

*The Executive Committee and Education Counsel may refine Work Plan elements as needed in a changing context.*

## **Societies Consortium on Sexual Harassment in STEMM: 2021 Work Plan Menu and Budget**

As the Societies Consortium begins its third year, we are profoundly aware that these are times of enormous challenge and transformation. The disparate impact on gender and race of the COVID 19 pandemic and its convergence with continuing racial violence and racial and gender-race injustice in America, demand that STEMM fields well-meet the needs of all life and the planet. It is imperative that STEMM disrupt gender and intersecting racial harassment to include all talent, if the fields are to realize their promise to contribute to a better future. The Societies Consortium's core mission couldn't be more critical than it is now: to advance ethical, professional and inclusive conduct, climate and culture in STEMM societies and fields for their excellence and integrity, by helping to ameliorate harassment and inequities that target gender in all of its intersectionalities, including race.

The Consortium cannot eliminate the difficulty of this work, which takes ongoing effort by multiple stakeholders over time. But our 125 member-societies are not alone in doing the work; and your commitment and action as part of the Consortium's collective leadership effort—as well as individually—reflect a powerful message for STEMM fields. The Consortium design makes the work more effective and time- and cost- efficient for our members than would be possible in any lone effort, by sharing the investment in customizable model policies, tools, and policy/law guidance developed with nationwide expertise, and by facilitating experience-sharing and problem-solving among members and others in STEMM fields. Through a sliding fee scale tied to revenues and a community of committed societies with more resources subsidizing those with less, we aim to make membership affordable for all STEMM societies that want to join. An efficient and focused Strategic Planning Lite process being undertaken this year will inform the Consortium's vision and high- impact priorities to advance our mission. While member investment will continue to be a vital part of the commitment and funding that enables the Consortium's work, we will explore how to advance our goal to potentially reduce member dues in future years by including other sources of support. This process will have an even greater impact on 2022 and beyond.

In 2021, we will continue work on two intersecting tracks—inclusive policy foundations to influence conduct change in the short-term and community building for climate and culture change in the longer term. Our work this year will build on the robust resources developed in 2019 and 2020—but with less focus on producing additional model policies and more focus on facilitating members' experience sharing and efforts to support members' use of resources to advance adoption of their own inclusive aims and supporting policies. We will do so with sensitivity to serving our members at all stages of the roadmap toward inclusive STEMM fields. Also, in the context of our mission and the times, we will continue efforts begun in 2020 to elevate the Consortium's external presence and influence on the fields.

Together, the Consortium's resources and member actions in 2021 aim to advance six intertwined goals:

- 1) Supporting members in their efforts to advance ownership and accountability for increasingly inclusive policies, conduct, climate and culture in their own communities and more broadly in their STEMM fields;
- 2) Supporting members' deeper understanding and application of Consortium model policies and tools, including through scenario-based learning and experience-sharing, and making other key resources and expertise accessible and affordable for members;
- 3) Increasing focus on the intersectionality of gender and race, as it relates to harassment in STEMM;
- 4) Supporting members' engagement for mutual learning and collaborative work;
- 5) Raising the Consortium's external/field visibility, leadership, and impact; and
- 6) Enhancing member-society leaders' understanding of the value of membership.

## 2021 Workplan Overview Table

<b>PART A – Peer Engagement &amp; Resources for Member Impact</b>	<b>Member Peer Engagement:<sup>1</sup></b>
	Virtual Brown Bags
	Hot Topic Webinars (continuation)
	Annual All Member Convening (continuation)
	Annual End of Year Members Meeting (continuation)
	Engaging the Members Match Tool <sup>2</sup>
	<b>Member Resources:<sup>1</sup></b>
	Society Board/Leadership Workshop for Climate/Culture Change with scenario-based learning
	Consortium-arranged Services and Community Building Tools
	“In Our Experience” Society 1-15 Minute Mini- Case Study Videos and Inclusive Practices that Work Slides <sup>3</sup>
	Compendium of Existing Resources (continuation)
Enhancement of Existing Model Policies (including to address gender-race intersectionality)	
<b>PART B –Society &amp; Field Engagement for Leadership &amp; Impact</b>	Case Studies Library—Lessons of Experience (scenario-based learning for societies and the broader field) (continuation)
	Incident Information Sharing Program and Process (continuation)
	Sharing Consortium Policies Beyond Consortium Members
<b>PART C – Strategic Direction &amp; Impact (Vision and Mission)</b>	Strategic Plan Lite
<b>PART D – Services for Governance, Value to Members, Field Leadership</b>	Executive Committee Engagement (to support governance)
	Leadership Council Engagement (to assure work value to members)
	Advisory Council Engagement (to advance field leadership)
<b>PART E – Consortium, Project Management &amp; Member Services; Senior &amp; Support Staffing</b>	Workplan Development
	Strategic Communication
	Website Updates and Management
	Member Satisfaction Polling
	Targeted Strategic Outreach
	Ongoing Member Engagement/Support Services; Onboarding New Members and Members’ New CEOs

<sup>1</sup> There will be a focus on scenario experience-sharing and learning in formal and informal peer engagement elements. There will be a focus on “how to” access and operationalize Consortium resources and on facilitating Member implementation of inclusive policies.

<sup>2</sup> This does not represent creation of a new tool, but rather intentionality about use of an existing tool.

<sup>3</sup> During Virtual Brown Bags, we will identify Members that have valuable experience and strategies to share, and ask them to record mini case-study videos or to complete Strategies that Work Slides. We will be intentional about elevating action at the intersection of race and gender.

**Final Workplan/Members -2/28/21**

	Annual Convening Planning/Administration
	Meeting Planning, Preparation and Facilitation
	Coordinate with AAAS-Fiscal/Licensing Agent & Member Status

A more detailed description of each of these workplan elements is available [here](#).

## Overview of Related Clusters of Work and Budget

Each item of work within a cluster builds on the others and enhances the efficiency and impact of the investment:

**Cluster 1—Peer Engagement & Resources for Member Impact:** Facilitation and tools for member engagement to increase knowledge and design of inclusive action— Advancing value of membership deliverables, including by enhancing leadership support of action—Advancing identification and access to resources including and beyond Consortium-created resources:

- A.1.1. Virtual Brown Bags
- A.1.2. Hot Topics Webinars
- A.1.3. Annual All Member Convening
- A.1.5 Member Match Tool (engaging an existing tool)
- A.2.3 In Our Experience Mini-Case Study Videos and Slide Template
- B.1 Case Study Library (including scenarios and process maps—also included in Cluster 2)
- A.1.4. Annual End of Year Members Meeting and Polling
- A.2.1. Workshop for Elevating Understanding and Action of Society Board/Leaders
- A.2.2. Consortium-arranged services and Community Building Tools
- A.2.4. Ongoing Updates to the Compendium of Resources

**Subtotal: \$197,000**

**Cluster 2—Society & Field Engagement for Leadership & Impact—Strategic Direction & Impact:**

- A.2.5. Enhance Model Honors Policy to address gender-race intersection
- B.2. Incident Information Sharing Program & Process (among societies and IHEs)
- B.3. Sharing Limited Consortium Policies with the field TBD (while assuring highest value to members)
- C.1. Strategic Plan Lite (focus on highest priorities, best service to members, potential of reducing dues in the future)

**Subtotal: ~\$105,000**

**Cluster 3—Services for Governance, Value to Members, Field Leadership/Services; Consortium, Project Management & Member Services; Senior & Support Staffing for 125-member collaboration**

- D.1-3. Executive Committee (governance); Leadership Council (assuring value of deliverables); Advisory Council (society and field impact)—monthly+ working meetings, advice on work, facilitation of meetings, administration
- E.1—Services associated with administering, managing, senior and support staffing, and advice on and facilitation of governance, operations, and all deliverables/work of a 125-member Consortium; coordination with other interest groups (e.g., NASEM), responding to federal agency and media inquiries; service of individual members' needs; new member on-boarding and new leader onboarding, etc.

**Subtotal: \$22,500 per quarter/\$90,000 per year**

**Cluster 4—Limited Communications & Educational Advocacy Services**

Elevate Consortium and issue visibility with a new Administration and in the science media

**Subtotal: ~\$30,000**

**Total Workplan Budget \$392,000-\$402,000**

The Executive Committee and Education Counsel may make some adjustments in the workplan for limited communications work and minimal federal engagement (e.g., website usability and elevating Consortium visibility) and as context/needs change.

This workplan scope and budget are designed to deliver as much valuable work as the Consortium can afford, with an approximately \$30,000-\$40,000 contingency for unforeseen needs and transition from one year to the next. We are not operating at a surplus and defer work to the next year if revenues are inadequate.