

Carnegie Mellon University

Community Engagement Plan

Action Collaborative on Preventing Sexual Harassment in Higher Education

Like many campuses, Carnegie Mellon University has worked diligently to understand its community members' experiences and increase its ability to respond quickly and effectively to reports of sexual harassment and sexual assault. We aim to build upon the gains we have made by creating mechanisms to address unwanted behavior that diminishes a person's academic experience and their ability to achieve their career aspirations. A key component of this strategy is better understanding the challenges community members face and increasing their ability to address these concerns before the behavior escalates. Below are our current activities towards this goal.

- I. **President's Task Force on Campus Climate:** Initiated in September 2018, the Task Force will make specific recommendations to support a climate that is more diverse, inclusive, fair and respectful across the university. The task force comprises more than 20 faculty, students, and staff members from across the university. Through their efforts, we will work together to build and sustain a community that exemplifies our core values. The work of the task force will be an avenue for gaining valuable data to inform work within the realm of sexual harassment.
- II. **Faculty Committee on Diversity, Inclusion and Development:** We will utilize this committee as an advisory group for how to expand the Action Collaborative's work throughout the CMU campus. This includes examining options for faculty development programs related to prevention of sexual harassment within the academic environment.
- III. **Bystander Intervention:** CMU is a partner in a robust Title IX regional collaborative administered through the Pittsburgh Council on Higher Education. (<https://pche-pa.org/title-ix/>) In April 2017, PCHE and local foundations sponsored over 100 staff from partner schools to receive Green Dot bystander intervention training. Success of this effort allowed CMU to obtain a Pennsylvania *It's On Us* grant to increase the number of Green Dot facilitators.
- IV. **Targeted Student Engagement:** Building upon programs already in place, we are working with student groups to tailor conversations and trainings about sexual misconduct to their specific challenges. Specific groups currently engaged include:
 - a. *Graduate student population*—addressing graduate students in their varied roles—students, teaching assistants, researchers, and colleagues. The training objectives include equipping students with knowledge to support students who may disclose harassment; offering strategies to improve the culture within classrooms and labs; addressing the fear many international students feel to report misbehavior because of needed funding and/or visa requirements and other relevant topics.
 - b. *Greek community*—coordinating with members to lead programs that move beyond “Getting Consent” to conversations about healthy relationships, conflict resolution, and clear communication.
- V. **Campus Climate Surveys:** The University designed and rolled out its first Sexual Assault and Relationship Violence (SARV) Study to all Pittsburgh based students in spring 2015. The university re-administered the SARV in the fall 2017 semester. (Results of the survey are here: <https://www.cmu.edu/title-ix/sarv-study/index.html>) We will conduct a third SARV in fall 2020. Additionally, the University participated in the American Association of Universities climate survey in Spring 2019 with an expected release date of results in mid-October 2019.