Since April 2016, when the Department of Justice (DOJ) released its lengthy report on the inadequacy of the University of New Mexico’s response to reported incidents of sexual violence, the university administration has intensified its efforts, implementing the remedies prescribed by the DOJ over the course of its three-year agreement with UNM:

1. Revising and publicizing policies on sexual assault and harassment
2. Improving investigations and grievance procedures
3. Providing in-person training to all 27,000 students
4. Requiring online training for all 13,500 employees (99% have completed it)
5. Conducting and evaluating campus climate surveys

Under the DOJ Settlement Agreement, the university administration extensively documented these efforts to comply with Title IX; funneled new resources into campus training, investigation, and advocacy regarding sexual assault; and engaged in consistent messaging on importance of campus safety. Moreover, during a period characterized by intensified press and legislative scrutiny, UNM staff, faculty, students, and administrators engaged in a variety of productive discussions about, and collaborative work to address, the origins, prevalence, and effects of campus sexual violence. UNM has joined NASEM’s Action Collaborative just as the DOJ’s agreement with UNM concludes in November 2019, providing our university community with a critical opportunity to sustain and deepen its commitment to preventing sexual violence and harassment on our campus. Further, given UNM’s unique position as a Research-1, Hispanic serving, flagship public institution, the Action Collaborative will enhance the lessons and visibility of UNM’s efforts for our peer institutions throughout the Southwest.

The UNM representatives to the Action Collaborative have therefore devised a community engagement plan that will connect to and build upon the many established and ongoing initiatives that incorporate representatives from key campus groups and are designed to improve the institution’s capacity to respond effectively to sexual violence, including:

- **Coordinated Community Response Team (CCRT):** Led by our Clery Officer and a Director of Hispanic student services, the CCRT was created last year through an Office of Violence Against Women grant to combat sexual assault, dating violence, domestic violence, and stalking.
- **Title IX Task Force:** Led by UNM’s Title IX Coordinator, this effort brings together advocates, investigators, counsel, and administrators who lead our Title IX compliance efforts.
- **ADVANCE at UNM:** Supported by a grant from the National Science Foundation, this multi-year, faculty-led project promotes the training and advancement of women faculty in STEM and other fields.
- **Safety Committee:** This Presidential committee, led jointly by the Dean of Students and a UNM Police specialist in sexual assault, identifies and addresses how deficiencies in university infrastructure, policy, and organization affect student safety on campus.
- **Sexual Misconduct and Response Team (SMART):** This group coordinates and evaluates the university’s response to student sexual assault and misconduct in a victim-centered manner, involving SMART representatives from police, student conduct, medicine and counseling, and advocacy.

With the exception of ADVANCE, these efforts coordinate the work of multiple administrative units and are student centered: support and intervention on behalf of university **staff and faculty** who are
targets of all forms of sexual harassment, and faculty involvement in campus efforts more generally, remain underdeveloped. In short, UNM’s institutional focus has remained at the tip of the iceberg (sexual coercion and unwanted sexual attention), generally neglecting the prevalence of gender harassment (verbal and nonverbal behaviors that convey hostility, objectification, exclusion, or second-class status about members of one gender) at the submerged base. The Action Collaborative project at UNM will draw new attention to and build capacity for the urgent need to address the prevalence and impact of sexual harassment of faculty, graduate students, and staff incorporating research and best practices for response in coordination with UNM’s existing staff and administrative specialists in campus sexual violence. The Action Collaborative representatives will draw on Working Group and National Conference meetings in 2019 to further develop this collaborative plan, meanwhile:

- Conducting monthly meetings with administrative leaders, including the President, Provost, Chancellor, and Vice President for Equity and Inclusion, to discuss UNM’s participation in the Action Collaborative and communicate expected deliverables for the university;
- Organize a meeting in September of key representatives from existing projects with the Action Collaborative representatives to share work reports and coordinate efforts in such a way as to maximize the Action Collaborative’s impact while reducing redundancies;
- Starting in October, conduct regular outreach sessions to key governance constituencies to communicate the findings of the NASEM report and the work of the Action Collaborative. These sessions would include Associated Students of the University of New Mexico, Graduate and Professional Student Association, Faculty Senate, Diversity Council, and Staff Council.
- Collaborate with the Office of Equal Opportunity to organize a January 2020 Regional Conference on Sexual Violence in Higher Education to be sponsored by the Department of Defense.
- Partner with the initiatives listed above to convene an interactive public event in Spring, 2020, that will allow us to report progress and challenges as well as provide actionable tools for reducing sexual harassment to the community.

Having engaged over the last three years in a systematic effort to comply with Title IX under the DOJ agreement, UNM is perfectly situated to re-assess those gains and deepen its commitment to preventing sexual misconduct in all its forms. As noted in NASEM’s call for membership, the Action Collaborative “creates an active space where colleges, universities, and other research and training institutions will identify, develop, implement, and research efforts that move beyond basic legal compliance to evidence-based policies and practices at the individual and systems levels for addressing and preventing all forms of sexual harassment in higher education and promoting a culture of civility and respect.” As we well know, at UNM we will not be fully compliant with Title IX until we address sexual harassment throughout the university community in an intersectional and evidence-based fashion. In other words, the university community cannot fully protect its students and employees from sexual violence until we confront the power inequities that inhibit best practices in reporting, investigation, and sanctioning of sexual violence and harassment, at UNM and throughout higher education.