go to bars where conference attendees socialized (because there was a desire to have EvoAllies present were problems arise).
 - The positive reception at the 2019 conference, as well as forthcoming transparency reports summarizing outcomes of investigations, are expected to build trust in the process within the evolutionary biology community.

4 Notes

IMPORTANT

This document provides a brief summary of key information from the convening. Appendices providing more detail on segments of the convening and member input, as well as all convening-related resources and presentation materials, are posted in the members section of the Consortium Website (see direct links to each Appendix in the Appendix section above). Appendices A and B, as well as the Working Draft Survey Report relevant to the content in Appendix C, and the Model Honors and Awards Policy relevant to the content in Appendix F, have been provided to Members previously via email.

NOTE: Nothing In This Overview Report Or Its Appendices Constitutes Legal Advice To Any Society Or Other Entity.

Legal advice should be based on the unique circumstances of each entity and particular facts. Societies are well-advised to consult their own lawyers. We hope the general guidance information here, however, may help to frame potential issues for further, society- and situation- specific assessment.



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