

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.





First Steps:
*Starting
Somewhere*



1

- **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 STEM.

- **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.

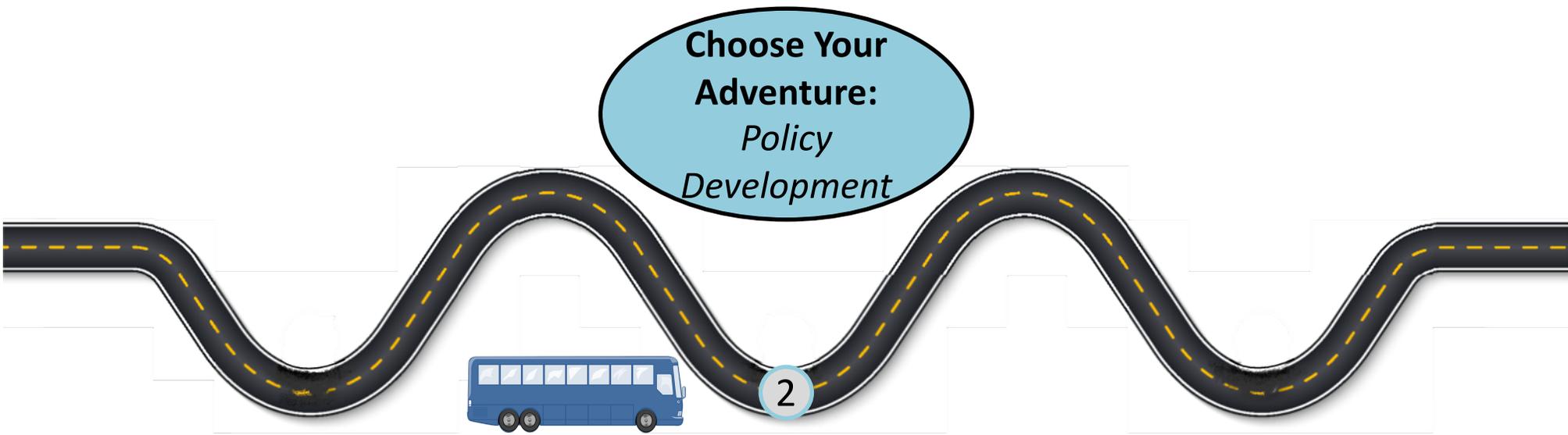
- **Survey Society's Members on climate; Use Consortium Members' survey to find society's policy gaps:**

Use existing survey forms & data to demonstrate need for society/field action.

- [Starting Somewhere: 5-Slide Guide](#)
- [Research Framework](#) (from Consortium July 2019 Framework Document)
- [NASEM Report](#)

- [Dos and Don'ts](#) (doc. ref. # 3)
- [Offense](#) (doc. ref. # 4)
- [Meetings & Ethics/Conduct Short Form Policies](#) (doc. ref. # 5)
- [Notice of Temporary Measures](#)

- [Compendium of Resources](#) *see tab: Surveys/Climate Survey Resources;*
- [Surveys/Societies Consortium Survey on Policies and Practices](#)



Choose Your Adventure:
Policy Development

2

- **Create a policy action plan:**

Pick a topic; decide a progression over time. E.g.: Meetings/Virtual Meetings as a high-impact 1st area; Honors & Awards as a high-impact 2nd area; Ethics/Conduct and Investigations, as the most comprehensive 3rd. Decide who will lead—who will be involved—in development and implementation.

- **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@educationcounsel.com

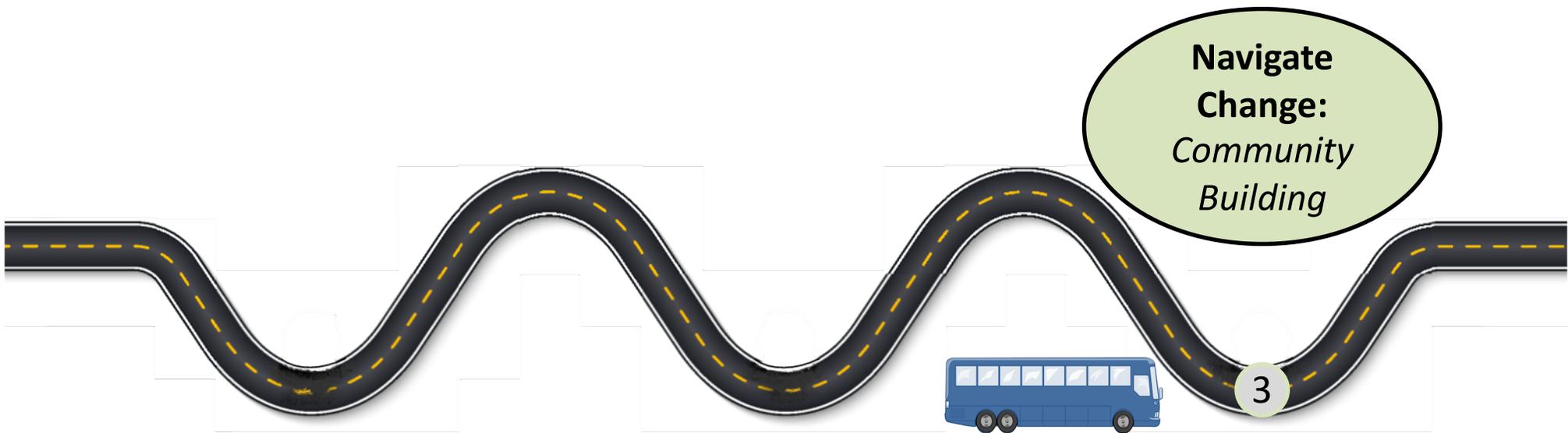
- [Investigations/Resolutions Resources](#)

- [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.](#)



- **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.](#)
- [Member Matching Tool.](#)
- [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)