

Societies Consortium: Overview and Resource Highlights

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Partner, EducationCounsel

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

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(www.SocietiesConsortium.com); original created by EducationCounsel LLC.

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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** in science, technology, engineering, mathematics, and medical (STEMM) fields, **addressing sexual harassment** in all of its forms and intersectionalities.

”

Societies Consortium Membership (as of March 2021)

*All STEMM Fields Represented

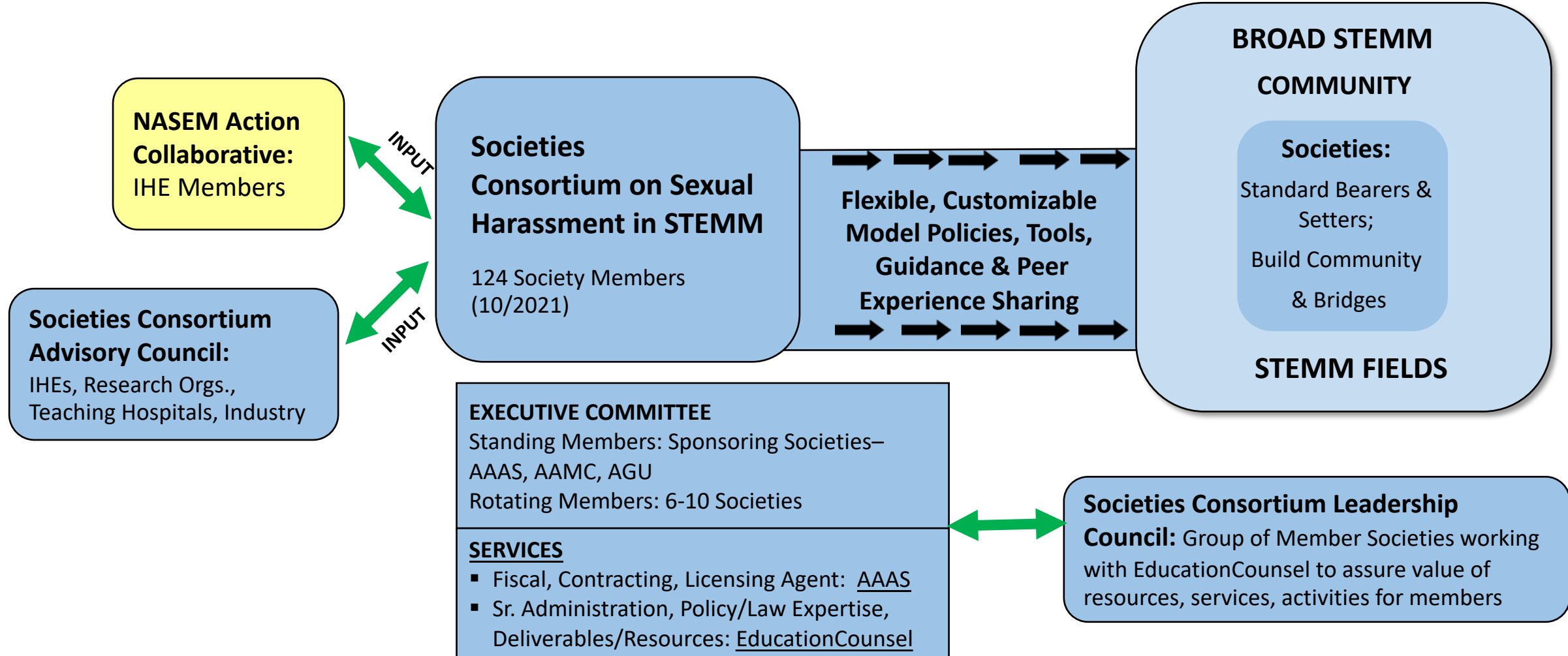
- Engineering
- Inclusive Interest Groups in STEMM
- Mathematics
- Medical
- Natural, Physical Sciences
- Social, Behavioral Sciences
- Technology

***Only STEMM Societies are Members**

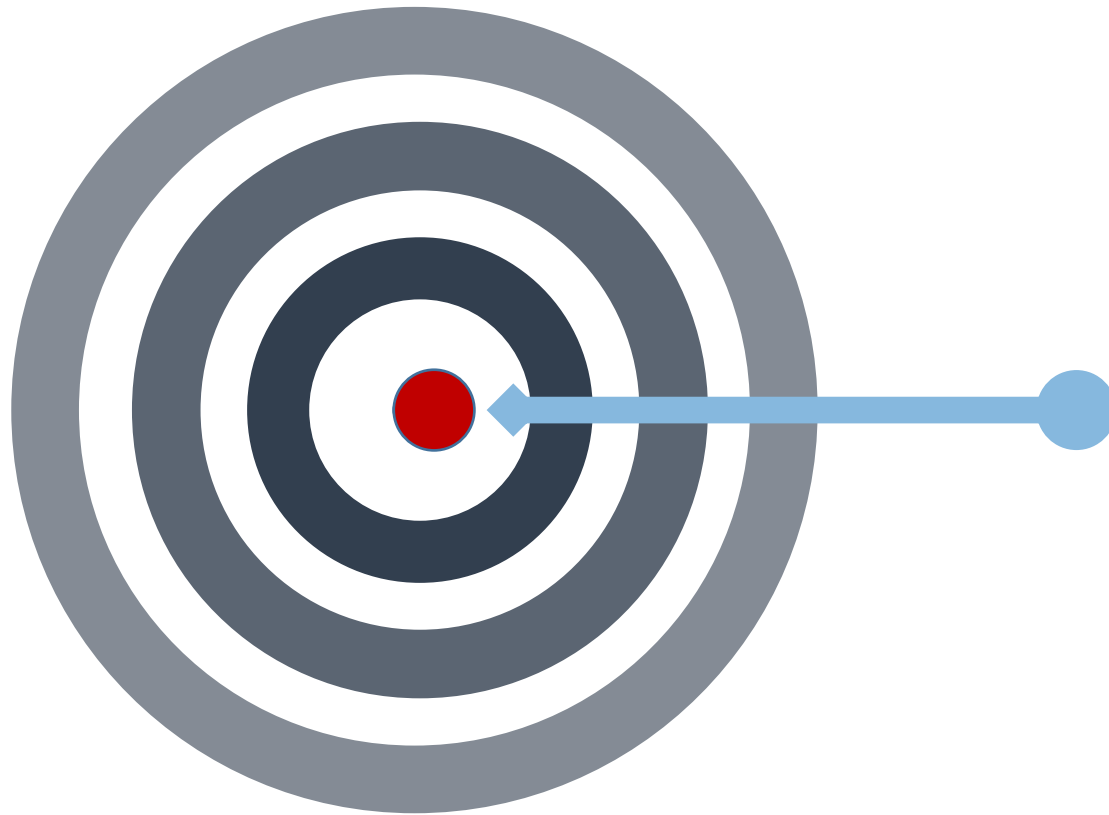
*** Membership Remains Open**



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



Impact Goals: Help Advance Inclusive STEMM Conduct, Climate and Culture for Excellence & Integrity



*Advance Knowledge and Action in Leadership & Operations Across STEMM;

*Define Excellence, Drive Equity—In **Words and Deeds**: High Quality Work & Professional, Ethical, Inclusive Conduct

*Advance Collective Leadership, Shared Services, Resources—Success of All Talent;

*Preserve Independence/Choices for Each Society & IHE, **But Share Experience**;

*Welcome Benefits to Other Fields

The Societies Consortium Executive Committee:

Focus on Governance, Strategic Direction, Quality, Impact

American Association for the Advancement of Science* (Shirley Malcom & Andrew Black, Co-Vice Chair)	American Psychological Association (Clinton Anderson, Co-Community Outreach & Inclusion Officer)
American Chemical Society (Jodi Wesemann, Co-Advisory Counsel Liaison)	Association of American Medical Colleges* (David Acosta, Co-Community Outreach & Inclusion Officer, and Ross McKinney, Sponsoring Society representatives)
American Educational Research Association (Felice Levine, Co-Chair)	Entomological Society of America (Chris Stelzig, Co-Leadership Council Liaison)
American Geophysical Union* (Billy Williams, Co-Chair)	Institute of Electrical and Electronics Engineers (Marc Beebe, Co-Vice Chair)
American Physical Society (Monica Plisch, Co-Advisory Council Liaison)	Federation of American Societies for Experimental Biology (FASEB) (Yvette Seger, Co-Leadership Council Liaison)
EducationCounsel, LLC (Advisor) *Sponsoring Society, originated the Consortium with EducationCounsel	

Societies Consortium Leadership Council:

Focus on Quality & Value of Resources

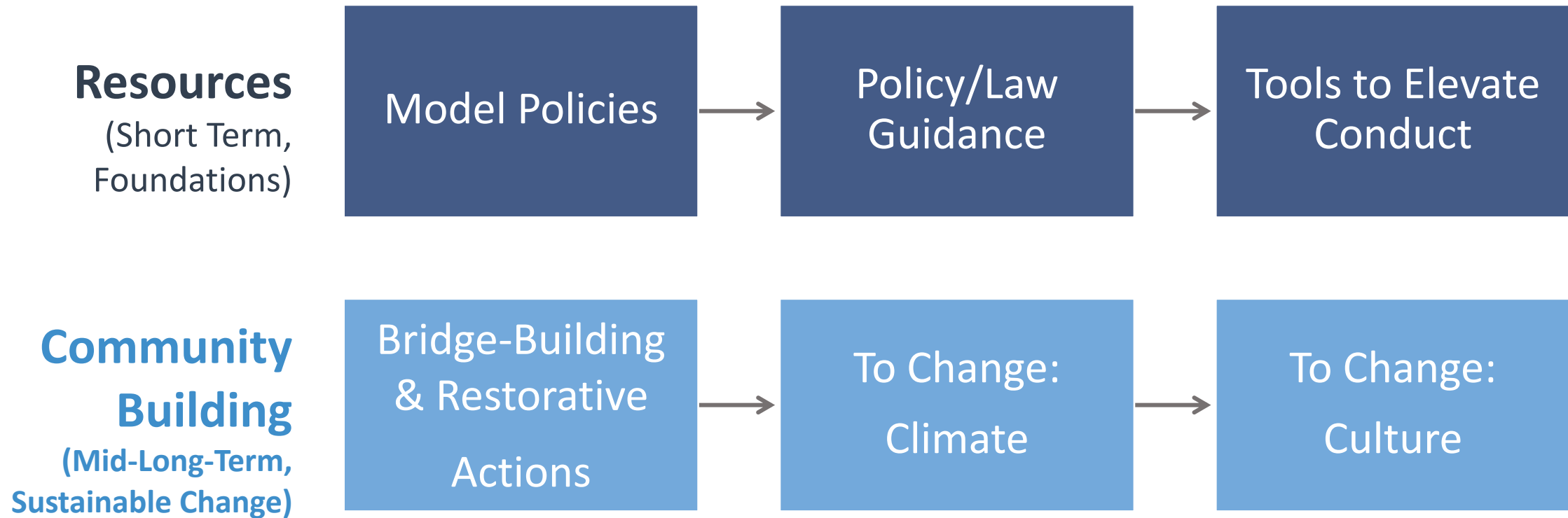
American Institute of Physics Rachel Ivie	Mathematical Association of America Michael Pearson
American Society for Microbiology Kim Shankle & Amy Kullas	Optica Marcia Lesky
Association of Academic Physiatrists Tiffany Knowlton	Out in Science, Technology, Engineering, & Mathematics Lilian Martinez
Federation of American Societies for Experimental Biology Yvette Seger	Women in Engineering ProActive Network Heather Metcalf
Geological Society of America Nan Stout	Entomological Society of America Stacie East

Societies Consortium Advisory Council:

Focus on Resources' Value to IHEs—Community- Building Across STEMM

American Council on Education Vice President and General Counsel Peter McDonough	Boston University University Provost and Chief Academic Officer Jean Morrison
Association of American Universities Associate Vice President and Counsel Kate Hudson	University of Colorado Professor of Otolaryngology and Surgery Mona Abaza
Association of Public & Land-Grant Universities Senior Vice President for Academic Affairs and Chief Academic Officer Bernard Mair	Johns Hopkins University Professor and Associate Vice Provost for Postdoctoral Affairs Valeria Culotta
Council of Graduate Schools President Suzanne Ortega	Southern Methodist University Provost and Vice President for Academic Affairs Elizabeth Loba
	EducationCounsel, LLC (Advisor)

2-Track Framework Drives Societies Consortium Work



2019-2021 Work Plan: Year 3 Progress Report

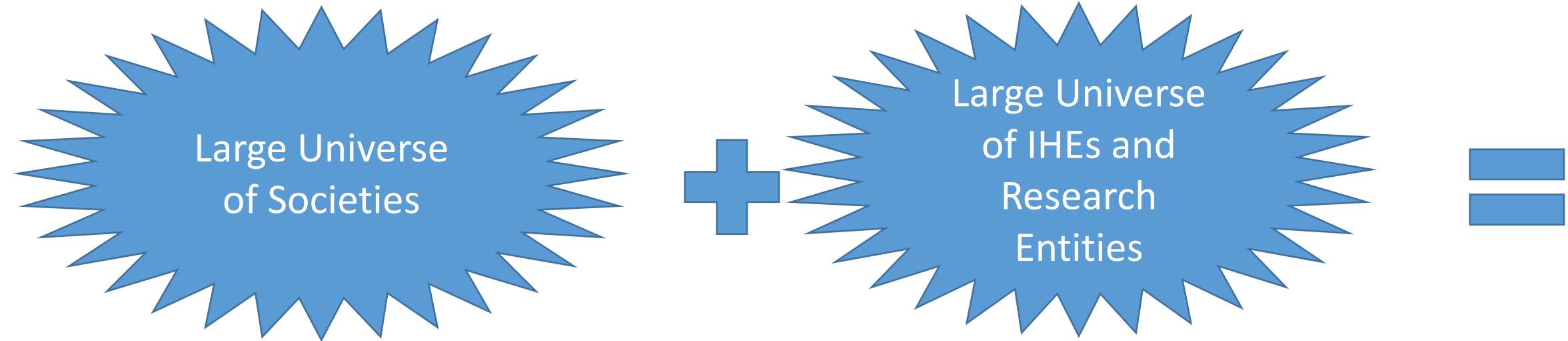
Community Building—It's a Journey:

- ✓ ***Priority Field-Facing Work In Progress:***
 - ** Case Study Library: Prevent/address incidents sensitively to students, post-docs, early career professionals in high-risk settings
 - ** Ethical Transparency Tool: a tool for sharing findings of generic kinds of misconduct for transparency, independent decision-making and ethical treatment for all by IHEs/Societies
- ✓ ***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

Customizable Model Policies with Options & Guidance—Foundations:

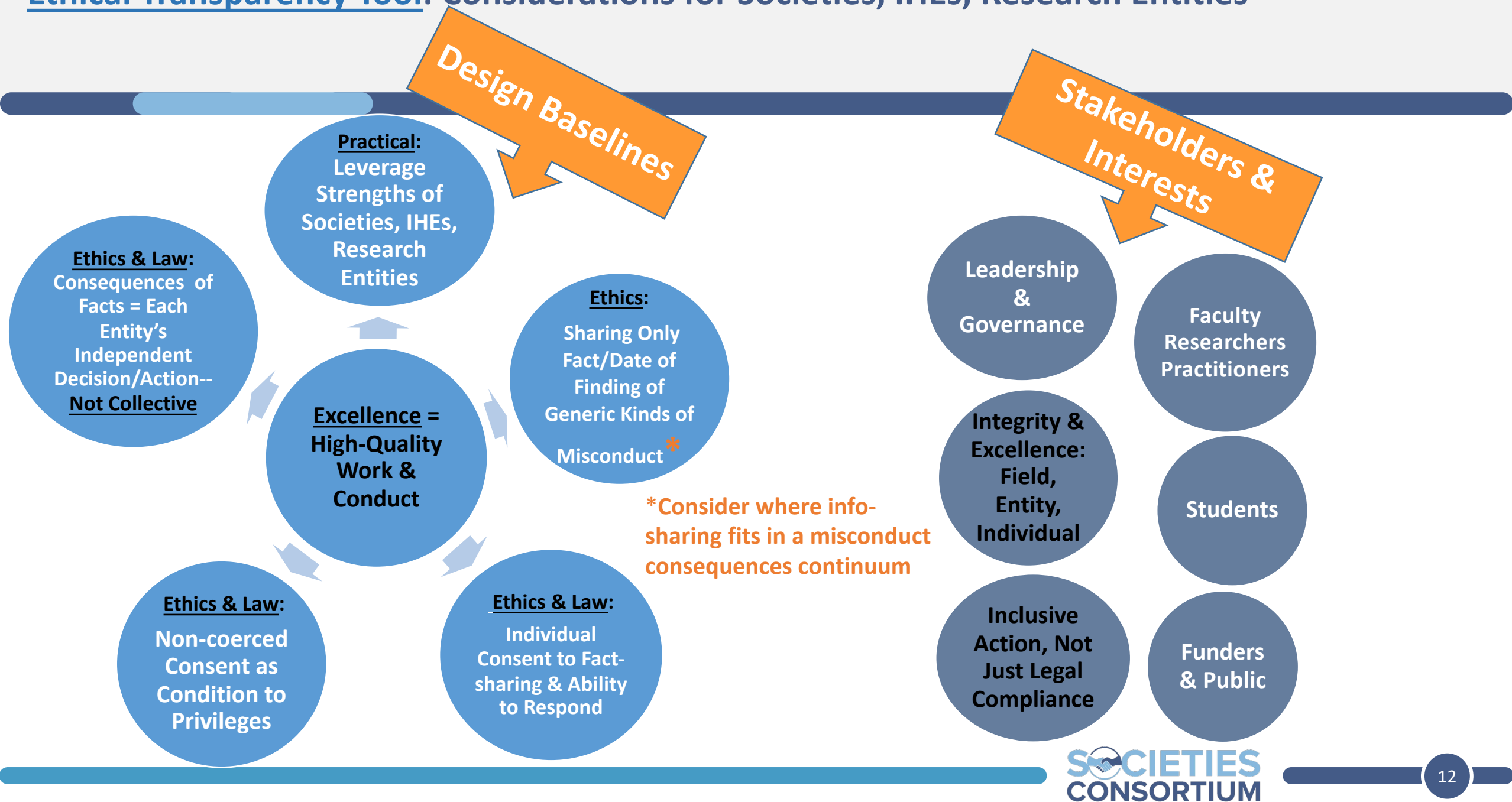
- ✓ Vision, Outcomes/Action & Research Base Flyer
- ✓ Roadmap: 3 Stages To Inclusion & 5 Step Slide Guide (for all stages, with focus on 1st steps and resources)
- ✓ Model Honors & Awards Policy & Guide
- ✓ Model Meetings & Virtual Meetings Conduct Policies & Guides & Do's/Don'ts
- ✓ Model Ethics/Conduct 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

Aims of Ethical Transparency Tool: Societies, IHEs & Research Entities Sharing the Basic Fact of a Finding of Generic Types of Misconduct



- ✓ **Leadership act:** For transparency—inclusive climate—treating all people ethically—reducing **unwittingly** passing and honoring the harasser
- ✓ **Facilitate sharing findings of sexual, gender, racial—also licensing, financial, research—misconduct**—Limited to the existence, types, and dates of findings of generic types of misconduct
- ✓ **Multi-sector system—a tool, not a uniform policy**—Enables each registering entity—applying its own independent policy—to review the broader context of professional settings in which a person acts—not only to independently decide hiring, promotion, leadership, and/or honors...but also possibly mentoring roles
- ✓ **In design:** working toward a pilot TBD

Ethical Transparency Tool: Considerations for Societies, IHEs, Research Entities



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

Standing Advisory Council & Working Group Members

American Council on Education

Vice President and General Counsel

Peter McDonough

American Physical Society

Director of Education and Diversity

Monica Plisch (also Consortium Exec. Comm. Liaison)

Association of American Universities

Associate Vice President and Counsel

Kate Hudson

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

***American Chemical Society**

Jodi Wesemann, Assist. Dir., Educational Research

(Societies Consortium Executive Committee Liaison)

Ad Hoc Working Group Members

American Association for the Advancement of Science

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

Travis York

American Educational Research Association

Executive Director, Felice Levine

Boston University

Associate Provost for Special Projects & Emerging Priorities

Suzanne Kennedy

Johns Hopkins University

Vice Provost, Institutional Equity, Shanon Shumpert

Rutgers University

Vice President for Academic Affairs, Karen Stubaus

University of Minnesota

Executive Vice President and Provost, Rachel Croson

Vanderbilt University

Vice Chancellor, General Counsel and University Secretary

Ruby Shellaway

Case Studies Library Umbrella Topics

- 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*

Case Studies Library: Cases 1-4

➤ **Case Study 1: *Dinner Party Dilemma***

A tenure track assistant professor at a research university invites students and a post-doc to his home, serves them alcohol and engages in a game that includes sexual harassment. He is alleged to have sexually harassed one of the students who applied for his research position later that night while alone in a science lab. The victims don't know what to do in the moment. The society and institution learn of the incident on social media and must respond.

➤ **Case Study 2: *Power & Picnics Don't Mix***

A tenured professor, who is a high-ranking society leader and writes erotic, race-focused fiction as a hobby, asks a student of color to read her work and discuss at a picnic over wine. The student seeks the aid of other faculty. The student attends the picnic where he is subject to unwanted sexual advances. The society needs to make a decision about the professor's leadership role after the university's Title IX investigation and finding.

➤ **Case Study 3: *After-Conference Socializing Goes Sideways***

A female-identifying tenured professor participates in an annual conference with her students, where she presents a highly lauded paper. She accompanies a group of students to a bar with a highly sexualized cabaret (an outing arranged by a student), encourages alcohol consumption and joins a performance. The society and institution must decide how to address the professor and students.

➤ **Case Study 4: *The Distressing Annual Meeting***

A biracial, gender non-conforming, neurodiverse recent Ph.D. applying for a university fellowship attends a society annual meeting, arranged by the society's in-coming President, who is also chair of the department offering the fellowship to vet leading candidates. The Ph.D. experiences microaggressions and bias—comments/questions that are dismissive, demeaning, stereotyped, "old-school," inattentive to identity and ableness needs.

Advisory Council: Case Studies Library—Students & Early Career

- **Council of Graduate Schools**

President Suzanne Ortega

- **University of Colorado**

Professor of Otolaryngology and Surgery Mona Abaza

- **Johns Hopkins University**

Professor and Associate Vice Provost for Postdoctoral Affairs Valeria Culotta

- **Southern Methodist University**

Provost and Vice President for Academic Affairs Elizabeth Loba

- ***American Physical Society**

Director of Education and Diversity

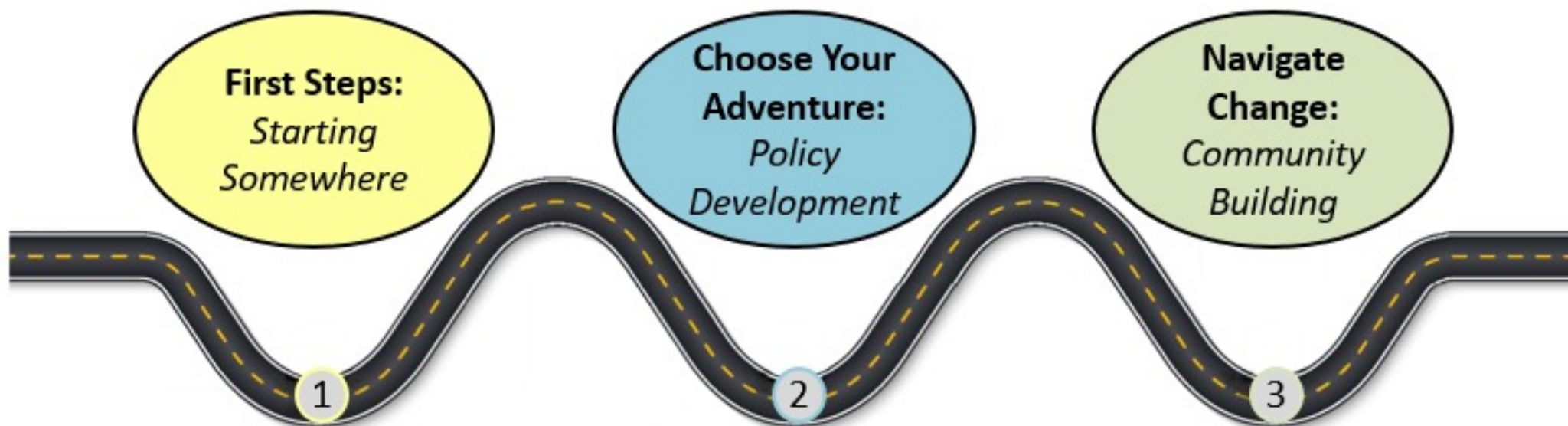
Monica Plisch (also Consortium Exec. Comm. Liaison)

- ***American Chemical Society**

Jodi Wesemann, Assist. Dir., Educational Research

**Societies Consortium Executive Committee Liaisons*

Roadmap to Inclusion—3 Stages of the Journey....



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.

5-Step Slide Guide: First & Ongoing Priorities—Consortium Resources

Starting Somewhere:

First Steps to Creating Basic Inclusive Conduct Expectations

STEP 1

STEP 2

STEP 3

STEP 4

STEP 5

Foundational

- * Diverse & Inclusive Gender/Race
- * Diverse, Representative Diversity & Inclusion
- * Transparency & Reporting
- * Preventative Measures

STEP 1: Document Values, Principles, and Other Foundational Elements

STEP 2: Socially Inclusive Norms and Conduct Expectations

STEP 3: Create a Communication Plan To Raise Consciousness

STEP 4: Create an Informal Resolution Process, With Inclusive Community-Building Aims and Practices

STEP 5: Obtain Society Board Authorization for Basic Response Actions When Needed for Safety, Non-disruption

- Authorize positions that can require a participant to leave a meeting or to impose a temporary suspension
- Authorize position or group that can review, decide an appeal

It's a journey

5-Step Slide Guide:

First & Ongoing Priorities – Consortium Resources

STEP 1:
Determine and Document the Society's Values-Based, Inclusive and Other Conduct Aims



STEP 2:
Socialize Inclusive Norms and Conduct Expectations



STEP 3:
Create and Communicate Ways To Raise Concerns



STEP 4:
Create an Informal Resolution Process, With Inclusive Community-Building Aims and Practices



STEP 5: :
Obtain Society Board Authorization for Basic Response Actions When Needed for Safety, Non-disruption

Vision, Outcomes, Research Flyer

• VISION OF OUTCOMES

- **Strive for Committed and Diverse Leadership**
 - Embrace, Communicate Explicit Equity and Inclusion Aim
 - Have Knowledge, Skills to Inspire, Align Policy, Take Action
 - Comply with Law—But Go Beyond, Focus on Climate, Culture
 - Mentor Future Generations
- **Create Inclusive Communities by Advancing Diverse and Respectful Environments and Definitions of Excellence**
 - Apply to All Activities, Merit Determinations, Hiring, Honors
 - Make Concrete Conduct of Civility and Respect vs. Harm
- **Improve Transparency and Accountability**
 - Clarify Expectations, Hold All Accountable for Harassment on a Par with Research and Other Serious Misconduct
 - Elevate Awareness of Policies, Options for Raising Concerns
 - Report Out Generic Types of Misconduct, Frequency, Response
- **Take Preventative and Response Actions**
 - Diffuse Concentration of Power in Single Individual, Old Norms
 - Support Identified Targets, While Treating All Equitably
- **RESEARCH BASIS—Highlights of NASEM June 2018 Report**



Vision of Outcomes—Aspirations for the Future:
The Societies Consortium's Adaptation of Outcome-based Actions
Recommended in the June 2018 NASEM Report and Its Summary Diagram

NOTE: The following outcome-based actions exceed what can be accomplished as a first step on the journey to inclusion. This work is a marathon, not a sprint. However, the following provides a directional vision for some key outcomes a society would need to ultimately achieve—and actions that are key contributors—to eventually create ethical, professional and inclusive conduct, climate and culture in STEM fields. *These Outcomes Are Intentional Objectives of Consortium Model Policies and Tools, in different ways at each stage of the journey toward inclusion.*

<p>01 Strive for Committed and Diverse Leadership</p> <p><u>Leaders' Explicit Aim</u> is to eliminate sexual/intersecting race and other harassment; <u>Leaders Develop Knowledge and Skills</u> to articulate value of inclusive aims, align policies and process to resolve sexual/intersecting harassment; <u>Aims Exceed Legal Compliance</u> to focus on inclusive conduct, climate, culture (also comply); <u>Leaders Mentor a Diversity of Early-Mid Career Professionals</u> to prepare them for leadership</p> 	<p>02 Create Inclusive Communities by Advancing Diverse and Respectful Environments and Definitions of Excellence:</p> <p><u>Hiring, Promotion, Leaders Appointed—Society Activities and Honors</u> define excellence to include—and reflect actions that value—inclusion, increase welcome, compositional diversity and equity for women, LGBTQ-identifying people, and people of color; <u>Civility and Respect</u> are named and elevated in society policy and activities; <u>Understanding of What Conduct is Inclusive vs. Harmful is Elevated</u>; <u>Harmful Conduct is Proactively Interrupted</u> which requires clarity of policies, examples of do's and don'ts, effective training beyond compliance (e.g., case studies, workshops, courageous stories of experience)</p>
<p>03 Improve Transparency and Accountability</p> <p><u>Policies with Expected Conduct (Do's) and Harmful Conduct (Don'ts)</u> Are Clear and response action is authorized by the governing board; is aligned with severity and frequency of failure to meet conduct expectations and resulting harm to individuals, the society community and the field; and is in fact taken (showing no one is "too big" to be accountable); <u>Transparency About Response to Conduct Concerns</u> is achieved by recognizing that no reports of conduct concerns may mean inadequate means of reporting or fear of adverse impacts; by reporting-out on how to raise conduct concerns and providing formal and informal means (including anonymous); and, when ready, by collecting data and reporting-out aggregate data on numbers and types of concerns raised and actions taken; <u>Climate is Assessed</u> through surveys, focus groups and/or other inputs to identify issues and make sure the voices of early career, women, LGBTQ-identifying people, people of color, other minoritized people are heard; <u>Harassment and Breaches of Research Integrity</u> are treated as equally undermining of excellence and integrity, whether addressed in a single policy covering both, or in separate companion policies</p> 	<p>04 Take Preventative and Responsive Actions:</p> <p><u>Diffuse Hierarchical "Power and Dependent" Relationships in the Society</u> by intentionally assembling multi-generational, multi-career stage, and diverse planning, activity, honors and nominating committee leaders and members, event moderators and panels, authors and editorial staff, and seeking diversity in volunteer governance; assuring that there are multiple leaders to diffuse one person's power, as well as a "critical mass" of committee members who are earlier career, women, LGBTQ, and people of color (to enable feelings of welcome and full participation); providing funding and opportunities for valuable experiences to people at all career levels, with attention to who decides on the conferral of these benefits (e.g., consider a small group rather than putting the power in one person); and paying attention to the diversity of people in all of these roles; <u>Provide Support for the Identified Target of Harassment, While Treating Everyone Equitably</u> when questions of conduct at odds with community standards arise by providing <u>Support Services—Permitting and Broadly Communicating Informal, Anonymous and Confidential Options for Raising Conduct Concerns</u> (e.g., to someone whose role is to be an ally for those with conduct concerns and who is not themselves likely to be viewed as part of the Society's power structure, or through an ombudsperson)—<u>Promoting Restorative and Community-building Resolution Options</u> with the aim of elevating understanding of conduct that is harmful, a target's experience of harm and the cause, and evidence of commitment of the person who caused the harm to embracing desirable conduct to avoid recurrence.</p>

This resource is modeled on and includes some content from one covering similar principles, created by the National Academies, amplifying their 2018 Report on Sexual Harassment of Women in Academic Sciences, Engineering and Medicine. www.nap.edu/sexualharassment (NASEM 2018 Report)

Compendium of Resources



About ▾ Membership ▾ Library ▾ News & Events Contact Us

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Practical Implementation Tools | Compendium of Existing Resources

One advantage of being a Consortium of over 130 Society Members (and growing!) is the knowledge and experience that Members bring and share as well as resources (policies, practices, tools, and experts) discovered or created by Members, and through our collective work. The Consortium collects and shares these resources through this Compendium.

The Societies Consortium and EducationCounsel do not, generally, independently vet these resources for quality or scope; however, we do let you know the source and whether the Consortium has used the resource or if the National Academies June 2018 report cites it.

We encourage any Member, who wishes to add to this list, to email the formal/full name of the resource, the professional entity or organization that developed or uses the resource, a link to the resource, and category of the resource (see below). These can be emailed to the Societies Consortium at

SocietiesConsortium@EducationCounsel.com. We also encourage members to share their successful initiatives by completing a one-slide template on "Inclusive Practices that Work." You can see examples [here](#).

- COVID-19 Impact, Research, and Resources
- Anti-Harassment Policies
- Bias Research & Resources, and Training
- Civility & Diversity Research and Initiatives
- Community Building Practices and Restorative Action Resources and Initiatives
- Communities of Practice
- Consortium Field-Facing Initiatives
- Data & Self-Assessment
- Disclosures
- Ethics/Conduct Policies and Resources
- Field Research Experience
- Glossary of Terms
- Honors & Awards Policies, including Revocation Policies
- Intersectionality, Identity-Based, and LGBTQ+ Initiatives, Research, and Resources
- Investigations Policies
- Leaders in the Field
- Leadership Resources, Initiatives, and Training
- Meetings
- Mentoring
- Ombuds Programs
- Reporting-Out on Conduct Concerns and Resources
- Reports on Harassment in STEMM
- Repositories of Research and Best Practices
- Resource Centers
- Surveys
- Title IX
- Training

Contact Us—Learn More...

- SocietiesConsortium.com
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- Jamie.Keith@educationcounsel.com

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Thank you !



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