

# Sexual & Gender Misconduct Flag Sharing System Concept



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

**Annual Members Convening  
September 21, 2021**

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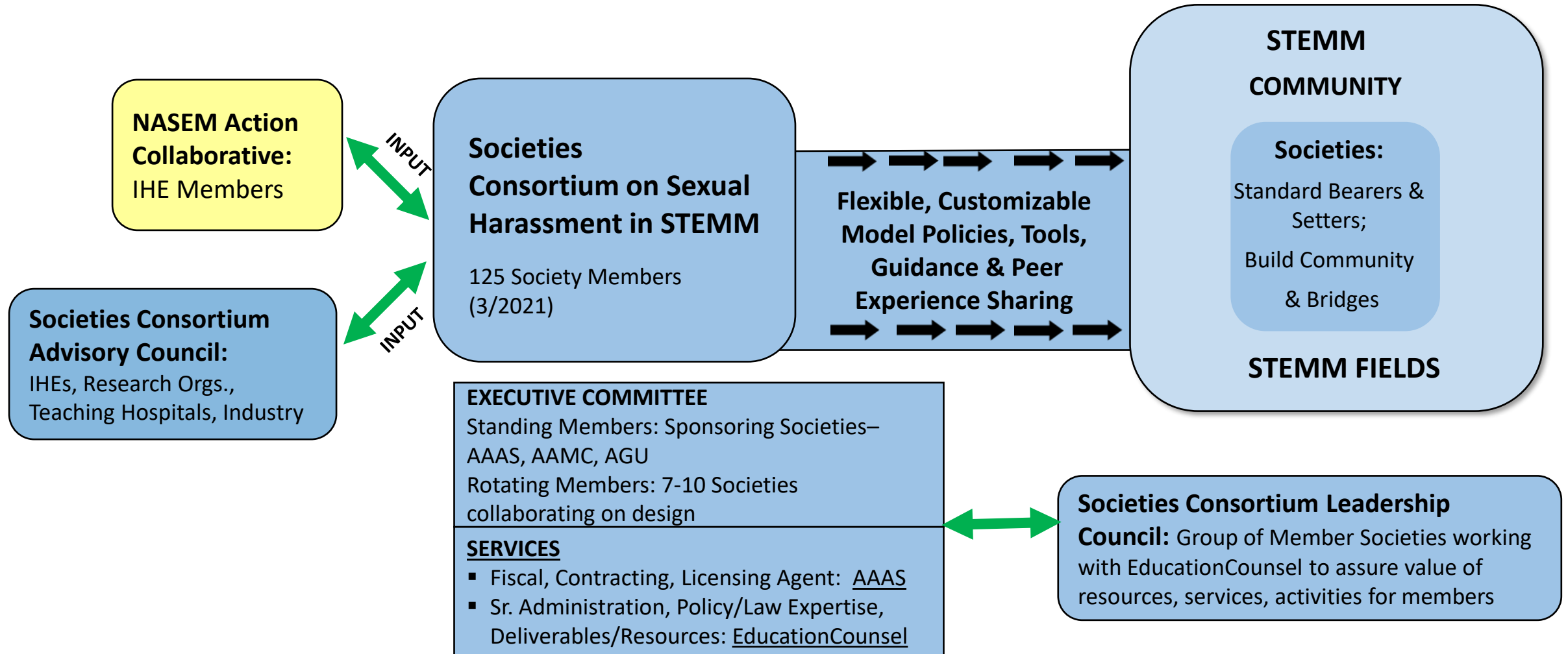
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## Consortium Mission

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

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# Societies Consortium Plan of Action: Focus on \*Collective Leadership, \*Effective Action, \*Efficient Operationalization of Commitment, \*Systemic Change



# Societies Consortium Advisory Council:

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

<p><b>American Council on Education</b>          Vice President and General Counsel          Peter McDonough</p>	<p><b>Boston University</b>          University Provost and Chief Academic Officer          Jean Morrison</p>
<p><b>Association of American Universities</b>          Assistant Vice President for Policy Research          Kimberlee Eberle-Sudre</p>	<p><b>Johns Hopkins University</b>          Professor and Associate Vice Provost for Postdoctoral          Affairs Valeria Culotta,</p>
<p><b>Association of Public &amp; Land-Grant Universities</b>          Senior Vice President for Academic Affairs and          Chief Academic Officer Bernard Mair</p>	<p><b>Southern Methodist University</b>          Provost and Vice President for Academic Affairs          Elizabeth Loba</p>
<p><b>Council of Graduate Schools</b>          President Suzanne Ortega</p>	<p><b>Wake Forest University</b>          Associate Professor of Trauma Surgery Amy          Hildreth</p>
<p><b>*Additional Society &amp; IHE Members Comprise          Initiative Working Groups</b></p>	<p><b>EducationCounsel, LLC (Advisor)</b></p>

# 2019-2021 Work Plan: Year 2 ½ Progress Report

## Community Building—It's a Journey:

- ✓ **Priority Field-Facing Work In Progress:**
  - \*\*Case Study Library: Prevent/address incidents sensitively to students, post-docs, early career professionals in high-risk settings
  - \*\*Sexual/Gender Misconduct Flag Sharing: a tool for flagging findings of generic kinds of incidents (Societies/IHEs) to help prevent “pass the harasser”
- ✓ **Peer Engagement Ongoing Programs:**
  - \*\* Members Convenings on climate, culture change, gender/race intersectionality;
  - \*\* Topical Hot Topics Webinars; Brown Bags; Problems of Practice Support (POPS) Teams

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

- ✓ Vision, Outcomes & Action Research Base Flyer
- ✓ Roadmap: 3 Stages To Inclusion & 5 Step Slide Guide (for all stages, with focus on 1<sup>st</sup> steps and resources)
- ✓ Model Honors & Awards Policy/Guide
- ✓ Model Meetings & Virtual Meetings Conduct Policies/Guides & Do's/Don'ts
- ✓ Model Ethics/Conduct Policy/Guide & Do's/Don'ts
- ✓ Model Investigations/Resolution Policy, Tools & Workshop with Annotated Slides
- ✓ Model Reporting (out) Template on Misconduct & Consequences—Demonstrating Serious Action
- ✓ Title IX Regulations Changes Analysis

## Topics of Exploration for Case Studies

- Incident(s) at conferences, including panel composition
- Incident(s) during conferences, but off site, including involving alcohol use
- Incident(s) occurring in field work or lab, including in remote and isolated sites
- Incident(s) in the medical field where “rough” speech has become what is considered “normal”
- Incident(s) involving people who bring research, money and prestige to an institution, e.g., a person that becomes “too big to fail”
- Incident(s) involving structural inequity, e.g., a case study whose focus is not a “bad actor” but structural/cultural/institutional barriers to equity and inclusion—what needs to change
- “Success stories,” showing what *what works*

# Advisory Council: Sexual & Gender Misconduct Flag Sharing System – Expanded Work Group

## **American Association for the Advancement of Science**

Director of Inclusive STEM Ecosystems for Equity & Diversity (ISEED)

Travis York

## **American Council on Education**

Vice President and General Counsel

Peter McDonough

## **American Physical Society**

Director of Education and Diversity

Monica Plisch

## **Association of Public & Land-Grant Universities**

Senior Vice President for Academic Affairs and Chief Academic Officer

Bernard Mair

## **Boston University**

University Provost and Chief Academic Officer

Jean Morrison

## **Rutgers University**

Vice President for Academic Affairs

Karen Stubaus

*(Blue designates Standing Advisory Council Member or Liaison)*

## **American Educational Research Association**

Executive Director

Felice Levine

## **Association of American Universities**

Assistant Vice President for Policy Research

Kimberlee Eberle-Sudre

## **Boston University**

Associate Provost for Strategic Initiatives and Chief of Staff

Laura Jenks

## **University of Minnesota**

Executive Vice President and Provost

Rachel Croson

## **Vanderbilt University**

Vice Chancellor, General Counsel and University Secretary

Ruby Shellaway

## **\*American Chemical Society**

Executive Vice President, Scientific Advancement

Mary Kirchoff (liaison with Societies Consortium Executive Committee)

# Aims of Potential Sexual & Gender Misconduct Flag Sharing System: Societies & IHEs Sharing the Basic Fact of a Finding of Generic Types of Misconduct



Large Universe  
of Societies

Large Universe  
of IHEs

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- ✓ **Leadership act:** To advance inclusive climate—protect people from abuse—reduce unwittingly passing the harasser
- ✓ **Facilitate sharing some sexual and gender “misconduct flags” — limited to the basic fact of a finding of some TBD generic types of misconduct** above a severity or frequency threshold
- ✓ **Multi-sector system—a tool, not a uniform policy**—Enables each participating entity—applying its own independent policy—to review the broader context of professional settings in which a person acts—not only to inform hiring, promotion, leadership...but also mentoring roles



# Potential Sexual & Gender Misconduct (SGM) Flag Sharing System: Considerations for Societies and IHEs

**Exploratory Design Baselines**

**Stakeholders & Interests**

**Practical:**  
Leverage Strengths of Societies & IHEs

**Ethics & Law:**  
Consequences of Facts = Each Entity's Independent Decision/Action--  
Not Collective

**Excellence = High-Quality Work & Conduct**

**Ethics:**  
Sharing Only Fact of Finding of Some Generic Kinds of Misconduct \*

**Ethics & Law:**  
Non-coerced Consent as Condition to Privileges

**Ethics & Law:**  
Individual Consent to Fact-sharing & Ability to Respond

\*Consider where info-sharing fits in misconduct consequences continuum

Leadership & Governance

Faculty Researchers Practitioners

Integrity & Excellence: Field, Entity, Individual

Students

Inclusive Action, Not Just Legal Compliance

Funders & Public

# Contact Us—Learn More...

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Thank you !



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