

**2021 Annual
Members Convening**

September 21 & 22, 2020

Day 1



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



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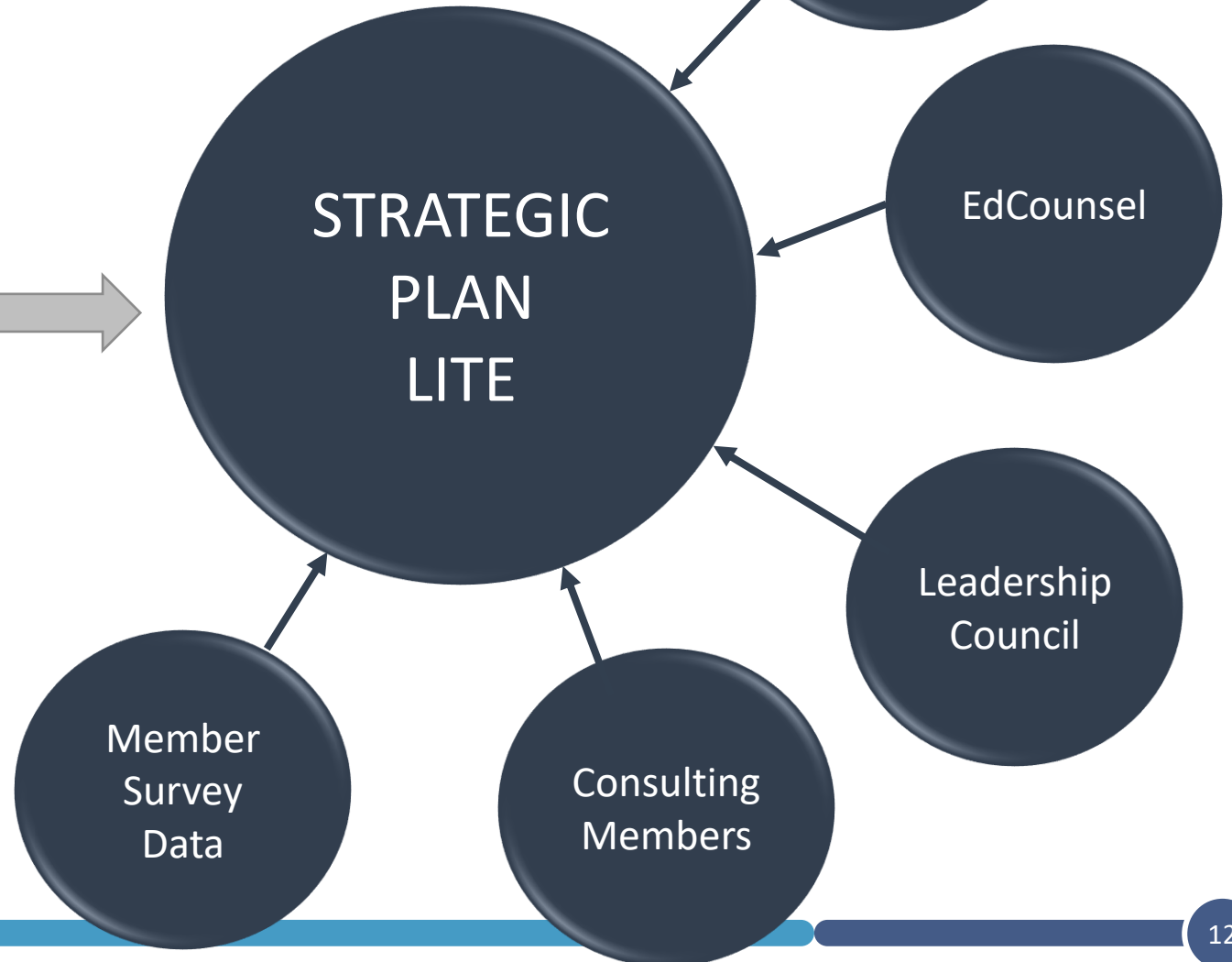
Strategic Planning Foci



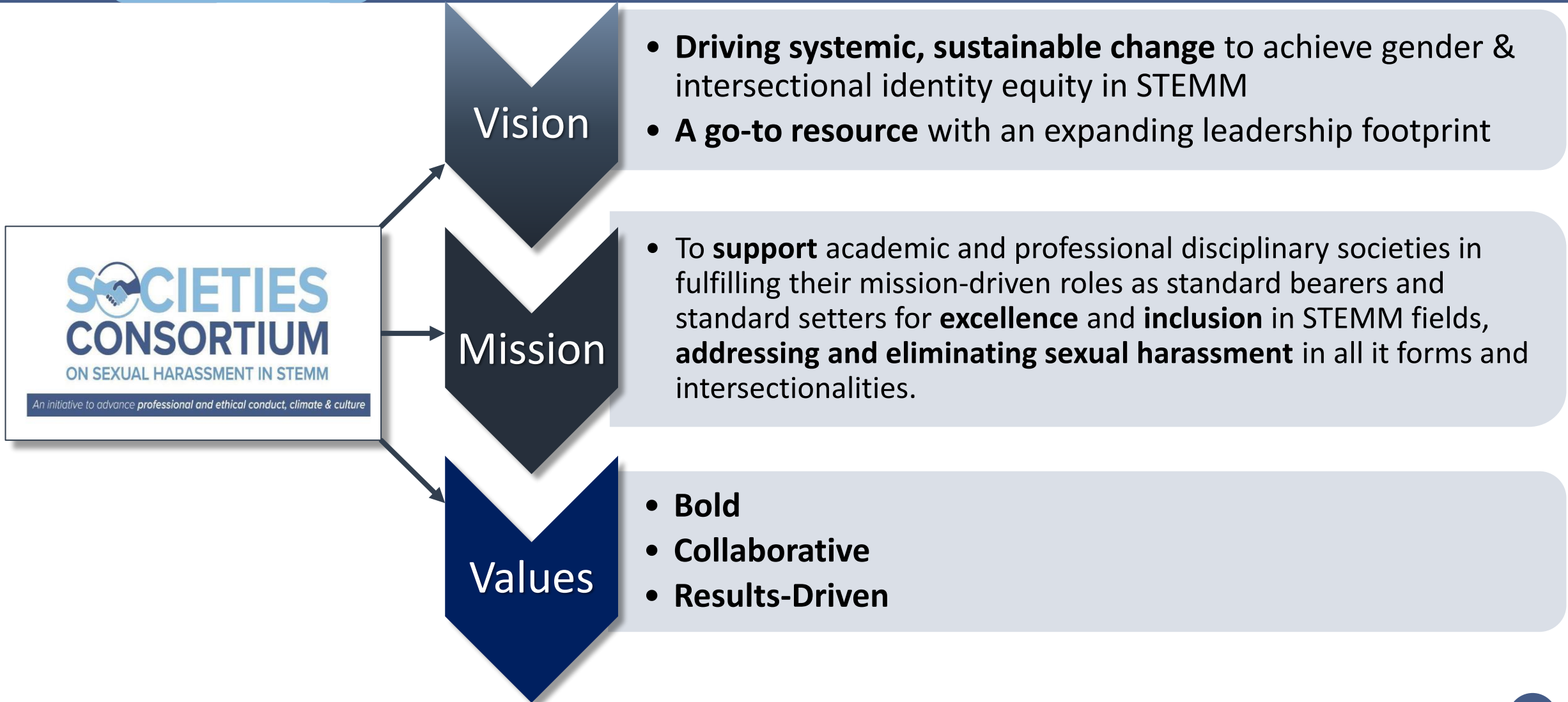
STRATEGIC
PLAN
LITE

1. Articulate the vision of systemic culture & climate needed in STEMM fields
2. Determine highest impact areas
3. Focus & facilitate our internal capacity
4. Develop associate metrics for success
5. Advance our vision

Process & Inputs



Our vision, mission, and values guide all that the Consortium does



To advance toward our vision, we identified 4 goals

1

Catalyze members to drive systemic change that leads to full gender and intersecting racial equity

2

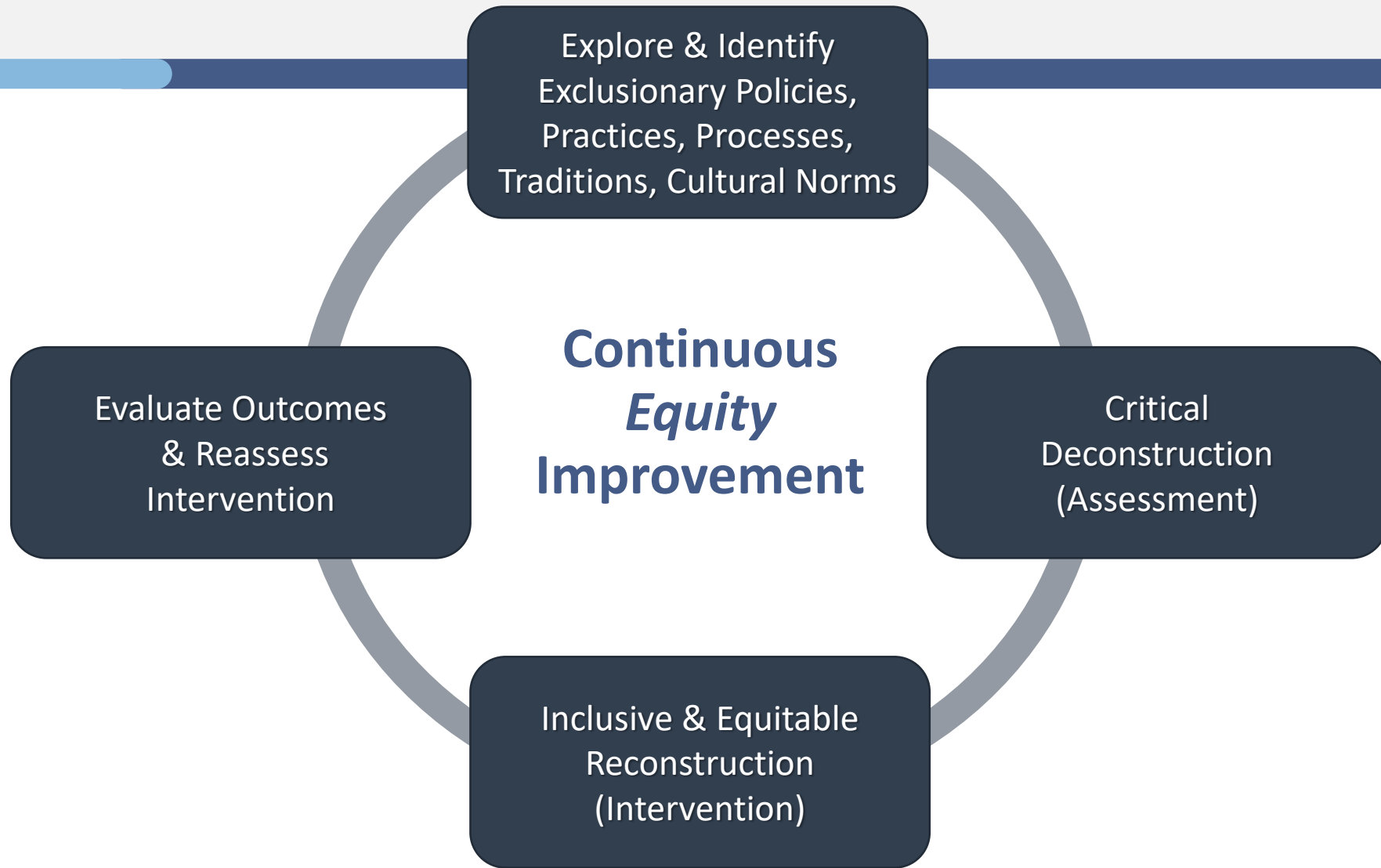
Establish Members Problem of Practice Support Teams (POPS Teams) and Members Chat Capacity

3

Expand the Consortium's leadership footprint

4

Position the Consortium for longer-term sustainability and affordability



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Position the Consortium for longer-term sustainability and affordability

1

Catalyze members to drive systemic change that leads to full gender and intersecting racial equity

- Will build upon our Roadmap and 5-Step Slide Guide to create an actions toolkit.
- Members can use toolkit to:
 - Drive systemic change
 - Orient the next generation toward inclusion
 - Enhance broader member experience sharing

2

Establish Members Problem of Practice Support Teams (POPS Teams) and Members Chat Capacity

- Will provide new support for initiatives that Societies *are already doing*.
- Will serve a wide range of members by providing **choices** for how to engage the Consortium Community to **ease the burden** on each society
- Consortium will facilitate member community building to share experiences and ideas related to adoption and implementation of inclusive and ethical policies and practices.

- Two important field-facing initiatives already underway!
- **Consortium Case Studies Library:**
 - Hypotheticals grounded in real life experiences of harassment
 - Intended as a tool to establish inclusive conduct expectations for all people at all stages of STEMM careers, prevent misconduct at meetings, in field work, and in other high-risk settings
- **Consortium Sexual and Gender Misconduct Flag Sharing System:**
 - Facilitate Societies and IHEs in sharing of generic types of sexual and gender misconduct
 - Intended to reduce the phenomenon of “pass the harasser”

4

Position the Consortium for longer-term sustainability and affordability

- We want to meet the Societies' and fields' needs
- Chairs, Vice Chairs, and Sponsoring Societies are exploring how to maintain collective investments in the Consortium
- But there is need to diversify our revenues to assure sustained affordability.