

Vanderbilt University -- Community Engagement Plan National Academy of Science, Engineering, and Medicine Action Collaborative (AC) on Preventing Sexual Harassment in Higher Education

Committee structure supporting the participation of Vanderbilt in the AC

The first line of communication between the Action Collaborative representatives and the Vanderbilt community will occur through the Provost's Sexual Misconduct Prevention Committee (PSMPC). The PSMPC includes faculty members from all Vanderbilt schools¹ and Vanderbilt's two AC delegates. The Director of Project Safe (see below), the Vice Provost for Faculty Affairs, the Vice Provost for Strategic Initiatives, and a member of the Women's Advancement and Equity (WAVE) Council serve *ex officio*. The committee meets monthly during the academic year.

In 2019-20, PSMPC will evaluate and engage with the results of the 2019 Faculty and Post-doctoral Fellow Sexual Harassment Survey and the 2019 AAU Campus Climate Survey. The PSMPC will propose University-wide action items, support schools and colleges in the work of developing local action items, collaborate with student offices and organizations who are responding to the climate survey, and recommend a schedule for future survey administration. This work is anticipated to be highly synergistic with that ongoing in the AC. When appropriate, AC representatives will connect the PSMPC to appropriate resources and ideas from other AC member institutions.

An Action Collaborative Subcommittee will be formed within the PSMPC to support the work of the AC representative on the Remediation working group, help the AC representatives respond to any requests from the AC, and lead the initiatives described below. The following resources and reporting structures are anticipated:

- Members of the Subcommittee will meet at least quarterly
- Members of the Subcommittee will update the Chair of the PSMPC, the Vice Provost for Faculty Affairs, and the Interim Vice Provost for Strategic Initiatives regarding progress, initiatives, challenges, or other developments as needed.
- Written materials related to implementation of this Community Engagement plan by the AC representatives and the Subcommittee will be made available to members of the PSMPC in an ongoing manner.
- Resources to support the efforts of the Subcommittee will be provided by the Vice Provost for Faculty Affairs, the Interim Vice Provost for Strategic Initiatives, and the Project Safe Center for Sexual Misconduct Prevention and Response

Work of the PSMPC will be shared and synergistic activities will be identified with two other campus-wide committees:

- Provost's WAVE Council (Women's Advancement and Equity)
<https://www.vanderbilt.edu/provost/women-of-vanderbilt/womens-steering-committee/>
- Staff Steering Committee for Women's Initiatives
<https://www.vanderbilt.edu/women/home/university-initiative-on-women-staff/>

Engagement of initiatives/groups on campus through existing relationships with Project Safe

The mission of the Project Safe Center at Vanderbilt University is to provide information, support, referrals, and education about sexual and intimate partner violence (including sexual harassment, sexual assault, dating violence, domestic violence, and stalking), as well as consent, healthy relationships, and healthy sexuality to the Vanderbilt University community. Project Safe director Cara Tuttle Bell is involved in many groups on campus that address issues of sexual and gender

¹ The 10 Vanderbilt Schools are Blair School of Music, College of Arts and Sciences, Divinity School, Graduate School, Owen Graduate School of Management, Law School, Peabody College of Education and Human Development, School of Engineering, School of Medicine, School of Nursing.

harassment and will serve as a liaison to the AC representatives by providing updates about local campus work and soliciting ideas/data/outcomes from the groups listed below.

- Title IX Working Group; meets every other week
- Vanderbilt University Public Safety Community Oriented Results and Expectations Committee (CORE); meets quarterly
- Vanderbilt University Public Safety & Office of the Dean of Students biweekly meeting
- Vanderbilt University Officer Education Sexual Assault Prevention Committee (quarterly)
- Vanderbilt Student Government Sexual Assault Prevention subcommittee (undergraduate students; meets periodically with the Director of Project Safe Center; meets annually with Provost's Sexual Misconduct Prevention Committee)

Mechanisms to inform and obtain feedback from the Vanderbilt Community

- Creation and launch of Vanderbilt University Gender Harassment website www.vanderbilt.edu/genderharassment (launched 9/6/2019) raising awareness of gender harassment and existing resources, highlighting University efforts and initiatives, differentiating gender harassment and discrimination from sexual harassment, assault, and other forms of sexual misconduct
- Development of NASEM AC webpage, linked to the Gender Harassment website. This site will provide specific information and links to AC activities at Vanderbilt and more broadly; will have opportunities for users to input feedback and suggestions
- Launch of social media campaign across VU accounts with link for anonymous option for informing University efforts
- Listening sessions and town halls for key stakeholders (faculty, staff, graduate students, postdoctoral fellows, undergraduate students). In some cases, these listening sessions will be hosted by Project Safe Center and/or faculty outside of students' home departments
- Creation of online submission form enabling anonymous written feedback and sharing of ideas, linked to both the Gender Harassment website and the Action Collaborative website.
- Invitation to graduate and professional student councils to develop recommendations for institution
- Community Engagement Plan to be shared with key stakeholders (groups listed above) with contact information for institutional representatives and a statement encouraging feedback

Ensuring participation and feedback by all individuals

- Creation of feedback submission form available on relevant websites: VU Women, Gender Harassment, Women's Center, Project Safe Center, Title IX, and Faculty Senate. Options will exist for feedback to be sent anonymously or with identifiers, and for feedback to be posted publicly or sent privately. All feedback will be monitored by the PSMPC AC Subcommittee and discussed in quarterly meetings.
- This online submission opportunity will be promoted in and by the Provost's Office, VU Women's Center, Office of LGBTQI Life, Black Cultural Center, Office of Inclusive Excellence, Office of Equity, Diversity and Inclusion, Equal Employment Opportunity, Title IX, Center for Social Justice and Inclusion, Office of Postdoctoral Affairs, the Graduate School, and the Faculty Senate.

Amplifying the work of the AC at Vanderbilt University

- Fund travel for a graduate student or postdoc to attend and present at the Annual AC Summit in November. Selection will be competitive, based in part on the candidate's plans for sharing the experience with campus groups on returning.
- Host a virtual, mini-summit on the Vanderbilt campus during the AC Summit, inviting other academic communities in the Nashville area
- Solicit information from the Dean of each school about local initiatives and develop methods to share ideas and practices; encourage local initiatives at the school level.