

Agenda
Friday, November 9, 2018

08:00 am	Registration start
08:30 – 08:50 am	<i>Webcast starts</i> Opening Remarks from National Academies Leadership
09:00 – 10:00 am Morning plenary session 1	<p>Moving Beyond Legal Compliance and Toward Prevention</p> <p>Moderator: Paula Johnson, President, Wellesley College Ashley Finley, Senior Advisor to the President and Secretary to the Board, Association of American Colleges and Universities Lorelle Espinosa, Vice President for Research, American Council on Education Kimberlee Eberle-Sudre, Director of Policy Research, Association of American Universities Kacy Redd, Assistant Vice President of STEM Education Policy, Association of Public and Land-grant Universities</p> <p>Sexual harassment needs to be addressed as a significant culture and climate issue that requires institutional leaders to engage with and listen to students and other campus community members. This opening panel discussion will feature leaders in higher education discussing ways that academia can move beyond legal compliance toward sexual harassment prevention. The aim will be to spur discussion, ideas, and questions around innovative and effective ways institutions can create a climate that does not tolerate sexual harassment.</p>
10:00 – 10:15 am	Q&A Session
10:15 – 11:15 am Morning plenary session 2	<p>Myth Busting: responding to the most common misperception about sexual harassment</p> <p>Kathryn Clancy, Associate Professor of Anthropology, University of Illinois Lilia Cortina, Professor of Psychology and Women’s Studies, University of Michigan Vicki Magley, Professor of Psychology, University of Connecticut</p> <p>The speakers will give a presentation addressing the lesser-known facts about sexual harassment of women: e.g., women are not likely to formally report sexually harassing behavior; the most common form of sexual harassment is verbal gender harassment, not physical sexual attention; and that this is a systemic, cultural issue. Following the presentation, the speaker will open it up to questions and comments from attendees. Attendees are invited to submit their questions beforehand, including those</p>

	<p>misperceptions that they often hear when they are working on sexual harassment. Submit your questions by emailing ingun@nas.edu.</p>
<p>11:15 – 12:00 am Morning plenary session 3</p> <p>12:00 – 12:15 pm</p>	<p>The Role of Federal Agencies Moderator: Tom Rudin, Director, Board on Higher Education and Workforce, National Academies of Sciences, Engineering, and Medicine David Chambers, Civil Rights Program Manager, National Aeronautics and Space Administration Rhonda Davis, Head, Office of Diversity and Inclusion, National Science Foundation Lawrence Tabak, Principal Deputy Director, National Institutes of Health</p> <p>Federal agencies have been instrumental in funding academic research and spurring American innovation. There is potential for federal agencies to play a bigger role in helping academic institutions change their climate through new funding models and better oversight. This morning plenary session will feature representatives from federal funding agencies to discuss the evolving role of federal agencies in supporting academic institutions and holding them accountable.</p> <p>Q&A Session <i>Webcast ends</i></p>
<p>12:15 pm Great Hall</p>	<p>Lunch & Poster Session – promising practices and new ideas to prevent and reduce sexual harassment on university campuses. What is your university working on?</p> <p>This session will include “posters” from attending institutions that wish to share what they are working on or what they are finding to be promising. During the session, attendees will circulate and leave comments, suggestions, and questions using post-it notes.</p>
<p>1:30 – 3:00 pm</p>	<p style="text-align: center;">CONCURRENT SESSIONS</p> <p>Five concurrent sessions will be held from 1:30 -3:30 PM. Each concurrent session will have a panel and moderator and will be an interactive and collaborative conversation with the attendees. The goal of each session is to share promising practices, lingering questions, and potential barriers and identify research needs and opportunities for collaboration among intuitions. The discussion questions below are provided to spur discussion around the topics of each session. <i>The concurrent sessions will not be webcast and you must select your session when you register for the meeting.</i></p>

<p>CONCURRENT SESSION 1</p> <p>West Court</p> <p><u>REGISTRATION CLOSED:</u> <u>THIS SESSION IS FULL</u></p>	<p>Fostering Diversity and Inclusion on Campus</p> <p>Moderator: Lilia Cortina, Professor of Psychology and Women’s Studies, University of Michigan</p> <p>Abigail Stewart, Sandra Schwartz Tangri Distinguished University Professor of Psychology and Women's Studies, University of Michigan</p> <p>Chanda Prescod-Weinstein, Assistant Professor, University of New Hampshire</p> <p>Diversity initiatives have great potential to help create academic environments that are inclusive and welcoming to women and minorities. Enhancing gender parity at the faculty, staff, and student level may help ensure that sexual harassment does not become a tolerated behavior. This panel will discuss potential initiatives that foster diversity and inclusion on campus and how it may contribute to reducing the occurrence of sexual harassment. What are some lessons learned from initiatives such as STRIDE and ADVANCE-- and what are the barriers?</p>
<p>CONCURRENT SESSION 2</p> <p>Kavli Auditorium</p> <p><u>REGISTRATION CLOSED:</u> <u>THIS SESSION IS FULL</u></p>	<p>Diffusing the Power Differential, Holding Leaders Accountable, and Improving Transparency</p> <p>Moderator: Billy Williams, Vice President, Ethics, Diversity and Inclusion, American Geophysical Union</p> <p>Aley Menon, Secretary, University-Wide Committee on Sexual Misconduct, Office of the Provost, Yale University</p> <p>Thaisa Way, Professor and Immediate Past Chair, Faculty Senate, University of Washington</p> <p>Quinn Williams, General Counsel, University of Wisconsin System</p> <p>Significant power differentials between faculty and trainees is a characteristic of sexually harassing environments. Additionally environments where perpetrators are not held accountable and/or the community is unaware how sexual harassment reports are being handled is likely to foster and sustain sexual harassment. How can academic institutions create an organizational culture and climate that communicates to faculty, staff, and students that sexual harassment will not and is not tolerated? In this session we will be joined by faculty and administrators who have experimented with innovative ways to diffuse power differentials and encourage transparency and accountability.</p>
<p>CONCURRENT SESSION 3</p> <p>Room 118</p>	<p>Providing Target Support: informal & confidential reporting, restorative justice, and reintegration of targets</p> <p>Moderator: Kate Clancy, Associate Professor, Department of Anthropology, University of Illinois</p> <p>Sara Dam, Director of Campus Partnership Success, CALLISTO</p> <p>David Karp, Professor of Sociology, Skidmore College</p> <p>Toni McMurphy, Independent Consultant</p>

	<p>Academic institutions can demonstrate their support for targets of sexual harassment by clearly conveying their commitment to creating a safe climate. If targets fear retaliation and feel unsupported, they are less likely to move forward and the climate will continue to be permissive of sexual harassment. Institutions can support targets by providing options for formal and informal reporting, which can reduce the fear of reporting and retaliation. What are some existing mechanisms that universities are using to provide support for targets? In this panel, we will discuss systems, policies, and potential mechanisms that can provide support for sexual harassment targets.</p>
<p>CONCURRENT SESSION 4</p> <p>Room 120</p> <p><u>REGISTRATION CLOSED:</u> <u>THIS SESSION IS FULL</u></p>	<p>Sexual Harassment Training: beyond checking the box</p> <p>Moderator: Vicki Magley, Professor of Psychology, University of Connecticut Stephanie Goodwin, Director for Faculty Development and Leadership, Wright State University David Kaye, University of New Hampshire, Professor of Theater and Founder, PowerPlay Interactive Development Mindy Weinstein, Acting Director, Equal Employment Opportunity Commission</p> <p>Studies have shown that sexual harassment training has not proven to work as a prevention tool. In fact, many institutions use training simply to avoid legal liability. Researchers have advocated for bystander intervention training such as CPR (Confronting Prejudiced Response) and BMT (Behavior Modeling Training) to help people learn how to respond to problematic behaviors, such as sexual harassment. In this panel, we look beyond traditional sexual harassment training and dive into bystander intervention training. We will also talk about the value of other forms of training programs and the important pre- and post- evaluations to assess effectiveness.</p>
<p>CONCURRENT SESSION 5</p> <p>Members Room</p>	<p>Campus Climate Surveys and Measuring Progress: ARC3, SEA Change, and other innovative ideas for data collection and data sharing</p> <p>Moderator: Ashley Bear, Senior Program Officer, The National Academies of Sciences, Engineering, and Medicine Amanda Lenhart, Deputy Director of the Better Life Lab, New America Shirley Malcom, Director of SEA Change, American Association for the Advancement of Science Kimberlee Eberle-Sudre, Director of Policy Research, Association of American Universities Kevin Swartout, Associate Professor of Psychology, Georgia State University</p> <p>Rigorous data collection is an important step in the effort to reduce and prevent sexual harassment. Information collected by campus wide surveys can help institutions understand the frequency and nature of sexual</p>

	<p>harassment that is occurring and the progress they are making in reducing it. Universities have employed a variety of survey instruments to measure their climate. One example that has been met with great participation is the Administrator-Researcher Campus Climate Collaborative (ARC3) survey. What are other data collection efforts worth exploring? How can universities share survey results across institutions? In this session, we will not only discuss data collection and data sharing but also the importance of measuring progress and developing standards for doing so. We will also explore programs such as Athena SWAN and SEA Change that seek to incentivize change through an award system.</p>
<p>3:00- 3:30 pm Kavli Auditorium</p>	<p>Concluding plenary session: moving forward Joan Bennett, Distinguished Professor of Plant Biology and Pathology at Rutgers University; Chair, Committee on Women in Science, Engineering, and Medicine Frazier Benya, Senior Program Officer, The National Academies of Sciences, Engineering, and Medicine Tom Rudin, Director of the Board on Higher Education and Workforce, The National Academies of Sciences, Engineering, and Medicine</p> <p>The convening will end with a short discussion on the path forward and opportunities for collaboration among institutions of higher education. The discussion will summarize and build on the conversations that occurred in the concurrent sessions. <i>This session will not be webcast.</i></p>