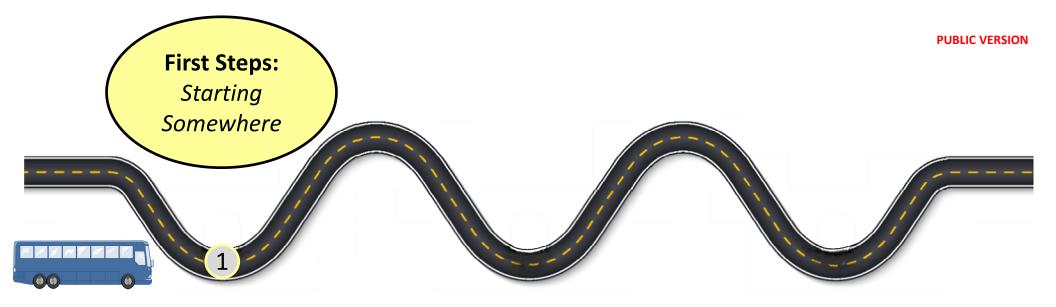


## Roadmap Towards Excellence and Integrity in STEMM

Every society has work to do to advance professional, ethical and inclusive STEMM fields; none can do all needed work at once. This Roadmap charts a flexible course—a continuum or matrix of action—that can be pursued incrementally or concurrently, according to each Society's unique needs and place on the road toward inclusion.





Elevate stakeholders' understanding:

Excellence/integrity require including all talent through respectful, inclusive conduct-climate-culture. Sexual harassment (most pervasively gender-based put-downs, sexism, hostility) drives women/others from STEMM.

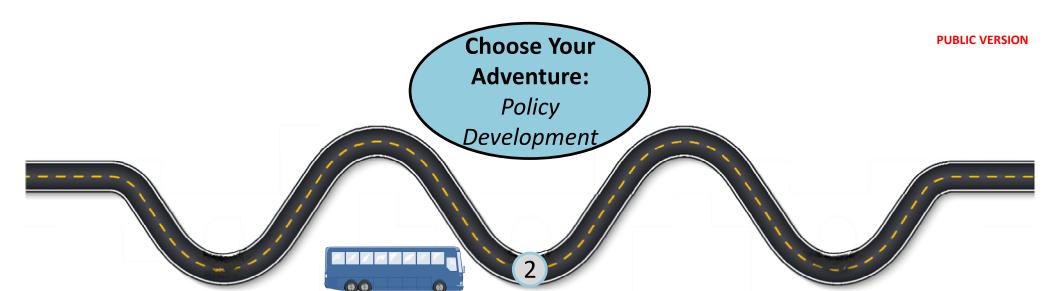
• Communicate inclusive conduct expectations: Highlight excellence-integrity-inclusion connection—Key Do's & Don'ts. Focus on inclusive conduct, not just law. Publicize how to raise conduct concerns and Society's responses. Excerpt Do's & Don'ts and Note on Differences of Opinion and Offense from Consortium "Easy Reference" Resources or use them as "plug and play" policies.

Survey Society's Members
 on climate; Use Consortium
 Members' survey to find
 society's policy gaps: Use
 existing survey forms & data to
 demonstrate need for society/field
 action.

- Research Framework (from Consortium July 2019 Framework Document)
- NASEM Report



- Do's & Don'ts (doc. ref. # 3)
- Offense (doc. ref. # 4)
- Meetings & Ethics/Conduct Short
   Form Policies (doc. ref. # 5)
- Compendium of Resources see tab:
   Surveys/Climate Survey Resources;
- Surveys/Societies Consortium
  Survey on Policies and Practices



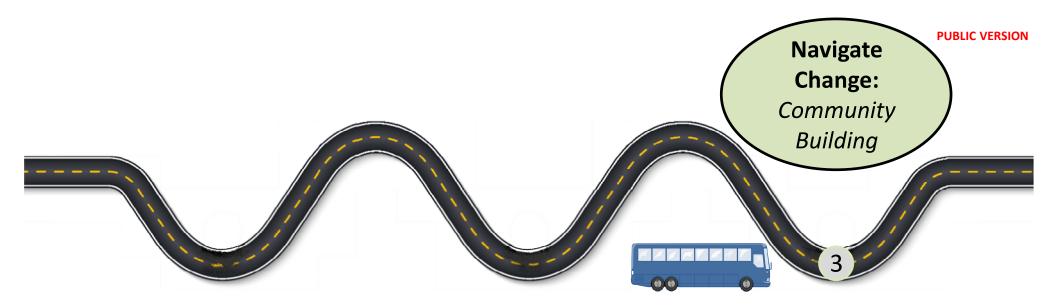
- Create a policy action plan:
   Pick a topic; decide a progression over time. E.g.: Meetings/Virtual Meetings as a high-impact 1<sup>st</sup> area; Honors & Awards as a high-impact 2<sup>nd</sup> area; Ethics/Conduct and Investigations, as the most comprehensive 3<sup>rd</sup>. Decide who will lead—who will be involved—in development and
- Prepare to act: Consortium model policies explain complex policy issues, provide options, and offer draft language to reduce time and effort. A Society unavoidably needs to consider issues, make its policy choices, and customize language.
   Assemble/review the Consortium model policy and peer society policies on the chosen topic.
- Develop or enhance policy:

Each Society has its own process.
Consider: \*Engaging other
Societies to partner in the work.
\*Contact EducationCounsel to be
an "early adopter" and work on
policy with the Leadership
Council. \*Attend Consortium
web-discussions/workshops—
offer priority topic ideas to
societiesconsortium@educationc
ounsel.com

- Model Honors & Awards (doc. ref. # 6)
- Meetings and Ethics/Conduct Policies;
   Compendium of Resources (contains many examples of members' policies).
- February 2020 webinar on policy development processes;
- Member Matching Tool.



implementation.



 Report out to Society Members on frequency/handling of conduct

concerns: Perception of tolerance-intolerance of sexual harassment drives conduct. Demonstrating serious action to respond to conduct concerns is key. Build a report form from the Consortium's 2-chart basic report template or multi-chart advanced report template.

• Build an inclusive community at the society/in the field: Encourage shared community conduct standards focused on inclusion/anti-bias, not just law. Use proactive-and reactive- restorative/community-building strategies, and hold inclusive conduct-focused community discussions and professional development, to support desired conduct and address conduct concerns.

- Report Template: Society Reporting-Out on Conduct Concerns.
- Reporting-Out Design Guide.

- Compendium of Resources: see tabs: Civility and Diversity Initiatives; Community Building and Restorative Action Resources and Initiatives; and Resource Centers;
- September 2019 Convening Report and materials (doc. ref. # 7)

