



University of Washington, Husky Union Building  
4001 East Stevens Way N.E., Seattle, WA 98195

## AGENDA

**Tuesday, November 19, 2019**

8:00 – 9:00 am  
South Ballroom  
(2<sup>nd</sup> floor)

### Registration & Coffee

9:00 – 9:30 am  
South Ballroom

### Opening Remarks

**Frazier Benya**, *National Academies of Sciences, Engineering, and Medicine*  
**Ana Mari Cauce**, *President, University of Washington*

9:30 – 10:30 am  
South Ballroom

### Organizations Working to Address Sexual Harassment Issues: Their Work and the Resources They Are Developing

*Learn about and from organizations addressing sexual harassment and sexual violence, and discuss how you can amplify their work and build on it.*

Moderator: **Elizabeth L. Hillman**, *Action Collaborative Leadership Group member*

- **Vineet Arora**, *Time's Up Healthcare*
- **Andrea Blanch**, *Campaign for Trauma-Informed Policy and Practice*
- **Brenda Tracy**, *Set The Expectation*
- **Linda Vester**, *Silence Breakers Alliance* (remote participant)
- **Tiffany Page**, *The 1752 Group* (remote participant)

10:30 – 11:00 am

**Break**; reconvene in Concurrent Sessions

11:00 am – 12:15 pm

### Concurrent Sessions

- A. **Brainstorming Ways to Support Targets and Prevent Retaliation**
- B. **Working Collectively to Tackle the “Pass the Harasser” Problem**
- C. **Creative Solutions for Reducing the Power Differential between Advisors and Trainees**
- D. **Bystander Intervention and Approaches for Correcting Behavior Before It Escalates**

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Session A  
South Ballroom

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**Brainstorming Ways to Support Targets and Prevent Retaliation**

*This session is an opportunity to brainstorm ways that institutions and the higher education community can support targets of sexual harassment and identify measures that can be put in place to prevent forms of retaliation from occurring. Panelists include people who have been working to support targets and will bring their ideas and thoughts to start the conversation on a topic that needs significant attention.*

Moderator: [Esther Choo](#), Time's Up Healthcare

- [Sage Carson](#), [Know Your IX](#)
- [Cari Simon](#), Fierberg National Law Group
- [Jennifer Freyd](#), [Project on Institutional Courage](#)
- [Emily Myers](#), Seattle 500 Women Scientists

Session B  
Room 334

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**Working Collectively to Tackle the "Pass the Harasser" Problem**

*Addressing the issue of institutions hiring people without knowledge of past findings of responsibility for sexual harassment requires institutions to work together to both share information about existing employees and to collect information about prospective employees. This session will discuss two approaches for addressing this issue, which are currently being used at these institutions.*

Moderator: [NiCole Buchanan](#), Action Collaborative Advisory Committee member

- [Quinn Williams](#), University of Wisconsin
- [Sheila O'Rourke](#), University of California, Davis

Session C  
Room 332

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**Creative Solutions for Reducing the Power Differential between Advisors and Trainees**

*Diffusing the power differential can help prevent and reduce the harm caused by sexual harassment. This session will explore and discuss mentoring models that rethink the standard approach of one mentor who controls funding, research focus, and professional reputation.*

Moderator: [Elizabeth Umphress](#), University of Washington

- [JD DiLoreto-Hill](#), National Association of Graduate and Professional Students
- [Maria Lund Dahlberg](#), National Academies of Sciences, Engineering, and Medicine
- [Sonia Zárate](#), Howard Hughes Medical Institute
- [Maryanne Kirkbride](#), Massachusetts Institute of Technology

Session D  
Room 250

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**Bystander Intervention and Approaches for Correcting Behavior Before It Escalates**

*Bystander Intervention is a promising approach for interrupting and intervening when sexual harassment occurs. This session will explore how this practice is being applied to the higher education space, how it is incorporating issues of gender harassment, and what the research states on the effectiveness of this kind of intervention.*

Moderator: [Lilia Cortina](#), Action Collaborative Advisory Committee member

- [Ashley Slay](#), [Sexual Assault Response & Prevention Center at Boston University](#)
  - [Sandy Hershcovis](#), University of Calgary
  - [Rebecca Barnes](#), [ADVANCEGeo Partnership](#)
  - [Sara Armstrong](#), [CRLT Players at University of Michigan](#) (remote participant)
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12:15 – 1:15 pm  
South Ballroom

**Lunch**

1:15 – 2:15 pm  
South Ballroom

**How Can Institutions Be Supportive, Transparent, Inclusive, and Improve Trust in the Systems: Centering the Perspectives of Those Who Have Experienced Sexual Harassment**

*This session will elevate the ideas and perspectives of those who are using their lived experiences to inform work to change higher education, and from those whose research gives targets of sexual harassment a voice in these changes.*

Moderator: [Kate Clancy](#), Action Collaborative Advisory Committee member

- **Jerika Heinze**
- [Chloe Grace Hart](#), Stanford University
- **Vassiki Chauhan**
- **Dani Bradford**

2:15 – 3:15 pm  
South Pre-function Area

**Poster Session**

3:15 – 4:15 pm  
South Ballroom

**Attending to How Sexual Harassment Manifests for Individuals with Marginalized Identities**

*While research is limited on the experiences of those with marginalized identities, the research shows that these groups experience more harassment and worse outcomes from it. This session builds on that research to discuss how institutions can take into account the experiences of those with marginalized identities and work to better support and protect them from sexual harassment.*

Moderator: [Anna Branch](#), Action Collaborative Advisory Committee member

- [Jennifer M. Gómez](#), Wayne State University
- [Wendy Lu](#), HuffPost
- [Larry Martinez](#), Portland State University
- **Isabel Dees**, UC Santa Cruz

4:15 – 5:00 pm  
South Ballroom

**Addressing the Broader Harms of Sexual Harassment and Using Restorative Justice**

*This session will discuss the restorative justice approach for handling sexual harassment issues - how it works, how it is being used in higher education, and how it can address the harms that extend beyond the direct target of sexual harassment to the bystanders and campus community.*

Moderator: [Julie Libarkin](#), Action Collaborative Advisory Committee member

- [Mary Koss](#), University of Arizona
- [Kim Sullivan](#), Project on Restorative Justice
- [NiCole Buchanan](#), Michigan State University

5:00 pm  
South Ballroom

**Day 1 Closing Remarks and Adjourn**

**Arielle Baker**, National Academies of Sciences, Engineering, and Medicine

5:00 – 6:30 pm  
Zillow Commons Event Center

**Evening Reception**

*The University of Washington will host a reception at the Bill & Melinda Gates Center for Computer Science & Engineering in the Zillow Commons Event Center.*

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**Wednesday, November 20, 2019**

8:30 – 9:00 am  
South Ballroom

**Registration & Coffee**

9:00 – 10:15 am

**Concurrent Sessions**

- A. **Evaluating the Effectiveness of Sexual Harassment Interventions**
- B. **Increasing Transparency Around Findings of Responsibility and Administrative Action**
- C. **Considerations for Unique Ecosystems within Higher Education**
- D. **Brainstorming How to Reintegrate Targets Into Research and Academic Spaces**
- E. **Considering Behavior in Promotion and Tenure Decisions**

Session A  
Room 214

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**Evaluating the Effectiveness of Sexual Harassment Interventions**

*This session will discuss approaches and strategies for evaluating and measuring the effectiveness of sexual harassment interventions and how we can move from promising ideas to evidence-based best practices.*

Moderator: [Chicora Martin](#), Mills College

- [Meg Bond](#), University of Massachusetts Lowell
- **Ann Kearns Davoren**, [National Opinion Research Center](#)
- [Ann Coker](#), University of Kentucky
- [Katy Holland](#), University of Nebraska-Lincoln (remote participant)

Session B  
Room 145

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**Increasing Transparency Around Findings of Responsibility and Administrative Action**

*Demonstrating that organizations take seriously reports of sexual harassment and hold people accountable is a crucial part of creating an environment that does not tolerate sexual harassment. This session will discuss the importance of such transparency in preventing sexual harassment and explore tangible ways in which institutions can and are working to do this.*

Moderator: [Frazier Benya](#), Action Collaborative Director

- **Jennifer Richter**, University of Tennessee Knoxville
- [Brenda Tracy](#), [Set The Expectation](#)
- [Nancy Chi Cantalupo](#), Barry University School of Law (remote participant)

Session C  
Room 337

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**Considerations for Unique Ecosystems within Higher Education**

*This session will highlight the unique environments in higher education, such as hospitals, field research, international collaborations and observatories, where sexual harassment occurs. Discussion will focus on how approaches to addressing sexual harassment need to be customized and specifically take into account experiences in these unique spaces.*

Moderator: [Kate Clancy](#), Action Collaborative Advisory Committee member

- **Jerika Heinze**
  - [Alessondra Springmann](#)
  - **Kaberi Kar Gupta**, North Carolina State University
  - [Reshma Jagsi](#), University of Michigan (remote participant)
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Session D  
Room 250

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**Brainstorming How to Reintegrate Targets Into Research and Academic Spaces**

*The responsibility for responding to sexual harassment continues through reintegrating people back into their research and academic world. This session will discuss and brainstorm how institutions can be more attentive and supportive as those targeted with sexual harassment continue their work and education.*

Moderator: [Elizabeth L. Hillman](#), Action Collaborative Leadership Group member

- [Madhusudan Katti](#), North Carolina State University
- [Duke Fisher](#), Learning Labs
- [Carly Smith](#), Penn State College of Medicine
- [Andrea Blanch](#), [Campaign for Trauma-Informed Policy and Practice](#)

Session E  
South Ballroom

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**Considering Behavior in Promotion and Tenure Decisions**

*This session will discuss approaches for how academic processes for promotion and tenure can be adjusted and revised to include consideration of people's professional behavior.*

Moderator: [Lilia Cortina](#), Action Collaborative Advisory Committee member

- [Karen Stubaus](#), Rutgers University
- [Kristina Larsen](#), Kristina Larsen Law
- [Juliana Idoyaga](#), Stanford University

10:15 – 10:45 am

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**Break**

10:45 – 11:45 am  
South Ballroom

**Building Bridges between Academic Institutions and Professional/Scientific Societies**

*This session will highlight the work that societies and academic institutions are doing to share information regarding findings of responsibility for sexual harassment, and will discuss ideas for future work on this topic.*

Moderator: [Vicki Magley](#), Action Collaborative Advisory Committee member

- [Jamie Lewis Keith](#), EducationCounsel
- [Billy Williams](#), American Geophysical Union
- [Quinn Williams](#), University of Wisconsin
- [Julie Libarkin](#), [Academic Sexual Misconduct Database](#)

11:45 am – 12:00 pm  
South Ballroom

**Closing Remarks**

**Frazier Benya**, National Academies of Sciences, Engineering, and Medicine  
**Ana Mari Cauce**, President, University of Washington

12:00 pm

**Adjourn**