



SOCIETIES CONSORTIUM

ON SEXUAL HARASSMENT IN STEMM

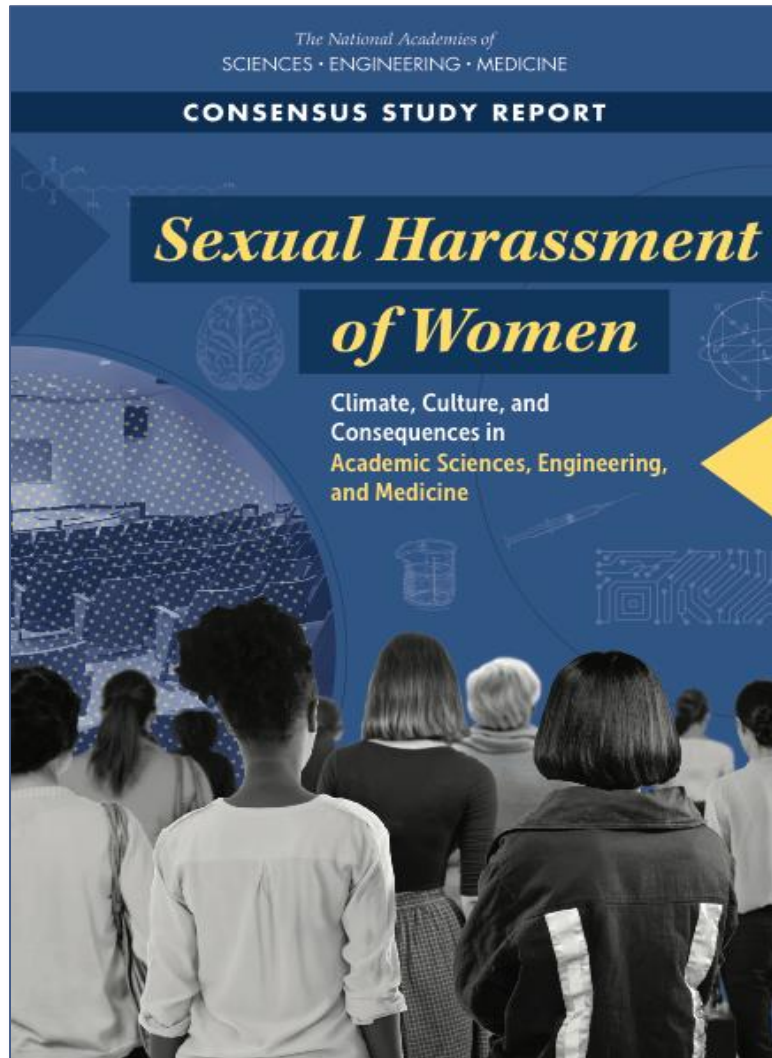
An initiative to advance professional and ethical conduct, climate & culture



What is the Societies Consortium?

The Societies Consortium on Sexual Harassment in STEMM is a unique collective act of leadership and accountability to advance excellence in science, technology, engineering, mathematics and medical fields (STEMM). This initiative is providing customizable model policies (with embedded menus of options for flexibility), policy-law guidance, and practical tools to advance professional, ethical and inclusive conduct, climate and culture in societies' own operations and STEMM fields broadly, in support of the inclusion of all talent for excellence and integrity in the fields. Through a collective effort and investment, the consortium model can develop high-quality resources that benefit from multiple perspectives and national expertise, in a time and cost-efficient manner. Toward these aims, the Consortium's strategic focus is building communities actively intolerant of sexual and racial and other intersecting bases of harassment and building bridges for collective efforts across STEMM—among societies, academic and research institutions, teaching hospitals and others, as well as researchers, faculty, and students. Launched in January 2019, there are currently 100 Inaugural Members (with the inaugural period ending on April 1, 2019). Membership totals 130 societies as of August 2020 and remains open, with Societies continuing to join or exploring to do so.

The National Academies Consensus Report -- Released June 2018



Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine

<http://nationalacademies.org/SexualHarassment>

#ScienceToo

Sexual Harassment Is Discrimination—3 Types

- **Sexual coercion or *quid pro quo* sexual harassment:** threats or rewards respecting educational or employment benefits, support, or status are conditioned on sexual favors
- **Hostile environment sexual harassment:** exposure in work- or education- related settings or activities to gratuitous (i.e., unnecessary for the work) (a) sexual images, gestures, or remarks, (b) sexual insults, (c) *non-sexual gender harassment*, or (d) unwanted sexual attention—of such pervasiveness or severity as to interfere with a “reasonable person’s” ability to learn or work
 - **Gender Harassment:** a form of sexual harassment that includes sexism and other *non-sexual* behaviors that demean, denigrate, devalue, and disrespect individuals on the basis of sex (including sex, gender identity and expression, and sexual orientation)
 - **Definition of Hostile Environment Harassment:** is influenced by research on harm, developing societal norms of conduct
- **Sexual assault and battery,** including, e.g., rape

Sexual Harassment Violates Law

- **Sexual assault and battery** are crimes
 - Civil negligence may apply where a duty of reasonable care for safety is breached
- **Hostile environment sexual harassment and sexual coercion** violate
 - **Title VII (federal):** Prohibits discrimination on the basis of sex (etc.) in employment applications, terms and conditions
 - **Title IX (federal):** Prohibits discrimination on the basis of sex in *all* educational programs and supporting functions of non-federal public and private entities that receive federal funding for *any* broadly defined educational program
 - **State** nondiscrimination laws—And for public entities, **Equal Protection**
 - **Gender Harassment** violates laws when sufficiently pervasive (frequent) or severe (even once) to constitute hostile environment harassment

Law Must Be Satisfied

But It's Not Enough to Achieve Excellence

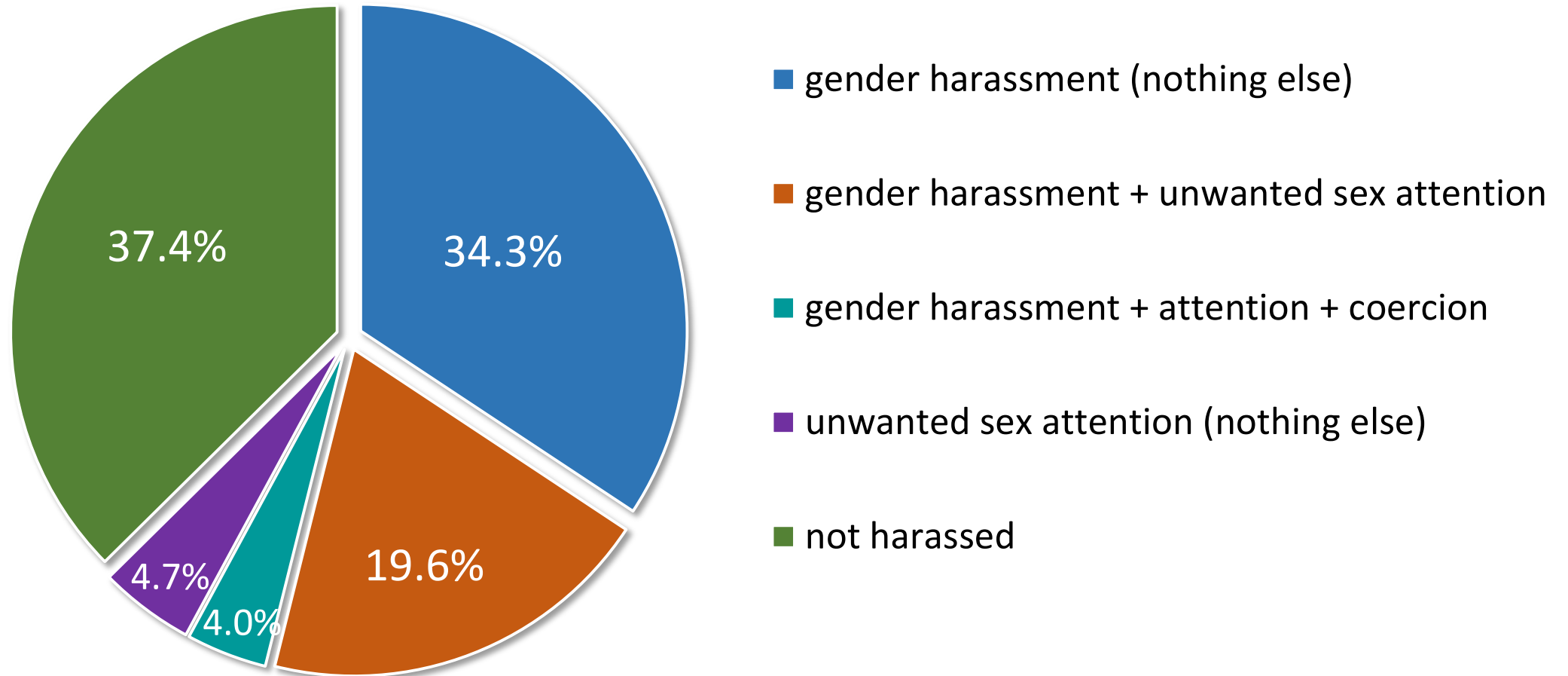
- **Pervasiveness of sexual harassment in STEMM persists despite decades of legal prohibitions**
 - Resort to reporting and formal Title IX process is rare due to fear of career and relationship cost

Sexual Harassment Consequences



Gender Harassment – Not the Focus of the Law & Public *But Most Common AND the “Base” for Other Sexual Harassment*

Example – Percent of women faculty/staff harassed by coworkers or supervisors at a large public university



Some Key Data From the National Academies Report

Workplace Rates of Sexual Harassment of Women

- Military: 69%
- Academic Workplaces: 58%
- Private Sector: 46%
- Government: 43%

Student Rates of Sexual Harassment

- Female Medical Students: 45%-49.6%
- Female Engineering Students: 25%
- Female Grad Students (all fields): 38%
- Male Grad Students (all fields): 23.4%
- Female Undergraduate Students (all fields): ~14-46%

Solutions Consider: What Are Predictors of Sexual Harassment?

- **Climate perceived as tolerant of sexual harassment is, by far, the greatest predictor, where...**
 - Reporting is risky
 - There is a lack of sanctions against offenders
 - Complaints are not taken seriously
- **High Correlation of Sexual Harassment in settings that are...**
 - Male-dominated
 - Lack civility and respect
 - Concentrate power in individuals

Advancing Excellence in STEMM

- **Excellence requires consideration of individuals' total effect on the field—and a shared expectation of:**
 - High quality research and teaching **and**
 - Professional and ethical conduct (inclusive, collaborative, civil, respectful of all)
 - Enabling a climate and culture of full participation, where all talent can thrive
- **Strategic drivers of professional and ethical conduct**
 - Building **communities** in STEMM fields
 - *That are diverse, inclusive, and **actively intolerant** of sexual and racial and other intersecting bases of harassment*
 - Building **bridges**
 - *Among societies, their members (faculty, researchers, students), and home institutions to pursue shared aims for excellence*
- **Research & Practice**
 - Rationale for impactful action, grounded in research

National Academies Report's Recommendations for Societies

Advance culture changes that reduce or prevent sexual, racial and other intersecting bases of harassment.

- Enact and strengthen codes of conduct and rules (including re: conference attendance);
- Investigate reports of sexual harassment;
- Require members to acknowledge, in writing, the society's rules and codes of conduct relating to sexual harassment during conference registration and membership sign-up and renewal;
- Support and design programs that prevent harassment and provide skills to intervene when someone is being harassed;
- Factor harassment-related professional misconduct into scientific award decisions.

These actions are equally important for racial and intersecting bases of harassment.

“

Consortium Mission

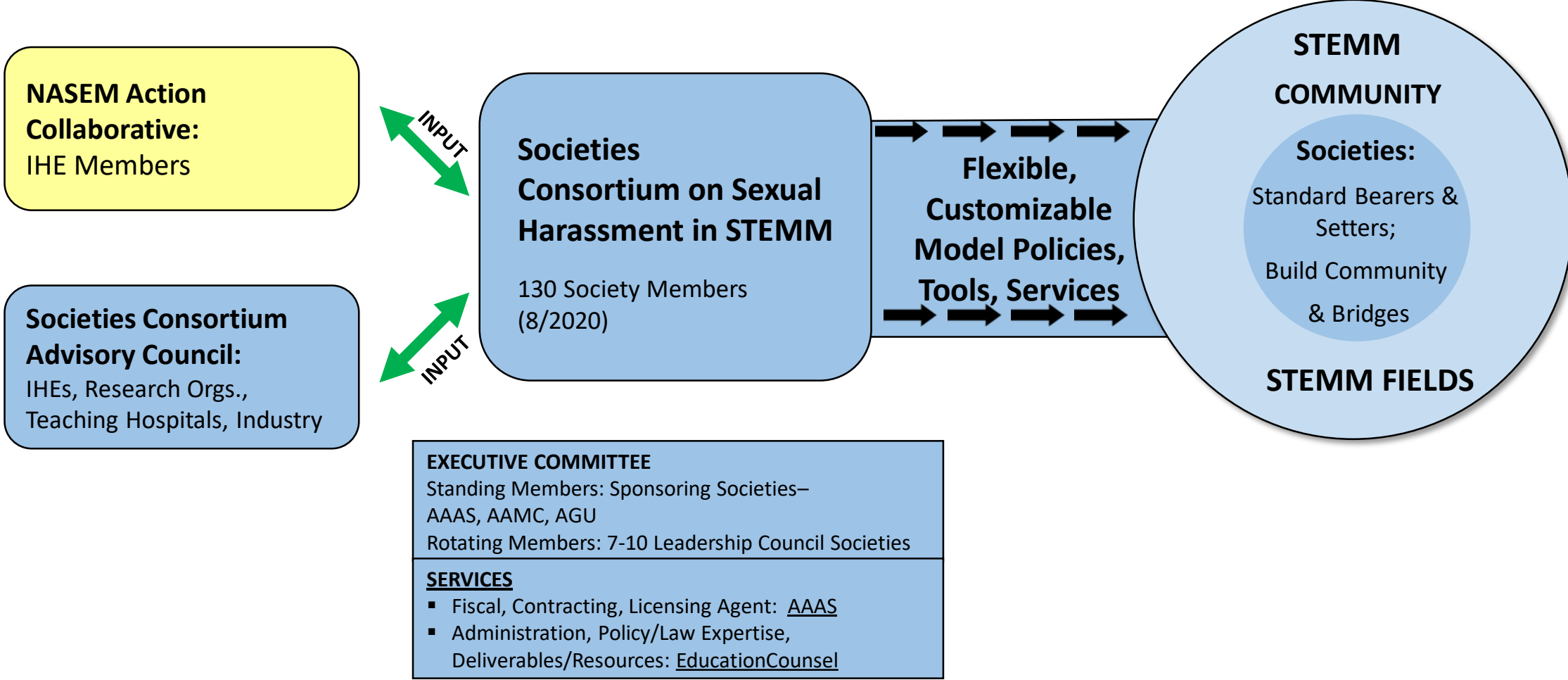
...to support academic and professional disciplinary societies in fulfilling their mission-driven roles as standard bearers and standard setters for excellence in science, technology, engineering, mathematics, and medical (STEMM) fields, addressing sexual harassment in all of its forms and intersectionalities.

Societies Consortium Membership (as of Aug. 2020)

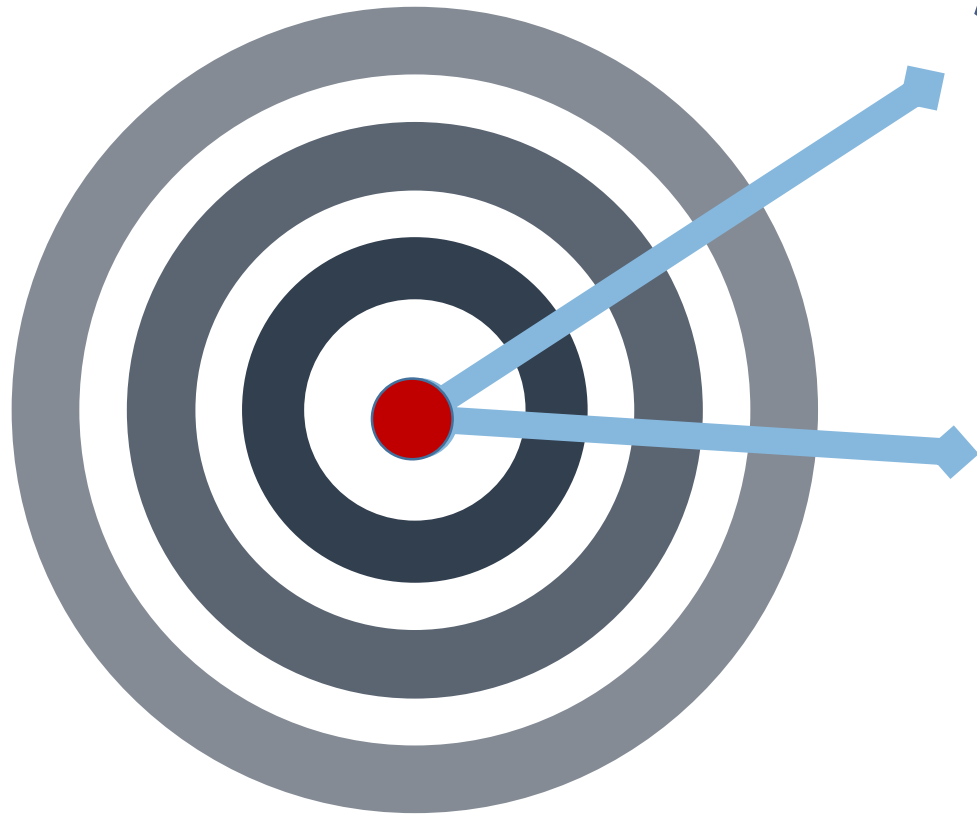
- **All STEMM Fields Represented**
 - Engineering
 - Inclusive Interest Groups in STEMM
 - Mathematics
 - Medical
 - Natural, Physical Sciences
 - Social, Behavioral Sciences
 - Technology
- **Only STEMM Societies are Members**
- **Membership remains open**



Societies Consortium Plan of Action—Collective Leadership, Operationally Effective (and Cost/Time Efficient) Resources



Impact Goals: Help Advance Inclusive STEMM Conduct, Climate and Culture for Excellence & Integrity



1

- Advance Knowledge and Action in Leadership & Operations Across STEMM;
- Define Excellence—In **Words and Deeds**: High Quality Work & Professional, Ethical, Inclusive Conduct. Advance Equity;

2

- Advance Collective Leadership, Shared Services, Resources—Success of All Talent;
- Preserve Independence/Choices for Each Society & any collaborating IHE;
- Welcome Benefits to Other Fields

The Societies Consortium Executive Committee:

Focus on Governance, Direction, Quality, Impact

<p>American Association for the Advancement of Science* (Shirley Malcom & Andrew Black, Co-Vice Chair)</p>	<p>American Chemical Society (Mary Kirchhoff, Co-Advisory Counsel Overseer)</p>
<p>American Educational Research Association (Felice Levine, Co-Chair)</p>	<p>American Geophysical Union* (Billy Williams, Co-Chair)</p>
<p>American Physical Society (Monica Plisch, Co-Advisory Council Overseer)</p>	<p>American Psychological Association (Shari Miles-Cohen, Co-Community Outreach & Inclusion Officer)</p>
<p>American Society for Cell Biology (Erika Shugart, Co-Leadership Council Overseer)</p>	<p>Association of American Medical Colleges* (David Acosta, Co-Community Outreach & Inclusion Officer, and Ross McKinney, Sponsoring Society representatives)</p>
<p>Entomological Society of America (Chris Stelzig, Co-Leadership Council Overseer)</p>	<p>Institute of Electrical and Electronics Engineers (Marc Beebe, Co-Vice Chair)</p>
<p>EducationCounsel, LLC (Advisor)</p>	<p>*Sponsoring Society, originated the Consortium with EducationCounsel</p>

Leadership Council:

Focus on Quality & Value of Resources

<p>American Institute of Physics</p> <p>Rachel Ivie</p>	<p>American Society for Biochemistry and Molecular Biology</p> <p>Ben Corb</p>
<p>American Society for Microbiology</p> <p>Kim Shankle and Amy Kullas</p>	<p>Association of Academic Physiatrists</p> <p>Tiffany Knowlton</p>
<p>Association for Women in Mathematics</p> <p>Catherine Paolucci</p>	<p>Association for Women in Science</p> <p>Heather Metcalf</p>
<p>Federation of American Societies for Experimental Biology</p> <p>Yvette Seger</p>	<p>Geological Society of America</p> <p>Nan Stout</p>
<p>The Optical Society</p> <p>Marcia Lesky</p>	<p>Out in Science, Technology, Engineering, and Mathematics</p> <p>Lilian Martinez</p>

EducationCounsel, LLC (Advisor)

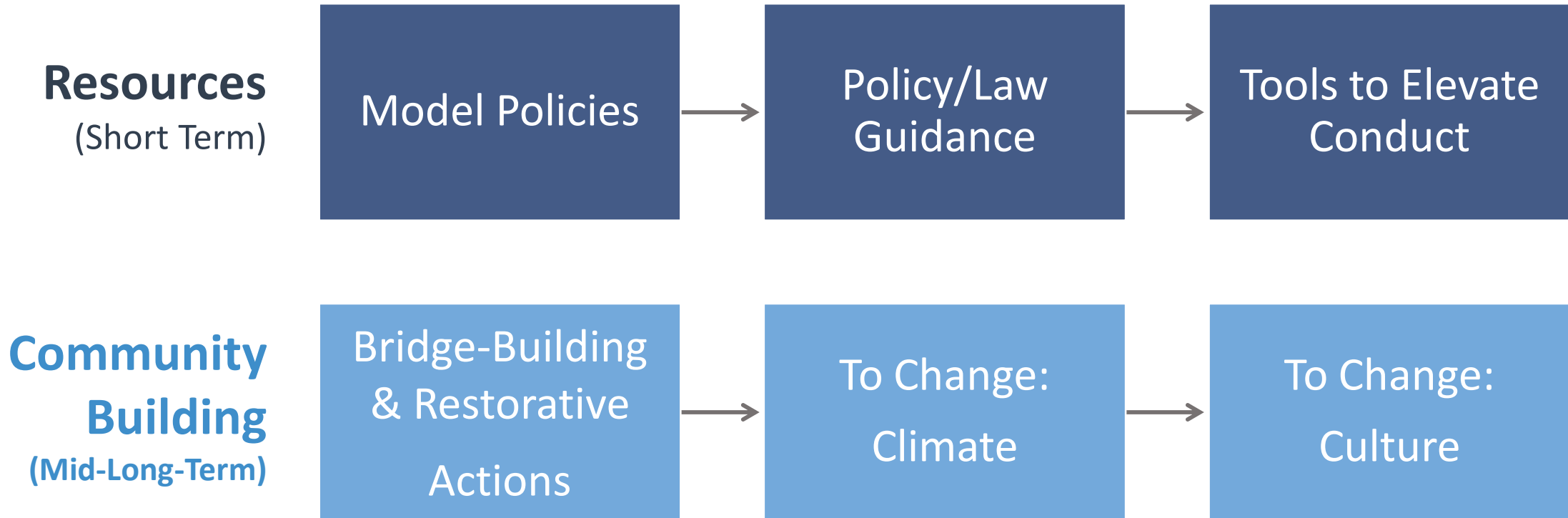
Societies Consortium Advisory Council:

Focus on Resources' Value to IHEs— Bridge- & Community- Building Across STEM

American Council on Education Vice President and General Counsel Peter McDonough	Boston University University Provost and Chief Academic Officer Jean Morrison
Association of American Universities Director of Policy Research Kimberlee Eberle-Sudre	Johns Hopkins University Professor and Associate Vice Provost for Postdoctoral Affairs Valeria Culotta
Association of Public & Land-Grant Universities Senior Vice President for Academic Affairs and Chief Academic Officer Bernard Mair	University of Missouri Dean of the School of Engineering Elizabeth Loba
Council of Graduate Schools President Suzanne Ortega	Wake Forest University Associate Professor of Trauma Surgery Amy Hildreth

EducationCounsel, LLC (Advisor)

2-Track Framework Drives Societies Consortium Work



2019 Work Plan: Year 1 Progress Report

Community Building—It's a Journey:

✓ **Advisory Council & Exec. Comm.**

Exploring Ideas Re:

- **Engaging students;
- **Pursuing joint Societies/IHEs preventative initiatives;
- **Is there potential to share incident facts & investigative services (Societies/IHEs)?

✓ **Peer Engagement:**

- ** Members Convening focused on restorative action & community-building;
- **Topical Web-Discussions series;
- **"Share An Inclusive Practice That Works"

Model Policies with Embedded Menus of Options & Guidance—Foundations:

- ✓ 2-Track Framework as Governance
- ✓ Honors & Awards Policy (Beta Final)
- ✓ Meetings Conduct Policy (Beta Final)
- ✓ Model Reporting (out) Template (Beta Final)
- ✓ Title IX Changes Analysis

Contact Us—Learn More...

- [SocietiesConsortium.com](https://www.SocietiesConsortium.com)
- SocietiesConsortium@educationcounsel.com
- jamie.keith@educationcounsel.com

EducationCounsel LLC, www.educationcounsel.com, is a mission-based education consulting firm that combines significant experience in law, policy, and strategy to drive improvements in U.S. education systems. We partner with nonprofit organizations and institutions to develop and advance equity-driven, evidence-based ideas to strengthen educational systems and promote expanded opportunities and improved outcomes for all students from early childhood through postsecondary education. Our higher education practice centers on issues of students and faculty diversity, equity, inclusion, sexual harassment prevention, free speech and academic freedom, and institutional quality and academic excellence. EducationCounsel is an affiliate of Nelson Mullins Riley and Scarborough LLP, which has over 725 professionals, and where Jamie Lewis Keith and Art Coleman also are partners and can access additional resources. Former U.S. Secretary of Education and South Carolina Governor Richard W. Riley is an EducationCounsel Senior Partner.