Dartmouth’s Community Engagement Plan Document

The Campus Climate and Culture Initiative (C3I) at Dartmouth follows, and expands upon, the recommendations for institutions of higher education made in the National Academies of Sciences, Engineering and Medicine (NASEM) report, Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine. C3I is designed to create a more welcoming, inclusive, and equitable learning and work environment that is free from sexual harassment and the abuse of power for all Dartmouth students, faculty, and staff.

The following outlines how Dartmouth has and will continue to engage our community in our work with the Action Collaborative.

- **Transparent Communication**
  - The Provost and Director of C3I presented work related to the Action Collaborative to the Board of Trustees.
  - The Provost and Director of C3I attended Alumni Council (A convening of over 100 Alumni Leaders for Classes, Regions & Schools) where they presented the work Dartmouth is doing with the Action Collaborative, the alumni followed up afterwards with an email to their constituents.
  - We are posting the Handout on Interventions for Preventing Sexual Harassment throughout the institution.
  - Dartmouth will share regular updates around our work with the Action Collaborative through Dartmouth News.
  - Dartmouth has 4 town halls this year for faculty, staff and students. We plan on sharing updates about our work at one of the town halls.

- **Presentations:**
  - The Provost and Director of C3I have facilitated presentations sharing the NASEM recommendations to various departments on campus.
  - In January of 2020, Action Collaborative leaders will be coming to Dartmouth to engage the community around the recommendations out of the NASEM report.
  - During the winter of FY21, after the action collaborative leaders visit, we will be launching a lunch and learn series using the presentations from the Sexual Harassment of Women Report Summit from November 2018. The Director of C3I, Title IX Coordinator, Deputy Title IX Coordinators, and a faculty member will be there to debrief the presentation with the group and answer questions.

- **Working Groups:**
  - The Provost convened a working group to identify policies and actions to diffuse hierarchical, power-differentiated relationships between faculty and advisees, faculty and staff, and senior faculty and junior faculty.
  - We have met and created a working group with the Dean of Guarini School of Graduate and Advanced Studies along with leaders from the Graduate Student Council to discuss mentorship and research advisory committees.
  - We have worked with the Graduate Student Council and the Dean of the Graduate School to develop a portion of their orientation focused on resources on campus.
• **Trainings:**
  - This academic year we officially launched our Sexual Violence Prevention Project, a mandatory four-year education program for undergraduates. Our first-year students have already undergone an online module and throughout the year will have in-person trainings on resources available to them, positive relationships and sexual behaviors, engaging with identity and diversity, and bystander intervention.
  - In October 2019 we have Michigan CRLT providing two theatrical trainings on the Chair’s Role in Faculty Mentoring and Moving the Needle: Shifting the Conversation around Sexual Harassment.
  - All faculty and staff, as well as postdoctoral and graduate students, are now required to complete an online sexual violence prevention program called “Bridges: Building a Supportive Community.”
  - We are developing a campus climate ambassador program to solicit representatives throughout the institution that will be trained on how to facilitate the 50 Ways to Fight Bias training by Lean In. This program will launch winter of 2020.