



SOCIETIES CONSORTIUM ON SEXUAL HARASSMENT IN STEMM

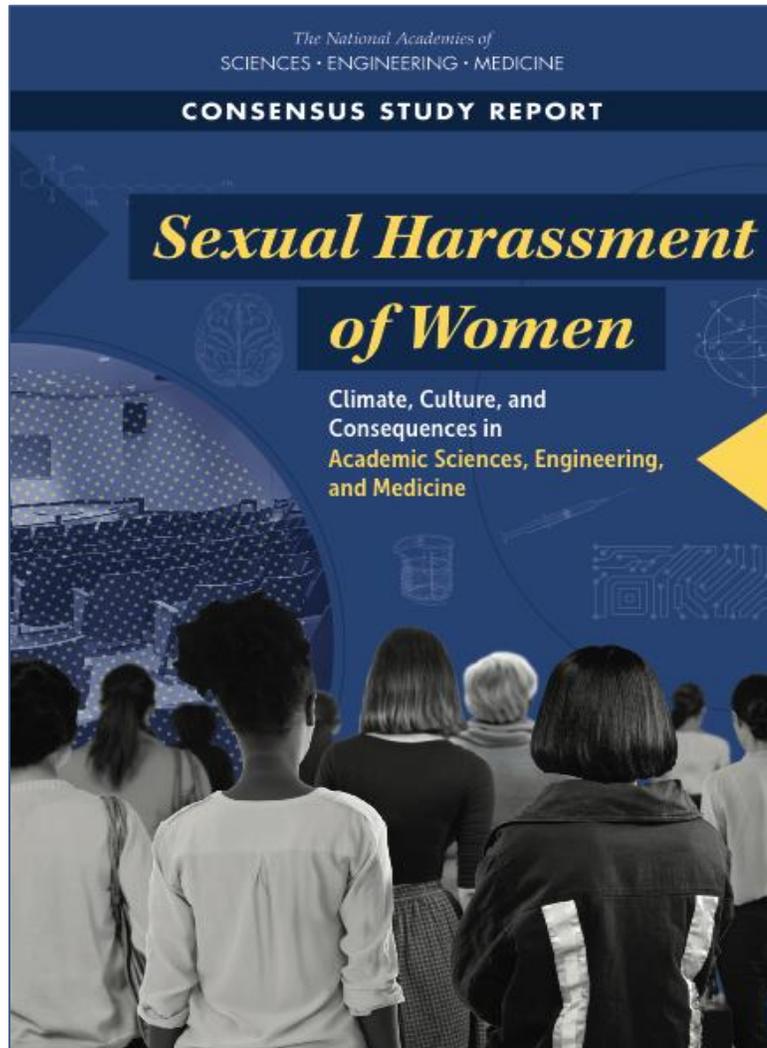
An initiative to advance professional and ethical conduct, climate & culture



What is the Societies Consortium?

The Societies Consortium on Sexual Harassment in STEMM is a unique collective act of leadership and accountability to advance excellence in science, technology, engineering, mathematics and medical fields (STEMM). This initiative is providing customizable model policies (with embedded menus of options for flexibility), policy-law guidance, and practical tools to advance professional and ethical conduct, climate and culture in societies' own operations and STEMM fields broadly, in support of the inclusion of all talent and excellence in the fields. Through a collective effort and investment, the consortium model can develop high-quality resources that benefit from multiple perspectives and national expertise, in a time and cost-efficient manner. Toward these aims, the Consortium's strategic focus is building communities actively intolerant of sexual and intersecting bases of harassment and building bridges for collective efforts across STEMM—among societies, academic and research institutions, teaching hospitals and others, as well as researchers, faculty, and students. Launched in December 2018, there are currently 100 Inaugural Members (with the inaugural period ending on April 1, 2019). Membership totals 110 as of June 2019 and remains open, with Societies continuing to join or exploring to do so.

The National Academies Consensus Report -- Released June 2018



Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine

<http://nationalacademies.org/SexualHarassment>

#ScienceToo

Sexual Harassment Is Discrimination—3 Types

- **Sexual coercion or *quid pro quo* sexual harassment:** threats or rewards respecting educational or employment benefits, support, or status are conditioned on sexual favors
- **Hostile environment sexual harassment:** exposure in work- or education- related settings or activities to gratuitous (i.e., unnecessary for the work) (a) sexual images, gestures, or remarks, (b) sexual insults, (c) *non-sexual gender harassment*, or (d) unwanted sexual attention—of such pervasiveness or severity as to interfere with a “reasonable person’s” ability to learn or work
 - **Gender Harassment:** a form of sexual harassment that includes sexism and other *non-sexual* behaviors that demean, denigrate, devalue, and disrespect individuals on the basis of sex (including sex, gender identity and expression, and sexual orientation)
 - **Definition of Hostile Environment Harassment:** is influenced by research on harm, developing societal norms of conduct
- **Sexual assault and battery,** including, e.g., rape

Sexual Harassment Violates Law

- **Sexual assault and battery** are crimes
 - Civil negligence may apply where a duty of reasonable care for safety is breached
- **Hostile environment sexual harassment and sexual coercion** violate
 - **Title VII (federal):** Prohibits discrimination on the basis of sex (etc.) in employment applications, terms and conditions
 - **Title IX (federal):** Prohibits discrimination on the basis of sex in *all* educational programs and supporting functions of non-federal public and private entities that receive federal funding for *any* broadly defined educational program
 - **State** nondiscrimination laws—And for public entities, **Equal Protection**
 - **Gender Harassment** violates laws when sufficiently pervasive (frequent) or severe (even once) to constitute hostile environment harassment

Law Must Be Satisfied

But It's Not Enough to Achieve Excellence

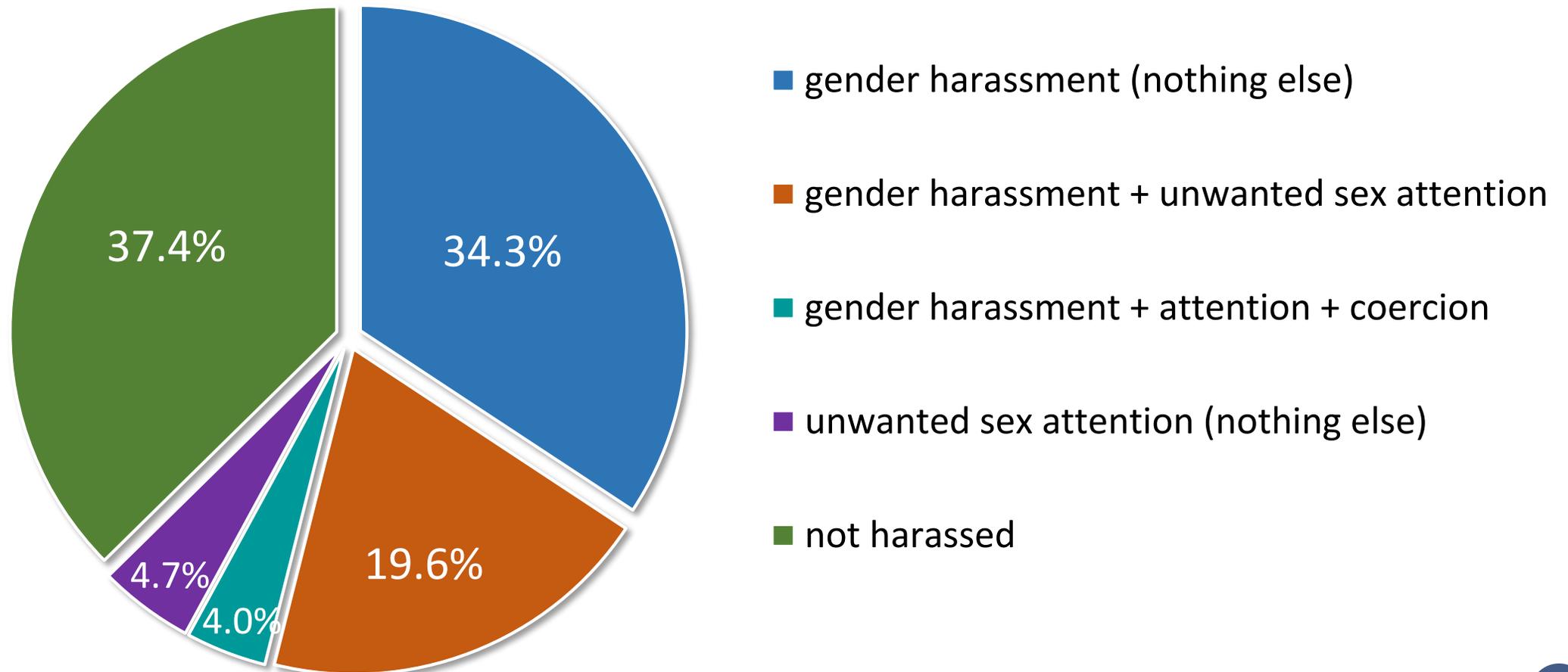
- **Pervasiveness of sexual harassment in STEMM persists despite decades of legal prohibitions**
 - Resort to reporting and formal Title IX process is rare due to fear of career and relationship cost

Sexual Harassment Consequences



Gender Harassment – Not the Focus of the Law & Public *But Most Common AND the “Base” for Other Sexual Harassment*

Example – Percent of women faculty/staff harassed by coworkers or supervisors at a large public university



Some Key Data From the National Academies Report

Workplace Rates of Sexual Harassment of Women

- Military: 69%
- Academic Workplaces: 58%
- Private Sector: 46%
- Government: 43%

Student Rates of Sexual Harassment

- Female Medical Students: 45%-49.6%
- Female Engineering Students: 25%
- Female Grad Students (all fields): 38%
- Male Grad Students (all fields): 23.4%
- Female Undergraduate Students (all fields): ~14-46%

Solutions Consider: What Are Predictors of Sexual Harassment?

- **Climate perceived as tolerant of sexual harassment is, by far, the greatest predictor, where...**
 - Reporting is risky
 - There is a lack of sanctions against offenders
 - Complaints are not taken seriously
- **High Correlation of Sexual Harassment in settings that are...**
 - Male-dominated
 - Lack civility and respect
 - Concentrate power in individuals

Advancing Excellence in STEMM

- **Excellence requires consideration of individuals' total effect on the field—and a shared expectation of:**
 - High quality research and teaching *and*
 - Professional and ethical conduct (inclusive, collaborative, civil, respectful of all)
 - Enabling a climate and culture of full participation, where all talent can thrive
- **Strategic drivers of professional and ethical conduct**
 - Building *communities* in STEMM fields
 - *That are diverse, inclusive, and **actively intolerant** of sexual and intersecting bases of harassment*
 - Building *bridges*
 - *Among societies, their members (faculty, researchers, students), and home institutions to pursue shared aims for excellence*
- **Research & Practice**
 - Rationale for impactful action, grounded in research

National Academies Report's Recommendations for Societies

Advance culture changes that reduce or prevent sexual harassment.

- Enact and strengthen codes of conduct and rules (including re: conference attendance);
- Investigate reports of sexual harassment;
- Require members to acknowledge, in writing, the society's rules and codes of conduct relating to sexual harassment during conference registration and membership sign-up and renewal;
- Support and design programs that prevent harassment and provide skills to intervene when someone is being harassed;
- Factor harassment-related professional misconduct into scientific award decisions.



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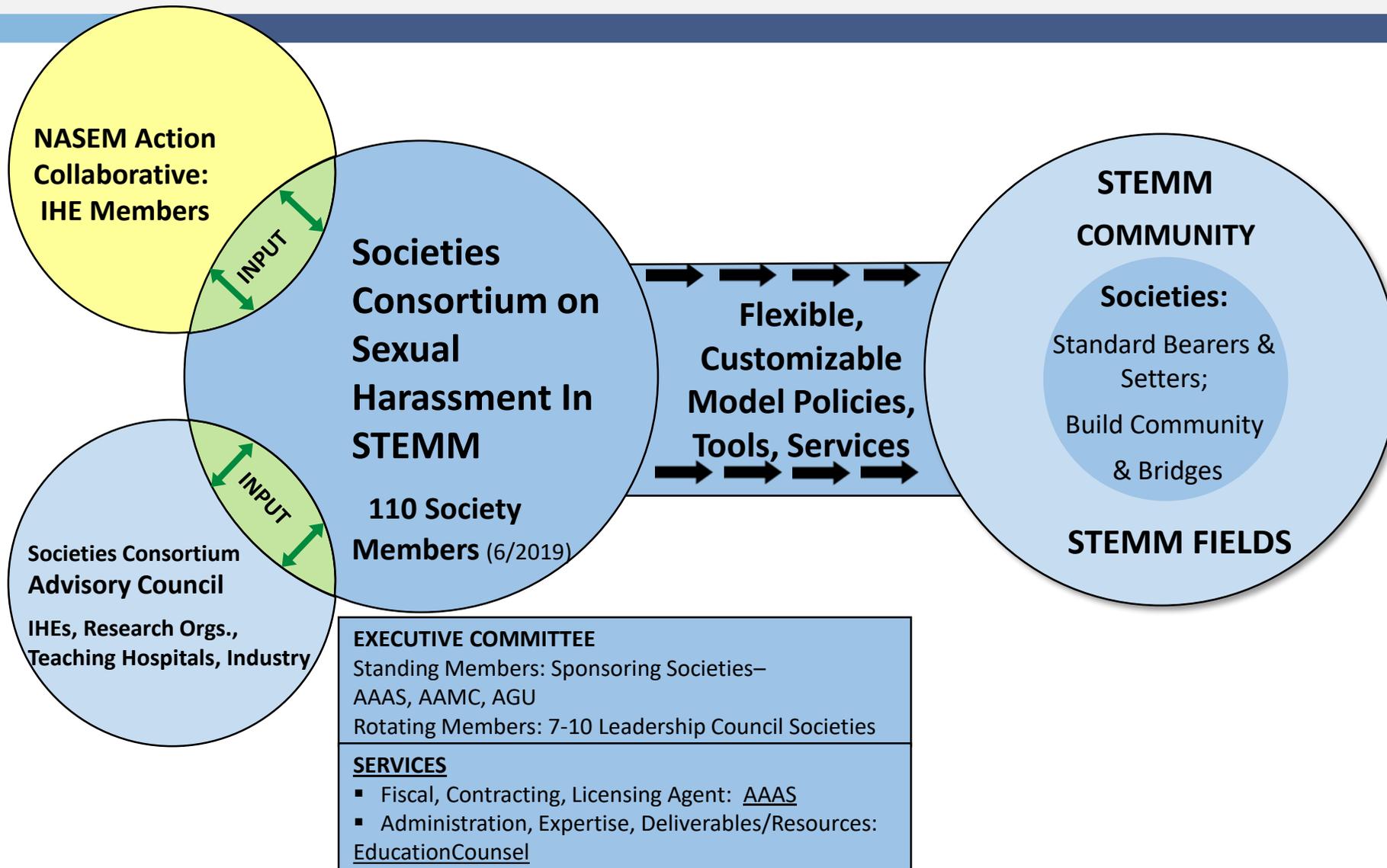
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Societies Consortium Mission Statement

...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 Plan of Action



Societies Consortium Membership

- All STEMM Fields Represented:
 - Natural, Social, Behavioral Sciences;
 - Technology;
 - Engineering;
 - Mathematics;
 - Medical

Societies Consortium Launched Dec. 4, 2018

- 100 Inaugural Members (inaugural period ended April 2019) – 110 Members and counting as of June 2019!
 - Membership is still open. Contact societiesconsortium@educationcounsel.com if you are interested in joining
- Full range of STEM & Medical (STEMM) fields societies & societies focusing on interests of women and the LGBTQ communities in STEMM are represented
- Serving and building bridges in the fields broadly (including IHEs, Teaching Hospitals)
 - Advisory Council is critical for building bridges, fostering: Collaborative proactive initiatives, Coordinated response to incidents & Usefulness of resources for fields broadly
- Consortium model can produce high-quality, high-impact resources for prevention—*benefiting from multiple perspectives and national experts*—time and cost efficiently:
 - Model Policies (with embedded menus of options for flexibility)
 - Policy & Law Guidance
 - Practical implementation Tools

The Societies Consortium Inaugural Executive Committee

American Association for the Advancement of Science* (Shirley Malcom & Andrew Black, Co-Vice Chair)	American Chemical Society (Mary Kirchhoff, Co-Advisory Counsel Overseer)
American Educational Research Association (Felice Levine, Co-Chair)	American Geophysical Union* (Billy Williams, Co-Chair)
American Physical Society (Monica Plisch, Co-Advisory Council Overseer)	American Psychological Association (Shari Miles-Cohen, Co-Community Outreach & Inclusion Officer)
American Society for Cell Biology (Erika Shugart, Co-Leadership Council Overseer)	Association of American Medical Colleges* (David Acosta, Co-Community Outreach & Inclusion Officer)
Entomological Society of America (David Gammel, Co-Leadership Council Overseer)	Institute of Electrical and Electronics Engineers (Marc Beebe, Co-Vice Chair)
<i>EducationCounsel, LLC (Advisor)</i>	*Sponsoring Society, originated the Consortium with EducationCounsel

Leadership Council (2019 appointees)—Leadership on Value of Resources to Societies & STEMM Fields

American Institute of Physics	American Society for Biochemistry and Molecular Biology
American Society for Microbiology	Association of Academic Physiatrists
Association for Women in Mathematics	Federation of American Societies for Experimental Biology
Geological Society of America	The Optical Society
	<i>EducationCounsel, LLC (Advisor)</i>

The Societies Consortium Inaugural Advisory Council: Bringing Stakeholder Perspectives – Building Bridges

American Council on Education Vice President and General Counsel Peter McDonough	Boston University Provost Jean Morrison
Association of American Universities Director of Policy Research Kimberlee Eberle-Sudre	Johns Hopkins University Associate Professor, Bloomberg School of Public Health, and Co-Lead, Center for Women’s Health, Sex and Gender Differences, Michele Decker
Association of Public & Land-Grant Universities Senior Vice President for Academic Affairs and Chief Academic Officer Bernard Mair	University of Missouri School of Engineering, Dean Elizabeth Lobo
Council of Graduate Schools President Suzanne Ortega	Wake Forest University Associate Professor of Trauma Surgery Amy Hildreth
<i>Possible Other Higher Ed. Diversity Orgs. in process</i>	<i>EducationCounsel, LLC (Advisor)</i>

Contact Us—Learn More...

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