

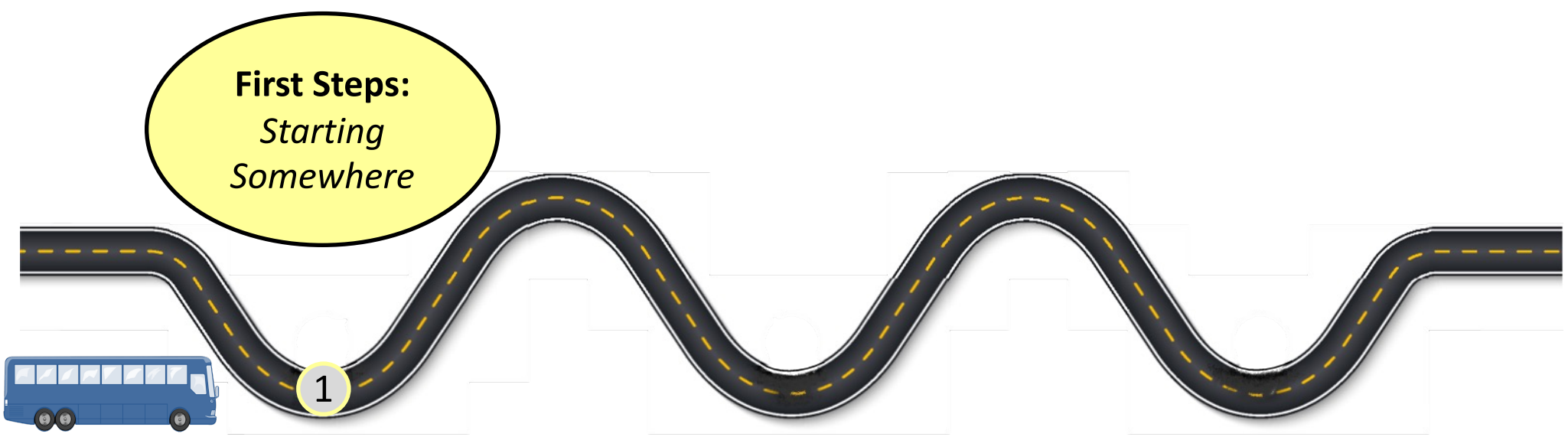
## Roadmap Towards Excellence and Integrity in STEMM

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.



### Index of Resources

- [Links to Key Consortium Resources \(2019-2023\)](#)
- [Compendium of Resources](#)



## First Steps: *Starting Somewhere*

- **Elevate stakeholders' understanding:**

Excellence/integrity require including all talent through respectful, inclusive conduct-climate-culture. Sexual harassment (most pervasively gender-based put-downs, sexism, hostility) drives women/others from STEMM.

- **Communicate inclusive conduct expectations:**

Highlight excellence-integrity-inclusion connection—Key Do's & Don'ts. Focus on inclusive conduct, not just law. Publicize how to raise conduct concerns and Society's responses. Excerpt Do's & Don'ts and Note on Differences of Opinion and Offense from Consortium "Easy Reference" Resources or use them as "plug and play" policies.

- **Survey Society's Members**

**on climate:** Use existing survey forms & data to demonstrate need for society/field action.

- [Starting Somewhere: 5-Slide Guide](#)
- [Research Framework](#) (from Consortium July 2019 Framework Document)
- [NASEM Report](#)

- [Dos and Don'ts](#) (doc. ref. # 3)
- [Offense](#) (doc. ref. # 4)
- [Meetings & Ethics/Conduct Short Form Policies](#) (doc. ref. # 5)
- [March 2023 Making the Most of Your Ethics Committee Hot Topics Webinar](#)

- [Compendium of Resources](#) *see tab: Surveys/Climate Survey Resources;*



**Choose Your  
Adventure:  
Policy  
Development**

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• **Create a policy action plan:**

Pick a topic; decide a progression over time. E.g.: Meetings/Virtual Meetings as a high-impact 1<sup>st</sup> area; Honors & Awards as a high-impact 2<sup>nd</sup> area; Ethics/Conduct and Investigations, as the most comprehensive 3<sup>rd</sup>. Decide who will lead—who will be involved—in development and implementation.

- **Prepare to act:** Consortium model policies explain complex policy issues, provide options, and offer draft language to reduce time and effort. A Society unavoidably needs to consider issues, make its policy choices, and customize language. Assemble/review the Consortium model policy and peer society policies on the chosen topic.

• **Develop or enhance policy:**

Each Society has its own process. Consider: \*Engaging other Societies to partner in the work. \*Contact EducationCounsel to be an “early adopter” and work on policy with the Leadership Council. \*Attend Consortium web-discussions/workshops—offer priority topic ideas to [societiesconsortium@educationcounsel.com](mailto:societiesconsortium@educationcounsel.com)

▪ [Investigations/Resolutions Resources](#)

▪ [Model Honors & Awards](#)

▪ [February 2020 webinar on policy development processes;](#)

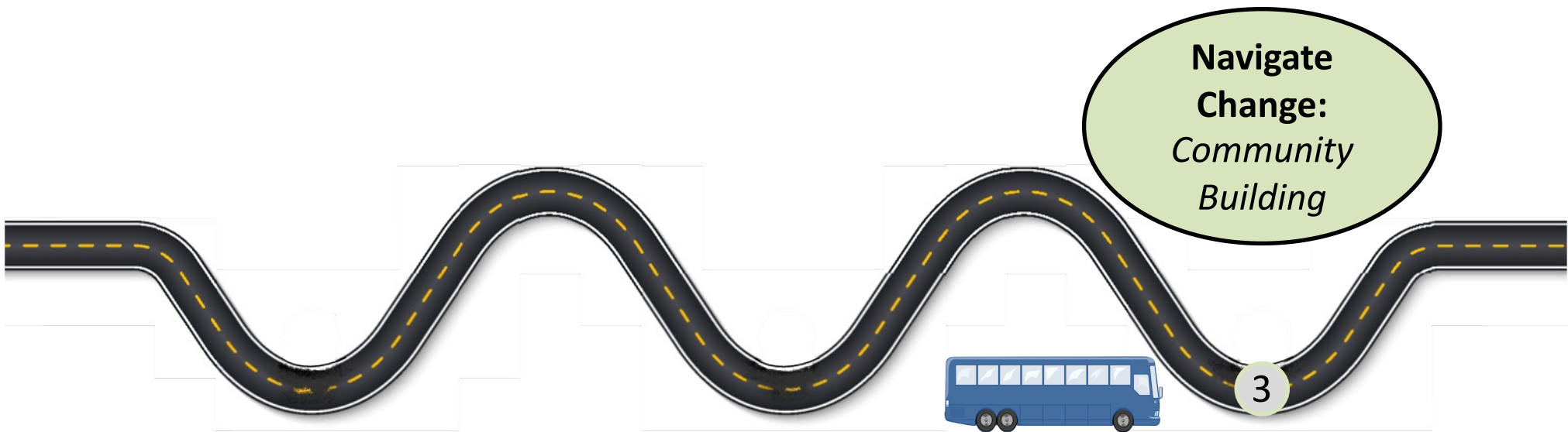
▪ [Meetings and Ethics/Conduct Policies; Compendium of Resources](#) (examples of members’ policies).

▪ [Enhanced Member Matching Tool](#)

▪ [Hybrid Meetings: In-Person Conduct & Virtual Participant Conduct](#)

▪ [Overview of Design Parameters Under Federal Law to Advance a Private Societies DEI Policy](#)

▪ [Impact of 2023 Supreme Court Affirmative Action Decision.](#)



- **Report out to Society Members on frequency/handling of conduct concerns:** Perception of tolerance-intolerance of sexual harassment drives conduct. Demonstrating serious action to respond to conduct concerns is key. Build a report form from the Consortium's 2-chart basic report template or multi-chart advanced report template.

- **Build an inclusive community at the society/in the field:** Encourage shared community conduct standards focused on inclusion/anti-bias, not just law. Use proactive- and reactive- restorative/community-building strategies, and hold inclusive conduct-focused community discussions and professional development, to support desired conduct and address conduct concerns.

- [Report Template: Society Reporting-Out on Conduct Concerns.](#)
- [Reporting-Out Design Guide.](#)
- [Ethical Transparency Tool \(ETT\).](#)
- [Case Study Library.](#)

- [Enhanced Member Matching Tool.](#)
- [Courageous & Transformative Leadership Library.](#)
- [Consortium LinkedIn Platform \(CLIP\).](#)
- [Hot Topics Webinars.](#)
- [Compendium of Resources:](#) see tabs: Civility and Diversity Initiatives; Community Building and Restorative Action Resources and Initiatives; and Resource Centers;
- [September 2023 Convening Report and materials](#)