SOCIETIES CONSORTIUM
ON SEXUAL HARASSMENT IN STEMM
An initiative to advance professional and ethical conduct, climate & culture

Consortium Developed Resources/Accomplishments 2019 – 2022

Note: Most of these resources can be linked from the Roadmap Document here. A member log-in is needed.
Where Roadmap links are not available, links have been provided below. A summary of the 2021 Strategic Plan is here.

Model Policies

- Policy Guide for Honors & Awards (2019)
- Meetings Conduct Policy—Full Policy Guide, Short Form Policy, & Participant Guide (2019 & 2020)
- Virtual Meetings Conduct Policy—Short Form Policy & Participant Guide (2020)
- Ethics/Conduct-Harassment Policy—Full Policy Guide & Participant Guide (2020)
- Investigations, Resolution Policy Guide and Consequences Guide (2020)

Tools

- Roadmap Document: 3 stages and associated resources for advancing inclusion towards excellence & integrity in STEMM (2020)
- 5-Step Slide Guide: first steps to create professional, ethical, inclusive societies, fields, & conduct expectations (2021)
- Pyramid Tool: 3 step process for incident investigations/resolutions (2020)
- Investigations/Resolutions Case Studies Workshop, Annotated Slides (with instructional notes), Discussion Guide, Assessment Resource (10/17/20)
- Informal Resolution Process – Brief guide with overview, criteria and steps (2021)
- Compendium of Existing Resources & Experts re: eliminating gender/intersecting harassment, facilitating inclusion (ongoing)
- Outcome Vision & Research Framework—2-page summary of aspirational outcomes and underlying research imperatives (2021)
- Conduct Do's & Don'ts—Virtual Meetings, Meetings, General Ethics/Conduct (2020)
- Participant Instructions – To orient and reinforce conduct expectations at virtual and in-person meetings and activities (2021)
- "Hot Topic" Webinars (all recordings available here):
  - *How to Design Inclusive Society Meetings* (11/14/19)
  - *Effective Approaches to Adopting Inclusive Conduct and Honors Policies* (2/27/20)
  - *Hosting Inclusive Virtual/Remote Meetings* (4/27/20)
  - *Don't Miss Out! Easy ID & Access to Consortium & Other Resources You Might Not Know Exist* (8/13/20)
  - *Continuing the Investigation Workshop: Reviewing Key Take-Aways and Follow-up Questions and Answers* (10/15/20)
  - *Data Rich Self-Assessment processes as context for prioritizing equity and inclusion* (1/28/21)
  - *Starting Somewhere: Engaging with Consortium Tools and Resources (including 5-Step Slide-Guide) Toward a More Inclusive STEMM Society and Field* (5/13/21)
  - *Honors, Awards Revocations Policies* (10/28/21)
  - *Engaging Student and Early Career Members in Society Leadership* (3/24/22)
  - *Dr. NiCole Buchanan on Epistemic Exclusion of Diverse Faculty* (5/26/22)
  - *Increasing visibility, building community, and supporting LGBTQ+ members* (7/28/22)
  - *How can Domestically Based Societies' with International Members Better Serve the Needs of International Members (11/10/22)*
- Member Societies' Share Inclusive Practices That Work (2019 and 2020). Available here (under 2/27/20 meeting section)
- Consortium 101 Video —what the Consortium is, what its benefits are, how to access/activities for new leaders, new members, and refreshers (2022). Available here
- Courageous and Transformative Leadership Library: a collection of videos and interviews (including shorter clips on particular topics) with society leaders from AAAS, AAMC, and ESA (2022). Available here

Community Building

- 2019 Annual All Members Convening—expert panels, breakouts on inclusion issues. Overview Report. Available here
- 2020 Annual All Members Convening (virtual)—expert panels, breakouts on gender/race. Overview Report. Available here
- 2021 Annual All Members Convening—expert panel, preview Communities of Practice. Overview Report (Sept. 2021) Available here
- 2022 Annual All Members Convening (virtual) – expert panels; preview ETT and Case Studies Library. Overview Report (Sept. 2022) Available here
- Journal Affinity Group and Concurrent Members Chat & Collaborate -- informal member-driven gatherings on DEI topics of interest and open-ended peer engagement (2021-23)
- Member focus group calls (by affinity) re: members' needs to advance ethics, equity & inclusion in these times (2020)
- Member Matching Tool (web-based peer engagement on issues of professional, ethical, inclusive societies & fields) (2020)

- Survey of Members Societies' Policies/Practices to benchmark baselines re: professional, ethical, inclusive societies (2019)
- Reporting-out on Conduct Concerns—Template & Design Guide to communicate issues and how they are handled (2019)

Policy and Law Guidance

- Note Regarding Distinctions Between Open Science Discourse *versus* Conduct Offense (2019)
- Model Notice of Temporary Safety Measures & Model Inclusive Meeting Instructions (re: conduct concerns) (2020)
- Model Glossary of Terms (2019, updates 2020). Available here
- 2-Track Framework for Governance Toward Professional, Ethical, Inclusive Societies & Fields (2019). Available here
- Analysis of Proposed Title IX Regulations (2019). Available here
- Guidance on Final Title IX Regulations (2020). Available here
- Overview of Design Parameters Under Federal Law to Advance Private Societies' DEI Policy (2021). Available here

Longer-term Major Initiatives Underway

- Ethical Transparency Tool (ETT)—Would facilitate sharing findings of generic types of misconduct, reducing "pass the harasser"—Conceptual design developed (2019-2020); outreach to expanded input/refine design and pilot initiative (2021 into 2022); working toward a pilot launch (date TBD—2023). Further information available here
- Case Study Library: Orientation Tool for Conduct Expectations to prevent/address sexual/gender harassment in meetings, fieldwork, risky settings—template, outreach to identify sources (2020); interviews and develop case studies (2021 into 2022); launch of 4 Case Studies (September 2022). Available here
  - *Case Study 1: The Dinner Party Dilemma*
  - *Case Study 2: Power and Picnics Don't Mix*
  - *Case Study 3: Afterhours Socializing goes Sideways*
  - *Case Study 4: The Distressing Annual Meeting*
- Consortium LinkedIn Platform (CLIP): Members' virtual community to share resources, experiences, ideas, challenges, solutions, with a virtual community inclusive Conduct Code (which also is a model for members' adaptation). Available here (Ongoing)