

**Consortium Developed Resources/Accomplishments 2019 – 2024**

**Note**: Most of these resources can be linked from the Roadmap Document [here](https://societiesconsortium.com/roadmap/). 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](https://drive.google.com/file/d/1qbCJ9HmkBNsVgwevdpNR9w4fI_DZQpny/view?usp=sharing).

**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)
* Hybrid Meetings Conduct Policy—Short Form & Participant Guide Models from Consortium’s Annual Meeting (2023)
  + In-Person Participant Conduct Policy available [here](https://societiesconsortium.com/wp-content/uploads/2024/01/2023-Annual-Convening-In-Person-Conduct-Policy.pdf).
  + Virtual Participant Conduct Policy available [here](https://societiesconsortium.com/wp-content/uploads/2024/01/2023-Annual-Convening-Virtual-Conduct-Policy.pdf).
* 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 for excellence & integrity in STEMM (2020, ‘23)
* 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](https://societiesconsortium.com/library/practical-implementation-tools/)):
* [*How to Design Inclusive Society Meetings*](https://societiesconsortium.com/hot-topics-inclusive/)(11/14/19)
* [*Effective Approaches to Adopting Inclusive Conduct and Honors Policies*](https://societiesconsortium.com/hot-topics-policies/)(2/27/20)
  + [*Hosting Inclusive Virtual/Remote Meetings*](https://drive.google.com/file/d/1PkTe7UQuW5H3OFyczkOAgNfIoNZzN8Cl/view) (4/27/20)
  + [*Don’t Miss Out! Easy ID & Access to Consortium & Other Resources You Might Not Know Exist*](https://drive.google.com/file/d/1a-A55KuAFye00Z_v0wkFnCwNwpqZ_zyq/view) (8/13/20)
  + [*Continuing the Investigation Workshop: Reviewing Key Take-Aways and Follow-up Questions and Answers*](https://drive.google.com/file/d/1zjMCHIrSAoJ89xvZADbYW6moFzbd7GQU/view)(10/15/20)
  + [*Data Rich Self-Assessment processes as context for prioritizing equity and inclusion*](https://drive.google.com/file/d/1f9RT4qs6kQNKalfJ-pHkndUVD8UbTG1g/view)(1/28/21)
  + [*Starting Somewhere: Engaging with Consortium Tools and Resources (including 5-Step Slide-Guide) Toward a More Inclusive STEMM Society and Field*](https://drive.google.com/file/d/1SMgvnep0vq2Ty16F8zNJeME0djA_32vp/view)(5/13/21)
  + [*Honors, Awards Revocations Policies*](https://www.youtube.com/watch?v=-DSj65zIIsc)(10/28/21)
  + [*Engaging Student and Early Career Members in Society Leadership* (](https://www.youtube.com/watch?v=o_5m0aISiPA)3/24/22)
  + [*Dr. NiCole Buchanan on Epistemic Exclusion of Diverse Faculty*](https://www.youtube.com/watch?v=0fSLHhKTUzs)(5/26/22)
  + [*Increasing visibility, building community, and supporting LGBTQ+ members*](https://www.youtube.com/watch?v=KlvrEz4nhCU)(7/28/22)
  + [*How can Domestically Based Societies’ with International Members Better Serve the Needs of International Members*](https://www.youtube.com/watch?v=-HyihxymGn0)(11/10/22)
  + [*Making the Most of Your Ethics Committee*](https://www.youtube.com/watch?v=EKo1KIVdPJU)(3/9/23)
  + [*Impact of 2023 Supreme Court Affirmative Action Decisions*](https://www.youtube.com/watch?v=kEGi7TEF5jM)(8/10/23 recording, 9/12/24 recording not available)
  + [*The Role of Society Advocacy and Government Relations In Advancing Gender Equity*](https://www.youtube.com/watch?v=U2ALG9DqIis)(11/9/2023)
  + [*Understanding the New Title IX Regulations*](https://youtu.be/iilkLKSy_3o)(6/13/2024)
* Member Societies’ Share Inclusive Practices That Work (2019 and 2020). Available [here](https://societiesconsortium.com/library/practical-implementation-tools/) (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](https://www.youtube.com/watch?v=1lTgjwe0e1o).
* 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](https://societiesconsortium.com/library/courageous-leadership/).

**Community Building**

* 2019 Annual All Members Convening—expert panels, breakouts on inclusion issues. Overview Report. Available [here.](https://societiesconsortium.com/wp-content/uploads/2020/05/Overview-Report-of-Societies-Consortium-All-Members-Convening-Sept.16.2019-Fin.pdf)
* 2020 Annual All Members Convening (virtual)—expert panels, breakouts on gender/race. Overview Report. Available [here](https://societiesconsortium.com/wp-content/uploads/2020/12/Societies-Consortium2020Convening-Report-formatted_12.7.20.pdf).
* 2021 Annual All Members Convening—expert panel, preview Communities of Practice. Overview Report (Sept. 2021) Available [here](https://drive.google.com/file/d/1_2G7CkTUSA-sPrUFCVBxQCBhPYdshd2D/view?usp=sharing).
* 2022 Annual All Members Convening (virtual) – expert panels; preview ETT and Case Studies Library. Overview Report (Sept. 2022) Available [here](https://www.youtube.com/watch?v=1lTgjwe0e1o).
* 2023 Annual All Members Convening (hybrid) — expert panels; focus on defanging the DEI backlash. Overview Report (Sept. 2023) Available [here](https://drive.google.com/file/d/1qfJVtrEkqjdOm5ocYqBQV_AT4x63eL9K/view?usp=sharing).
* 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, 2023). Available [here](https://societiesconsortium.com/library/member-matching-survey/).
* 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). (Ongoing) Available [here](https://docs.google.com/document/d/1ZrIENZCCO7Hw2oRlwWo_adtmWsvZ7zLI/edit?usp=sharing&ouid=105003041287374426950&rtpof=true&sd=true).
* 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](https://societiesconsortium.com/wp-content/uploads/2020/03/12.9.19-Model-Glossary-of-Terms_JAM.pdf).
* 2-Track Framework for Governance Toward Professional, Ethical, Inclusive Societies & Fields (2019). Available [here](https://societiesconsortium.com/wp-content/uploads/2019/09/2.-7.26.19-Final-Draft-Framework-for-Strategic-Direction-and-Priorities.pdf).
* Analysis of Proposed Title IX Regulations (2019). Available [here](http://societiesconsortium.com/wp-content/uploads/2019/07/Transmittal-EducationCounsel-Title-IX-Proposed-Regulations-Analysis-v-1.0_01_04_2019.pdf).
* Guidance on Final Title IX Regulations (2020). Available [here](https://societiesconsortium.com/wp-content/uploads/2020/07/7.14.20R-2020-Trump-Admin-Final-Rule.pdf).
* Overview: Design Parameters Under Federal Law to Advance Private Societies’ DEI Policy (2021, 2023). Available [here](https://societiesconsortium.com/wp-content/uploads/2024/10/10.30.23-REV-Update-DRAFT-Brief-Overview-of-Law-Table.pdf).
* Impact of 2023 Supreme Court Affirmative Action Decisions(8/10/23). Available [here](https://www.youtube.com/watch?v=kEGi7TEF5jM).

**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); quiet phase pilot launch (12/2023); anticipating active pilot launch using tool (~1/2025). Further information available [here](https://societiesconsortium.com/ett/).
* 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](https://societiesconsortium.com/library/case-study-library/).
  + *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*