The National Academies of Sciences, Engineering and Medicine

Action Collaborative on Preventing Sexual Harassment in Higher Education:

Summary of Activities and Plans for Engaging the Yale University Community

October 2019

At Yale we are taking a multi-pronged approach to contributing to and benefitting from the work of the NASEM Action Collaborative, as outlined below. We expect to modify and refine these activities and plans to reflect the ongoing efforts of the Collaborative as well as input from the Yale community.

- To embed the findings and goals of the Collaborative into ongoing/previously planned events and activities, for example:
  - Review of the NASEM Report findings and the Collaborative’s goals by the Title IX Steering Committee, which oversees University policies and procedures pertaining to sex-based discrimination, with an eye toward identifying opportunities to enhance, fortify, amend those policies and procedures in alignment with the Collaborative’s goals (begun and ongoing);
  - Inclusion of NASEM Report findings and the Collaborative’s goals in presentations (by Title IX Office/Office of Academic Integrity) to key stakeholder groups such as the Women Faculty Forum, the Committee on the Status of Women in Medicine, the Undergraduate and Graduate and Professional Student Title IX Advisory Boards, leaders of graduate and professional student governance bodies, leaders of faculty senate/advisory councils, etc.;
  - Visible support by University leadership for the NASEM Report findings and the Collaborative’s goals, most notably and recently at the Dean of the School of Medicine’s Respect Retreat; and
  - Use of NASEM Report findings to inform/fortify existing initiatives/priorities, e.g., to examine ways to appropriately reintegrate respondents into the community, to address concerns regarding retaliation, to explore and address the impacts of power dynamics.

- To recruit members of the community (faculty, students, staff) to participate in local iterations of the Collaborative’s working groups with the aims of enriching our contributions to the Collaborative and leveraging the interinstitutional knowledge and creative efforts of the Collaborative to advance our local initiatives/goals:
  - The first local group will convene around the Collaborative’s Working Group on Remediation (#3), of which Yale is a member, and the goals of which closely align with ongoing University priorities/initiatives;
  - The next local group to convene will likely align with the Collaborative’s Working Group on Prevention (#1);
  - Efforts to address Response (#2) will likely need to include consideration of new regulations to be released by the Department of Education;
  - Efforts to address Evaluation (#4) will be driven not only by the Collaborative’s goals but also (and perhaps primarily) by the results of the 2019 AAU Campus Sexual Climate Survey, in which Yale participated with 32 other institutions; the working group, already assembled to analyze the AAU data, will also have at hand the NASEM Report findings and the Collaborative’s goals.

- To broaden the interinstitutional reach of the Collaborative, e.g., by sharing and encouraging consideration of the NASEM Report’s findings and recommendations and the Collaborative’s goals and efforts by the Connecticut Coalition of Title IX Coordinators, which includes all private and public colleges and universities in the state.