Top Line Summary 2019 Societies Consortium Work Plan Strategy and Resources

Note: The 2019 Work Plan strategy is to pursue a two-pronged approach to advancing the Societies Consortium's 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;

And objectives:

…to measurably advance professional and ethical conduct, climate and culture in STEMM fields, enabling inclusion of all talent and impacting societies, STEMM fields and individual excellence.

By:

(1) *Producing impactful operational resources in high demand by societies and the field in the short-term; while also*
(2) *Elevating knowledge, establishing stakeholder relationships, and building communities and consensus across STEMM constituencies in the middle term, as foundations for changing climate and culture in the longer-term.*

In the following categories of resources:
- ***Thought Leadership & Legal/Policy Guidance***
- ***Climate & Culture Advancement*** *(initiatives other than model policy, practice)*
- ***Collaboration*** *(among peer societies and broader field engagement)*
- ***Model Policies*** *(with embedded menus of options)*
- ***Model Practices & Tools*** *(with embedded menus of options)*
- ***Research & Existing Effective Practices***

Resource	Status	Impact: Society (S) Or & Field (S/F)	Category and Demand
1. Objective legal **analysis of USED's proposed changes to Title IX** regulations so that Societies can form their own opinions and provide comments if desired.	**Completed**	**S/F**	**Thought Leadership & Legal/Policy Guidance** Input at Dec. 4th Convening
2. **Draft Title IX comment letter to USED** for separate use by societies wishing to comment**:** Requested by Exec. Comm. (Includes foundational concerns and science perspectives: too narrow definition of sexual harassment and notice, leading to no entity having a regulatory obligation to respond; doesn't reflect what research shows is nature/impact of harm; inconsistent with Title IX purpose. Draft avoids process issues on which there is a range of views.) *Note: A draft comment letter, like any Consortium resource, is available for use (in whole or in part) by members who wish to comment; some resources will be more aligned with any one society's needs than others. In the future, if a resource is aimed at societies publicly taking one position on a regulatory matter, a newly adopted Exec. Comm. policy requires unanimous approval of all members then-serving on the Exec. Comm. and notice to and, if possible, opportunity for input by Members to gauge interest. Such a single-position resource is the distinct exception, not the rule, for Societies Consortium resources.*	**Completed**	**S**	**Thought Leadership & Legal/Policy Guidance; Collaboration** High demand by societies; 75 societies signed, including 30 of 45 (at the time) Consortium Members (of which 7 are Exec. Comm. members); and many joined the Consortium after outreach to them after they signed the letter.
3. **F* Foundational Strategic Framework document** that summarizes and amplifies the framework, drivers, and elements for the Societies Consortium's work and deliverables, the beginning of which are outlined at the top of this work plan menu. Includes mission, policy, impact framework, with research foundations, guiding principles, potential multi-year priorities, methodology for determining annual priorities, top line strategies	**In process**	**S/F**	**Thought Leadership; Climate & Culture Advancement; Legal/Policy Guidance** High foundational priority; key to advancing climate and culture change, the hardest work.

4. In-Person Convening of all members on Strategic Framework and Deliverables (beyond regular members meetings): Including design and goals, supporting research, pre-reading package, materials production, assembly and design of expert panels, and significant logistics, focusing on the Framework Document for climate and culture change—through community and bridge building—as an overarching goal for effective systemic barrier removal, inclusion, and ethical and professional conduct in STEMM. Including facilitated opportunities for societies to share issues and experience; and providing directional guidance and educational resources for members. This would provide a deep dive into the Framework (item # 3); would include an evidence-based discussion of key input from Societies on status and aspirations of STEMM fields, further refining the Framework for all resources, as well as facilitating engagement with leadership (including boards) and driving the most challenging climate and culture change-related action in societies and the fields.	**In process**	**S**	**Collaboration; Thought Leadership; Climate & Culture Advancement; Legal/Policy Guidance** High foundational priority; building community and bridges are key to advancing climate and culture change, the hardest work.
5. F*[1] Preliminary Outline Design for Building Bridges—Societies & Home Institutions on incident response, initiatives coordination, and information sharing *(includes consultation with stakeholders/IHEs, HE organizations, faculty, and societies throughout the year)*. Produce an outline objectives/framework document in 2019, with an aim to create a follow-on MOA or other vehicle deliverable for collaborative action in 2020. Note: This is a labor-intensive, relationship-building process (including engagement with the Advisory Council, NASEM Action Collaborative, stakeholders beyond the Council).	**Outreach begun**	**S/F**	**Collaboration; Climate & Culture Advancement; Thought Leadership & Legal/Policy Guidance** Academies Report, Dec. 4, 2018 working convening input; important as a foundation for impact of resources; high foundational priority; building community and bridges are key to advancing climate and culture change, the hardest work.

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[1] **F* denotes foundational work for further deliverables**

6. **Honors and Awards policy** and **Summary of Input and Response**, with embedded policy options (recognizing excellence includes professional/ethical conduct as well as quality of scientific output) – includes defamation and fundamental fairness of process guidance; associated research; analysis of and response to input from members; deeper consultation with some societies to surface a range of issues to be addressed; and suggested modifications for application at IHEs and other organizations in the field. **Note**: Multiple iterations; Final draft policy and Input Summary Document completed	**Completed**	**S**	**Model Policy; Legal/Policy Guidance** Academies Report, Oct. 1, 2018 convening input, Leadership Council input, Dec. 4, 2018 working convening input; high priority of societies to recognize importance of ethical conduct, as well as scientific output for excellence in the field— norm and expectation setting.
7. **F* Survey of Societies good policy and practices** (sharing resources and assessing aspirations and needs)	**In process**	**S**	**Research & Existing Effective Practices; Climate & Culture Advancement** Leadership Council input, Dec. 4, 2018 working convening input; high priority as a foundation for resources.
8. **Template for Society and IHE annual reporting** (types, numbers of incidents and consequences) to promote transparency on intolerance of sexual harassment	**Begun**	**S/F**	**Model Practices & Tools; Legal/Policy Guidance** Academies Report, Oct. 1 convening input, Dec. 4th working convening input; research is clear that demonstration of intolerance is a key factor for climate and culture change.

9. Create **Code of Conduct Policy** options (focus on encouraging/supporting ethical conduct); with suggested modifications for application at IHEs and other organizations in the field.		S/F	**Model Policy; Legal/Policy Guidance** Academies Report, Oct. 1st convening input, Dec. 4th working convening input
10. Create options for **Meeting Protocols/Policy** (will adapt and supplement code of conduct to short time frame of meetings and add processes and protocols for addressing incidents, moderator conduct, etc.); with suggested modifications for application at IHEs and other organizations in the field.		S	**Model Policy; Legal/Policy Guidance** Academies Report, Oct. 1, 2018 convening input, Dec. 4, 2018 working convening input
11. F* **Assess survey** responses and analysis for baselines, other resource needs and work		S	**Research & Existing Effective Practices; Legal/Policy Guidance; Climate & Culture Advancement** Leadership Council input, Dec. 4th working convening input
12. In addition to item #4 (in-person member convening), 2 member web-enabled phone calls (and potentially a few ancillary calls for more dialog supporting both Consortium work and members' needs) to build a community for change; share, issues, experience, and ideas; provide input on Consortium work, endorse Consortium model polices, and plan for/prioritize future resources.	**In process**	S/F	**Climate & Culture Advancement**
13. Creation of the Advisory Council and at least 2 Advisory Council meetings. The Advisory Council is a mechanism for advice and input to the Societies Consortium from STEMM fields beyond societies (IHEs, teaching hospitals, research supporting organizations, industry). Note: This is an integral part of work to build bridges for societies with their members' home institutions and to build communities in STEMM fields (see item # 5).	**Outreach begun**	S/F	**Climate & Culture Advancement**
14. Engaging and sharing information with NASEM Action Collaborative on Preventing Sexual Harassment in Higher Education. Note: This is an integral part of work to build bridges for societies with their members' home institutions and to build communities in STEMM fields (see item # 5).		S/F	**Climate & Culture Advancement**