



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

SECOND ANNUAL ALL MEMBER CONVENING REPORT

September 16-17 2020



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On September 16-17, 2020, the Societies Consortium on Sexual Harassment in STEMM held its second Annual Member Convening. This was a virtual Convening held over two half-days, with over 90 participants, representing nearly 80 different societies of the Consortium's 131 members. This convening provided an opportunity for all members of the Consortium to connect with one another, engage in conversations on critical and challenging topics, share valuable resources and consider ways to incorporate their learnings into the work of their individual societies. Further, the plenary sessions and the breakout discussions provided valuable feedback on the needs and interests of the members of the Consortium as we continue to collectively work toward achieving our mission: "to set high standards of excellence in STEMM fields, requiring high quality research, teaching and practice and high standards of professional and ethical conduct."

Over the course of the two days, the Consortium meeting focused on three overarching themes:

- 1) **Giving Meaning to the World Context in Relation to the Consortium Mission:** Intersections of racism/xenophobia and sexism/gender-based "isms" emphasized by the Covid-19 pandemic and continuing racist violence and injustice.
- 2) **Engaging for Change:** Member societies forming alliances to advance societies' focus on conduct, climate and culture change—action to create professional, ethical, and inclusive STEMM fields.
- 3) **It's a Journey, Making Progress:** Member self-assessment and progress planning.

This document provides a report of the key takeaways from the convening including overviews of Days 1 and 2 and a set of overarching key takeaways. The accompanying Appendices provide the important input from each of the breakout groups across both days of the convening.

Overarching Convening Takeaways

KEY CONCEPTS FROM THE SEPTEMBER 16 PLENARY PANEL OF RESEARCHERS ON THE INTERSECTION OF RACISM AND SEXISM:

- Racialization of sexual harassment is real—Gender and racial harassment are never one or the other—Their intersectionality is key.
- Epistemic exclusion of women, women of color and men of color from STEM fields and the community of researchers who are celebrated in their fields results from the male whiteness of mainstream research rooted in race, gender and intersecting bias and stereotyping about abilities/roles aimed at maintaining the status quo.
- Epistemic exclusion harms individuals, which is important.
- But it also results in disciplinary inertia: The loss of new ideas and contributions—and the inhibition of advancement and innovation. That profoundly harms fields and society-at-large. Science will stagnate if we don't make change—if we don't determine who is missing and why—and how to disrupt this exclusion.
- If they don't act as disrupters, societies are complicit in this harmful exclusion because they have a central role in recognizing the “good science and scientists”—They influence their fields, research institutions and research funders, all of which have a role in exclusion.

7 KEY ACTIONS THAT SOCIETIES CAN TAKE TO DISRUPT THE STRUCTURES OF EXCLUSION:

1. Pay attention to who is and is not included in positions of power, decision-making, and standard setting.
2. Focus on data collection, evaluation and reporting to the community—Be transparent about demographics of leadership, membership, who is getting nominated/recognized, funded and published, who is experiencing harm, who is causing harm, and who is leaving the field;
3. Be intentional about society self-reflection on what a society/community/board wants to be—on what their values are—on what excellence means—and whether policies, practices, procedures, data collection/reporting and outcomes are aligned with those values;
4. Enhance community engagement—and Board engagement—on diversity, equity and inclusion issues—Have open and ongoing discussion of difficult race and gender issues and associated needed action;
5. Be open to and adopt expanded criteria of excellence and new processes/practices—expand criteria to better map lived experiences;
6. Focus on structural change—it's a foundation for all change and is important for sustaining change;
7. While attending to intersectionality, it's important to recognize gender-isms and racism and to be flexible and open to what is needed for all people—Gender and race can be twin foci because these identities are inextricably intertwined and we need to create a culture that is in tune with intersectionality.

ANNUAL CONVENING DAY 1—SEPTEMBER 16, 2020

On Day 1, members of the Consortium had the opportunity to learn from a panel of leading scholars, Dr. NiCole Buchanan, Professor of Clinical Science, Ecological/Community Psychology at Michigan State University and Dr. Kimberly Griffin, Professor and Associate Dean of Graduate Studies and Faculty Affairs at the University of Maryland, moderated by Dr. Shaun Harper, Provost Professor of Management and Organization; Clifford and Betty Allen Chair in Urban Leadership; USC Race and Equity Center Executive Director. The panel presented their research and other work related to the intersection of structural racism and sexism, as well as ways societies and other institutions can recognize and disrupt barriers to equity. The full slide deck from Day 1 is available [here](#) and the recording of the plenary is available [here](#).

During three consecutive breakout sessions society members continued the discussion of these and other important topical issues with an emphasis on learning from each other how societies can move from research to action and take specific steps to help their societies advance climate and culture change. Many useful resources were shared and have been captured in the Consortium's Compendium of Existing Resources available [here](#). Additionally, suggested resources have categorized by breakout group topic and are available [here](#); those marked with an asterisk reflect resources suggested as part of the breakout sessions.

ANNUAL CONVENING DAY 2—SEPTEMBER 17, 2020

On Day 2, members engaged in an investigations and resolutions workshop focused on assessing misconduct and addressing ways to resolve incidents of sexual and intersecting racial harassment in a manner that advances core inclusive community aims, as well as operational needs. The workshop employed hypothetical society case studies, based on real-life experience, presented by Billy Williams of the American Geophysical Union (AGU) and Roxanne Springer of the American Physical Society (APS). As part of this work, the EducationCounsel team presented a robust set of Investigation/Resolution Resources including the new [Pyramid Tool](#) of Resolution Criteria and Options. The Pyramid Tool guides the user through a 3-step process for resolving conduct concerns: (1) assessing the severity of harm to a society's inclusive community and other conduct aims; (2) determining whether to pursue a formal or informal resolution process, in light of the severity of harm and possible remedies needed in a particular situation; and (3) determining the remedy.

The full set of Investigation/Resolution Resources are available at links in Stage 2 of the Roadmap Document found [here](#); these resources include the full slide deck from Day 2 with Jamie Lewis Keith's instructional notes to amplify the slides [here](#). The recording is available [here](#).

The workshop was continued at a Hot Topics webinar on October 15, 2020. The recording of that webinar is [here](#).

BREAKOUT GROUP KEY TAKEAWAYS

For the breakout group discussions on Day 1 and Day 2 of the convening, participants were encouraged to engage in discussion and in writing via a Shared Google Doc White Board. The entirety of the notes from each group are available ([Day 1 Google Doc](#) and [Day 2 Google Doc](#)) and include Consortium and other resources relevant to each breakout topic. The key takeaways from each of the discussions are noted in Appendices B (Day 1) and C (Day 2). In addition, during these discussions, members shared many helpful resources. These resources have been added to the [Consortium's Compendium of Existing Resources](#), which links to many valuable resources for members. It is an interactive, living document, organized by topical headings. Additionally, we also have a version of this resource list organized by Convening breakout group topic available [here](#). The Compendium includes an "Updates Tracker" so that members can see which resources were recently added from the Convening breakout discussions.



APPENDICES



Appendix A. Convening Agenda

Appendix B. Day 1 Breakout Group Key Takeaways

Appendix C. Day 2 Breakout Group Key Takeaways

Appendix D. Societies Consortium 2018-2019 Accomplishments Report & List of Consortium Resources

APPENDIX A. CONVENING AGENDA



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

Societies Consortium All-Members Virtual Convening – September 16-17, 2020

Sept. 16th -- Main program: **1:00 pm – 5:05 pm ET**; Members Match Happy Hour: **5:05 – 6:05 pm ET**

Sept. 17th -- Main program: **1:00 pm -- 5:10 pm ET**; Happy Hour **5:10 -- 6:10 pm ET**

Convening Objectives & Themes

I. Giving Meaning to the World Context in Relation to the Consortium Mission:

Intersections of Racism/Xenophobia and Sexism/Gender-based “isms” emphasized by the Covid-19 Pandemic and continuing Racist Violence

II. Engaging for Change:

Member societies forming alliances to advance societies’ focus on conduct, climate and culture change—action to create professional, ethical, and inclusive STEMM fields

III. It’s a Journey, Making Progress:

Members engaging the Roadmap, self-assessing, starting wherever they are and making continuous progress

Conduct Expectations—Participant Guide

Convening Conduct Expectations and Norms

Convening Contacts for Assistance

Conduct Concerns:

Felice Levine—202-262-7189 or societiesconsortium1@gmail.com

Erika Shugart at societiesconsortium2@gmail.com

Technology Assistance:

Jordan Schwartzbach at jschwartzbach@aaas.org

Members' Convening Consortium Website Log In:

Username: Convening2020_general Password: Societies_Consortium_2020

A. 2-Track Framing of the Convening:

Day 1 — *Embracing Conduct, Climate and Culture Change*

PLENARY SESSION:

Click on your [Calendar Invite for 1:00 pm ET promptly](#)

1. **1:00pm – 1:05pm: Welcome & Resource Highlights** (5 minutes)
Billy Williams/AGU
2. **1:05pm – 1:10pm: Overview** (5 minutes)
Jamie Lewis Keith/EducationCounsel
3. **1:10pm – 1:15pm: Roadmap** (5 minutes)
<https://societiesconsortium.com/roadmap/>
Shawn Boynes/American Association for Anatomy
4. **1:15pm – 2:15pm** (60 minutes):
Experts Speak: How can societies use the facts laid bare about structural racism and sexism/gender-ism by the Covid-19 pandemic, racist violence, and the Black Lives Matter movement—and societies' influence as arbiters of excellence—to help dismantle structural barriers to gender and racial equity and advance excellence and integrity in STEMM fields?
(Panel presentation, moderated panel discussion, and participant questions via the Q&A function)
Moderator: Dr. Shaun Harper/AERA & University of Southern California
Panelists:
Dr. NiCole Buchanan/Michigan State University
Dr. Kimberly Griffin/University of Maryland
5. **2:15pm – 2:20pm: Mini-survey 1** (5 minutes)
BREAKOUTS: Click on your [Calendar Invite for 2:20 pm ET immediately at the Plenary's end.](#)
6. **2:20pm – 2:30pm: Break** (10 minutes—**Stay connected, even if off video/audio-Tune in at [2:30 pm ET promptly](#)**)

7. 2:30pm – 3:10pm: SEGMENT 1 (40 minutes)

- ✓ Who's at the Table 1-Boards Group A;
- ✓ Who's at the Table 1-Boards Group B;
- ✓ In Our Experience-1—Internal Structural Barrier Removal;
- ✓ Starting a Consortium Equity Book & Research Report Club;
- ✓ Inclusive Virtual Meetings Group A;
- ✓ Inclusive Virtual Meetings Group B.

8. 3:10pm – 3:20pm: Break (Stay connected even if off video/audio-Tune in at 3:20 pm ET promptly)

9. 3:20pm – 4:00pm: SEGMENT 2 (40 minutes)

- ✓ Who's at the Table 2-Staff Development;
- ✓ Who's Being Honored? Who's in Good Standing? Group A;
- ✓ Who's Being Honored? Who's in Good Standing? Group B;
- ✓ Data Collection & Reporting Out to Drive Change Group A;
- ✓ Data Collection & Reporting Out to Drive Change Group B;
- ✓ Using Climate Surveys & Data;
- ✓ In Our Experience 2—Shared Investigative Services.

10. 4:00pm – 4:10pm: Break (Stay connected even if off video/audio-Tune in at 4:10 pm ET promptly)

11. 4:10pm – 4:50pm: SEGMENT 3 (40 minutes)

- ✓ Sharing Research—What Societies are Doing re: COVID;
- ✓ In Our Experience 3—Focus on Structural Change in the Field Group A;
- ✓ In Our Experience 3—Focus on Structural Change in the Field Group B;
- ✓ Full Dimensions of Exclusion Group A;
- ✓ Full Dimensions of Exclusion Group B;
- ✓ What Does the Research Say and What's in the Compendium of Resources?

STAY CONNECTED AT THE END OF THE BREAKOUT: AAAS will connect you to the Closing and Members Matching Tool Launch

8. **4:50pm – 5:05pm: Day 1 Closing** (15 minutes)
Felice Levine/AERA (5 minutes)
Jamie Lewis Keith/EducationCounsel (2-3 minutes)
Sean Worley/EducationCounsel—Members Matching Tool Launch (5 minutes)

9. **5:05pm – 6:05pm: After-program Member Match & Social Happy Hour** (60 minutes)
Take Mini-survey 2 during Happy Hour, after exploring the Members Matching Tool

AAAS will transfer you to your Happy Hour Breakout

B. 2-Track Framing of the Convening:

Day 2-Operationalizing Effective Ethics/Conduct-Harassment Policies, Investigations & Resolutions

1ST PLENARY SESSION: Click on your [Calendar Invite for 1:00 pm ET](#) promptly

1. **1:00pm – 2:05 pm: Plenary Segment**

Welcome, Workshop Overview (10 minutes)

Misconduct Assessment and Early Action: Scenarios and Curriculum (55 minutes)

Jamie Lewis Keith/EducationCounsel

Billy Williams/AGU – “The Dishonorable Honoree,” Chapter 1

Roxanne Springer/APS – “Death by 1,000 Cuts,” Chapter 1

1ST BREAKOUT SESSION: Click on your [Calendar Invite for 2:05 pm ET](#) immediately at the Plenary’s end

You will be automatically transferred to your breakout room

2. **2:05pm – 2:35pm: Breakout Segment**

Misconduct Assessment and Early Action (30 minutes)

Specific Learning Groups A, B, C, D and General Learning Groups E, F

2ND PLENARY SESSION: Click on your [Calendar Invite for 2:35 pm ET](#) immediately at the Breakout’s end

3. 2:35pm – 2:45pm: **Break** (Stay connected even if off video/audio-**Tune in at 2:45 pm ET promptly**)

4. 2:45pm – 3:45pm: **Plenary Segment**

Resolution Process and Remedies: Scenarios and Curriculum (60 minutes)

Jamie Lewis Keith/EducationCounsel

Billy Williams/AGU – “The Dishonorable Honoree,” Chapter 2

Roxanne Springer/APS – “Death by 1,000 Cuts,” Chapter 2

2nd BREAKOUT SESSION: Click on your Calendar Invite for 3:45 pm ET immediately at the Plenary’s end

You will be automatically transferred to your breakout room

5. 3:45 – 3:50 pm: **Break** (Stay connected even if of video/audio – **Tune in at 3:50 pm ET promptly**)

6. 3:50pm – 4:50pm: **Breakout Segment**

Resolution Processes and Remedies (60 minutes)

Specific Learning Groups A, B, C, D and General Learning Groups E, F

STAY CONNECTED AT THE END OF THE BREAKOUT: AAAS will connect you to the Convening’s Closing

7. 4:50pm – 5:00pm: **Plenary Convening Closing** (10 minutes)

Jamie Lewis Keith and Art Coleman/EducationCounsel

Felice Levine/AERA

Billy Williams/AGU

8. 5:00pm – 5:10pm: **Mini-survey 2** (if not yet completed) and **Mini-survey 3** (10 minutes)

9. 5:10pm – 6:10pm: **Virtual Happy Hour** (60 minutes)

AAAS will transfer you to your Happy Hour Breakout

APPENDIX B. DAY 1 BREAKOUT GROUP KEY TAKEAWAYS

SEGMENT 1 BREAKOUT GROUPS

Who's at the Table-1-Boards

Session Description: Society governance and leadership development and practices for diversity and inclusion— Action beyond mere establishment of the Diversity & Inclusion Committee. Cultivating committed, knowledgeable governing boards and leadership, giving agency to all voices, and developing policies and practices that embrace inclusion of a diversity of identities, without burdening individuals of minoritized groups.

Session Key Takeaways:

“To Dos” based on what has worked (“success stories”)

1. Sharing desired characteristics for Board membership and ensuring dynamic membership (without tokenization)
2. Consider membership demographics - how to encourage sharing of demographics
3. Establishing diversity training for staff, boards, officers, committee leaders
4. Establish professional development programs for young professionals that includes diversity training early on in their careers to ensure DEI
5. Cultural inclusion cabinet reviews and threads through the organization policies, procedure and guidelines in meeting the DEI

“To Dos” based on policies, practices or programs that show promise (identify why)

1. Specific role/tasks/skills for Board nominees; strong message to put DEI rep on Exec leadership

Relevant resources available [here](#).

In Our Experience-1— Internal Structural Barrier Removal

Session Description: *Societies share what they're doing, brainstorm what they could do, to change climate/culture (including use of Consortium/other resources) in their internal operations. Share success stories demonstrating actions taken and what structural barrier removal and true inclusion looks like.*

Session Key Takeaways:

“To Dos” based on what has worked (“success stories”)

1. Intentionality about what the society's values are and examining whether procedures, outcomes reflect those values, and if not, call it out specifically and identify ways to address it
2. Broad, open nominations processes for board positions (including self-nominations) to diversify participation in leadership beyond those who are already in an in-group or “top of mind” to the nomination committees
3. Hold trainings, workshops, have allies' groups, especially at meetings

“To Dos” based on policies, practices or programs that show promise (identify why)

1. Consider development of a transparent dashboard detailing the makeup of the organization, participation in programs, nominees/awardees, committee and board participation, journals (publishing), or other important reflections of DEI
2. Set up task forces and committees (separate from evaluating committees); hold town halls to examine received applications and nominations for positions or awards with respect to the diversity of candidates and the process/criteria for evaluating candidates and applicants; continue the process if there are not enough diverse candidates or applicants

Relevant resources available [here](#).

Starting a Consortium Equity Book & Research Report Club

Session Description: Societies plan a club and peruse a potential reading list (books and research reports) with a focus on disrupting sexism and racism in STEMM climate and culture. Focus on sources to amplify the expert panel discussion.

Session Key Takeaways

- This should not just be limited to books or reports; use of multiple mediums is important
- Important to consider how to support engagement with the resources so that they don't just sit in a resource bank, but so individuals engage with the materials
- Discussion needs to go beyond surface level to the real conversations
- Need to engage the work of scholars that may have been overlooked in the past
- Book club will Communicate via email to determine next steps

Relevant resources available [here](#).

Inclusive Virtual Meetings

Session Description: Societies share their experience and ideas on core components for positive outcomes; Creative strategies for including all voices and enhancing engagement; Threats to inclusivity and engagement and how to minimize their impact. Reference to the Consortium Virtual Meetings Conduct Policy and Hot Topic webinar recording; AGU Tool.

Session Key Takeaways

Effective Practices for Virtual Meetings

1. Training a host of folk on ethics and respectful behavior to help monitor sessions
2. Prior communication of norms and accessibility is key
3. Designated allies in Chats to patrol for inclusivity
4. Variation - a mix of informal and formal meetings and varied opportunities for engagement through audio, chat, google doc...
5. Include use of ASL interpreter, closed captioning, and other resources and notify participants in advance that these will be available.

Relevant resources available [here](#).

SEGMENT 2 BREAKOUT GROUPS

Who's at the Table 2-Staff Training and Development

Session Description: Society staff development and practices for diversity and inclusion. Cultivating leadership, giving agency to all voices, and developing policies and practices that embrace inclusion of a diversity of identities, without burdening individuals of minoritized groups.

Session Key Takeaways

“To-Dos” based on what has worked (“success stories”)

1. Consider implementing project consulting roles on a part-time, term-limited basis to bring diverse individuals and/or perspectives into the staff
2. A high level of commitment and action is required to effect change

“To-Dos” based on policies, practices, or programs that show promise (identify why)

1. Ensure staff handbooks reflect organizational priorities and perspectives vis-a-vis EDI (WHY: Creates a more welcoming and hospitable working environment)
2. Equitable approaches to/consideration of situations that impact certain staff particularly (e.g., impacts of this summer's events on Black staff) (WHY: A focus on inclusivity)

Relevant resources available [here](#).

Who's Being Honored? Who's in Good Standing?

Session Description: Effective honors and awards and ethics/conduct policies/practices for conduct, climate and culture change; Defining excellence through an equity lens; Consortium Model policies; How to get Boards “on board” to adopt robust honors and conduct policies beyond legal compliance and pronouncements.

Session Key Takeaways

Reasons that will resonate with your Board to get “on board” with robust policies

1. That these policies affect their reputation (good and bad)
2. That they have an obligation to the field as it is now and, in the future,
3. What we do with awards have ripple effects throughout the entire organization so increasing DEI is essential
4. Make it personal for board members - how it affects them, their goals (personal and institutional)
5. Diversity on boards and committees leads to an inclusive culture
6. Consider a separate group/committee to ensure diversity of nominations for awards
7. Be a leader and live your core values / diversity statement / anti-racism statements

“To-Dos” based on policies, practices, or programs that show promise (identify why)

1. Create awards, honors and positions that reflect what organizations aspire to be and better capture community of field
2. Gather data on awards and honors given and their impact (good or bad)
3. Promote broadly codes of ethics/conduct, including sanctions
4. Ensure that topic is on every Board agenda in some fashion, in Board orientation, volunteer training, vendor contracts, etc.

Relevant resources available [here](#).

Data Collection & Reporting Out to Drive Change

Session Description: Societies share why data collection and reporting out on harassment incidence and response action are important and what they are doing; societies brainstorm what they could do using the Consortium's Reporting Template to develop their society's custom report; expert guidance

Session Key Takeaways

Reasons why to report out

1. Transparency helps confirm that the association is taking these matters seriously
2. Transparency also serves as a warning to those who might be contemplating harassment
3. Dashboard that is public facing? International data? Tension between the Board/leadership and the recommendations from the D&I committee

Preliminary list of topics/data to possibly report-out on in your society

- Disaggregated report of number of reports and type of report (unethical research practices, harassment incidents) as well as actions taken in response (to the extent possible)
- Ensure reporting not just US data but international data
- Overall race, ethnicity, gender, and other DEI-related data and information
 - Diversity and inclusion statistics. Demographics, race, ethnicity, gender (broadly defined)

Relevant resources available [here](#).

Using Climate Surveys & Data

Session Description: Effective practices, applications, and outcomes; Key design principles; Helpful resources.

Session Key Takeaways

Model sources and/or experts available to help a Society develop its own climate survey (whether created in-house or by an outside resource)

1. Research-based inclusive survey design can make people feel included just by taking the survey (can always aggregate, but if you don't ask the questions, you can't disaggregate)
2. [ARC3 Campus Climate Survey](#)
3. AGU's survey
4. See Existing Resources list as well

Relevant resources available [here](#).

In Our Experience 2—Shared Investigative Services

Session Description: How to form alliances to share investigative resources, including possibility of a shared ombuds role. Sharing success stories.

Session Key Takeaways

Identify/sketch out 1 or more model(s) for sharing (or modeling from others') investigate services and/or ombuds services

- Identify shared goals and commonalities (and how you will jointly address issues that come before you –if you are a joint society)

- Consider sharing resources rather than information, if there are confidentiality and legal concerns arise

“To-Dos” or next steps

1. Figure out how to share information while balancing legal advice and concern for member awareness and safety
2. Create a guide on how to work with other societies
3. How to make it “easier” on rescinding awards. Model policy
4. Make a list of types of situations where having shared info might be helpful
5. Helping societies with how to determine what sanctions are most suitable for which violations. Create an anonymous reference list of what rises to the level of rescinding an award or honoraria

Relevant resources available [here](#).

SEGMENT 3 BREAKOUT GROUPS

Sharing Research--What Societies are Doing re: COVID

Session Description: What research are societies/society members doing on gender and racial equity (intersecting and separate), diversity, and the impact of Covid-19? How can societies use this research to drive change toward greater equity in STEMM fields? Also consider research raised in the expert panel discussion.

Session Key Takeaways

Key sources of equity research related to Covid-19 (and other high-impact research)

- PNAS Opinion: In the wake of COVID-19, academia needs new solutions to ensure gender equity:
https://www.pnas.org/content/117/27/15378?fbclid=IwAR34dqy3SY8VffSggwohpKHAtD13_AhbJdw3i4N54NriGYX7onnDmAdRKh8
- NAEed is working on forums around COVID-19 and educational inequities:
<https://naeducation.org/covid-19-educational-inequities-online-roundtable-series/>
- AAMC: A Road Map to Reset the Nation’s Approach to the Pandemic:
<https://www.aamc.org/covidroadmap/roadmap>
- FASEB has focused on aggregating information from member societies and highlighting federal policies of interest to individual scientists: <https://www.faseb.org/Science-Policy-and-Advocacy/Coronavirus-Information>
- APSA resource page: <https://apsanet.org/RESOURCES/Resources-for-Coronavirus-Response>

Ideas on how to use these data to advance your society’s equity agenda

1. Create COVID resource page
2. Disseminate new research through resources such as webinar, newsletters, calls, etc.
3. Collect data on effects of COVID on members
4. Virtual meetings are a unique opportunity to encourage new participation from people who might not have usually been able to go - can be more inclusive and accessible than in-person meetings
5. Working team to coordinate research across scientific and medical societies

6. Convene researchers and scholars to discuss their COVID equity experiences and solutions

Relevant resources available [here](#).

In Our Experience-3—Focus on Structural Change in the Field

Session Description: How societies can influence change in their fields by championing IHEs' development of actionable, achievable, measurable diversity, equity, inclusion action plans (AAAS SEA Change, modeled on the UK's Athena Swan); Consortium Compendium of Resources (including AAMC Interventions guidance); and other action plan strategies; In light of the impact of Covid, how to ensure that re-prioritized resources remain focused on equity. Includes a focus on students and early career professionals.

Session Key Takeaways

Opportunities for societies to contribute to structural barrier removal processes

- Encourage intersectional approaches to DEI -- set the standard that intersectional is an important focus
- Redefine excellence: what professional associations signal are important/good can then be reflected in the rankings and ratings
- Create connections across societies to increase leverage/reach and dissemination of scholarship
- Push for changes to incentive systems

Opportunities for societies to advance structural change in their fields

- Serve as a model for change (focus on DEI within the organization and signal its importance)
- Elevate DEI in places like annual meeting programming, technical sessions, trainings - set aside dedicated time/space in programming (ex. 1 plenary session for DEI)
- Support programs such as bridge programs
- Provide opportunities for individuals at all levels to take a leadership role

Relevant resources available [here](#).

Full Dimensions of Exclusion

Session Description: Exploring the Societies Consortium's mission focus—Sexual harassment and all intersectionalities, or more focus on sexism/gender-ism **and** racism/xenophobia, etc., both as intersectional and separate aspects of inequity

Session Key Takeaways

Key considerations and recommendations to support subsequent decision-making on the Consortium's mission and action agenda (and whether any amplification or change is needed)

- Help educate more broadly around issues of intersectionality related to harassment (including what intersectionality means)
- Everyone benefits from a culture of inclusion - how do we project that value?
 - Added advantage: this shift makes it easier for member orgs to justify the expenditure of belonging
- Tips/training on how to be a good ally [or maybe to "empower effective allies"]
- Consider changing the name of the Consortium and tweaking the mission to foster a culture of inclusion
- As membership societies, we get to define what excellence is
- Need to understand where the differences are and where there is overlap

- Have a sub-group, with a content expert

Relevant resources available [here](#).

What Does the Research Say & What's in the Compendium of Resources?

Session Description: Accessing the ARC Network, the NASEM Report, research highlighted in the expert panel, and other key data to make the research case for action toward equity; accessing tools, experts and resources from the Consortium's Compendium and beyond.

Session Key Takeaways

Research related tools to support your action

1. Stephanie Goodwin; Bystander programs -- evidence-based but not necessarily proven to get people acting
2. Interest but fear; what if it doesn't prove effective
3. Training is just a start, not an immediate fix, need to continue self-reflection
4. No simple solutions or quick fixes
5. If we want to think about doing evaluation, looking at it the wrong way; to be effective requires sustained change; training is only the start to get people talking the same language;
6. Can require people to take training but then in annual review, must show the action that you took based on training
7. Can make a policy change, but if the culture doesn't support the intention, policy won't work
8. E.g., men used alternative schedule to get leg up on their work, not as a means of dealing with e.g., caretaking opportunities
9. Need incentives linked to intentions
10. Look at literature about positive workplaces -- look at what has worked
11. Look at every level of organization, what happens to janitors has meaning for what happens to everyone in the workplace

Relevant resources available [here](#).

APPENDIX C. DAY 2 BREAKOUT GROUP KEY TAKEAWAYS

The Day 2 Breakout Groups engaged in exercises about conducting a potential harm assessment after a conduct concern is raised and determining the best process and remedies to determine and address harm that may have occurred with the overarching aim of building and sustaining an inclusive community. Across the groups, two different scenarios were discussed: Death by A Thousand Cuts and Dishonorable Honoree. The full notes, by group, are available in the [Day 2 Google Doc White Board](#); however, below we have summarized some overarching takeaways that emerged across all groups discussing the same scenario. Additionally, the Discussion Guide used to drive these conversations is available [here](#) and the Pyramid Tool used to guide resolution is [here](#).

Dishonorable Honoree Scenario

Misconduct-Harm Assessment

1. It is important to address the length of time since the incident; a balance is needed between the need to look back (particularly if the incident is severe) with the limits on investigating an older incident and the need for a fair process that is perceived as fair. Timing and the context of location, activity and impact matter.
2. It is important to address/understand the scope of conduct covered under a policy; the scope should be based not on severity but on whether the harm impacts the community that the society serves.
3. AGU Policy is very clear and addressed the scenario (no time limit; 3rd party reporting; harm to reputation). This shows that this scenario hits the major criteria of the policy, but it is still tricky. Policy language needs to be quite specific.
4. The policy that AGU had in place seemed strong. But it doesn't provide for anonymous reporting. There are benefits and challenges associated with permitting anonymous reporters. Anonymous reporting affects the nature of the response but can reveal areas/potential issues that need attention.
5. The harm was serious--it caused someone to leave the field. It isn't clear whether there was misconduct over the last 10 years, but the accused excused the conduct and didn't own its severity or exhibit remorse.
6. The leader of an organization is in a power position that influences the conduct and inclusivity of the entire organization. Some might even question membership of someone who doesn't own this kind of harm.
7. It's important to consider options for resolving a conduct concern and for minimizing their occurrence.

Process and Remedies

1. Policies help set norms and address troubled cases, but lack of a policy should not be used as an excuse for inaction.
2. Societies may not have the staff resources to facilitate a non-litigious situation. Could the consortium pool resources to provide?

3. The threat of a formal process for enforcing policy is critical to building inclusive community because it reduces the perception that harassment is tolerated, which is the most important predictor that more harassment will occur; if the society does not link the “reprimand” to the case, then it contributes to the perception that the society tolerates such behavior.
 - a. Perhaps utilize “notification” language rather than “informal” as the latter might make people feel it’s not being taken seriously. Also “notification” implies that the professional society is being notified, but not necessarily charged to take action through a “process,” even, all that much. But with repeat notification on the same respondent, then perhaps action could be taken from the professional society, itself?
4. There could be cases where responsibility and punishments are laid out clearly that still leave the community lacking/hurting/unfulfilled. Conversely, inclusivity can be served without punishment or formal findings of responsibility in some cases, when the accused voluntarily engages, understands and owns that their conduct contributed to or caused the target to experience harm, and can demonstrate a commitment to avoid recurrence; and the target’s and society community’s needs are met.
5. AGU had a good policy on processes--but even the best process (with mediation and community building) can’t accomplish what is possible if people don’t engage them positively.
6. If an inclusive community is the aim, then it is imperative that the offender demonstrates genuine remorse, is willing to admit wrongdoing, and more importantly, is willing to explore the harm that was done to the victim (survivor of the harm) and the indirect harm done to the community that witnessed the misbehavior, and is willing to repair that harm and be held accountable for that reparation.
7. Best approach is both formal and informal. The weakness of informal is that it does not hold people accountable. (But can it? Sometimes it can cause individuals to internalize inclusive aims and norms and actually modify harmful climate. Accountability measures can be provided, including check-ins with the parties, monitoring whether additional reports on the same accused occur, etc.)
8. It is essential for those working in community building to have training.
9. It’s tricky!!
10. Use the full triangle from notification/informal up to formal to match the situation. Use the “lowest” level you can to be successful.

Death by 1000 Cuts Scenario

Misconduct-Harm Assessment

1. Policy not helpful if audience is unaware of its existence or leadership does not take it seriously
2. Policy seemed inadequate and without community engagement.
3. May not be enough harm to any one individual to find a violation, but the number of incidents clearly says the environment is unwelcoming
4. Need to be specific; the existing policy was insufficiently explicit, and, without a process, there wasn’t likely to be any accountability.
5. Pyramid is hard to use and understand.

6. There's confusion about how specific to be in a policy.
7. There's confusion about whose point of view should be considered in assessing harm - some thought it was the target's point of view that should be considered in assessing severity of harm rather than the society's point of view
8. The policy is too generic and lacks accountability.
9. The harm is a hostile environment and is focused on the bottom of the pyramid.
10. The hostile environment can drive good people away from the field.
11. The allies program can help socialize inclusive conduct expectations and prepare a society for development of a more robust policy that will be better accepted.

Process and Remedies

1. The Allies program sounds good, but it has some problems: It takes responsibility of leaders to care about these issues; it falls as a heavy burden on the allies, e.g., they can't attend the meeting fully
2. Ally program can be effective way to help attendees feel supported and send message to potential offenders - can be more powerful than just resolution process
3. People need a safe place to speak up/tell stories and have follow up even though only some reports may be acted on through a formal process. Can publish stories via diary or other means (CEO speeches, etc.)
4. Best approach will combine formal and informal
5. Tracking and reporting out is critical regardless of what approach you take so that everyone can see that you're taking issues seriously and you don't "pass harasser"
6. Need for assistance with upstander/bystander training and need for allies.
7. Groups need guidance of how to proceed with putting processes and policies in place - refer to Member Match Tool and Roadmap Document.
8. Societies need help with navigating discussions to help with moving groups through these issues.

APPENDIX D. SOCIETIES CONSORTIUM 2018-2019 ACCOMPLISHMENTS REPORT & LIST OF CONSORTIUM RESOURCES



Consortium Developed Resources

Note: Most of these resources can be linked from the Roadmap Document:

<https://societiesconsortium.com/roadmap/>.

Where that is not the case, links have been provided.

Model Policies

- Policy Guide for Honors & Awards
- Meetings Conduct Policy (Full Policy Guide, Short Form Policy & Participant Guide)
- Virtual Meetings Conduct Policy (Short Form Policy & Participant Guide)
- Ethics/Conduct-Harassment Policy (Full Policy Guide & Participant Guide)
- Investigations, Resolution and Consequences Policy Guide

Tools

- Roadmap Towards Excellence & Integrity
- Compendium of Existing Resources & Experts
- Research Framework (imperative for change)
- Conduct Do's & Don'ts
- "Hot Topic" Webinars (all recordings available at: <https://societiesconsortium.com/library/practical-implementation-tools/>)
 - *How to Have an Inclusive Meeting* (11/27/19)
 - *Effective Approaches to Adopting Inclusive Conduct and Honors Policies* (2/27/20)
 - *Hosting Inclusive Virtual/Remote Meetings* (5/21/20)
 - *Don't Miss Out! Easy ID & Access to Consortium & Other Resources You Might Not Know Exist* (8/13/20)
- Member Societies' Share Inclusive Practices That Work: <https://societiesconsortium.com/library/practical-implementation-tools/> (under 2/27/20 meeting section)

Policy and Law Guidance

- Note Regarding Open Science Discourse *versus* Conduct Offense
- Model Glossary of Terms: https://societiesconsortium.com/wp-content/uploads/2020/03/12.9.19-Model-Glossary-of-Terms_JAM.pdf
- Framework For Governance: <https://societiesconsortium.com/wp-content/uploads/2019/09/2.-7.26.19-Final-Draft-Framework-for-Strategic-Direction-and-Priorities.pdf>
- Analysis of Proposed Title IX Regulations: http://societiesconsortium.com/wp-content/uploads/2019/07/Transmittal-EducationCounsel-Title-IX-Proposed-Regulations-Analysis-v-1.0_01_04_2019.pdf
- Guidance on Final Title IX Regulations: <https://societiesconsortium.com/wp-content/uploads/2020/07/7.14.20R-2020-Trump-Admin-Final-Rule.pdf>

Community Building

- 2019 Annual All Members Convening – Overview Report: <https://societiesconsortium.com/wp-content/uploads/2020/05/Overview-Report-of-Societies-Consortium-All-Members-Convening-Sept.16.2019-Fin.pdf>
- 2020 Annual All Members Convening (virtual)
- Survey of Members Societies’ Policies and Practices
- Reporting-out on Conduct Concerns (Template & Design Guide)
- Member Matching Tool (peer engagement on issues)

Underway

- Incident Information Sharing & Shared investigations Resources Initiative (Societies & IHEs)
- Case Study Library: Orientation Tool for Conduct Expectations/Addressing Issues in Meetings & Fieldwork
- Misconduct, Investigations & Resolutions Workshop