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First Annual Public Summit

Tuesday, November 19 to Wednesday, November 20, 2019
University of Washington, Husky Union Building
4001 East Stevens Way N.E., Seattle, WA 98195

Speaker Biographies

Sara Armstrong, PhD, (she, her, hers) is the Director of the CRLT Players theatre program at the Center for Research on Learning and Teaching at the University of Michigan. In this role she designs professional development opportunities for academic leaders, instructors, and departmental communities. Using a unique combination of research, embodied theatrical case studies, and objective-driven facilitation, she creates sessions that invite participants to consider the individual and collective actions that they might take to address interpersonal and structural barriers to equity in the academy. She has created sessions focused on countering bias in tenure and promotion evaluations, navigating department politics, faculty mentoring, addressing microaggressions in instructional spaces, among others. Most recently she has collaborated with Drs. Lilia Cortina and Christy Simonian Bean in the development of the Moving the Needle Series, a three-session sexual harassment curriculum. This series, which offers academic communities 8-10 hours of in-person training, works to build participant capacity in three domains: 1) meaningfully understanding the problem of sexual harassment, 2) planning structural changes to create climates resistant to harassment, and 3) enacting their personal responsibility to address harassment through disruption, support, and proactive strategy.

Dr. Vineet Arora, MAPP is a Professor of Medicine who also serves as Associate Chief Medical Officer for Clinical Learning Environment at University of Chicago Medicine and Assistant Dean for Scholarship & Discovery at the Pritzker School of Medicine. As a bridging leader, she works with educational and hospital leadership to improve and align clinical and learning outcomes to enhance both patient and staff outcomes. An accomplished researcher, she is PI of NIH grants to evaluate novel interventions that combine systems change with learning theory to improve care and was inducted into the American Society of Clinical Investigation and is an elected member of the National Academy of Medicine. She is currently PI of an NIH Science of Mentoring Award to evaluate the effectiveness of mentor training on female and minority medical student research career outcomes at 8 medical schools. As an advocate for women in medicine, she was featured in the New York Times for an editorial that called to end the gender pay gap in medicine. She is a

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founding member of the 501c3 Women of Impact dedicated to advancing women leaders in healthcare and of TIME'S UP Healthcare, which is dedicated to ending gender inequities and ensuring creation of a safe, equitable, and dignified healthcare workforce.

Rebecca Barnes is an Assistant Professor of Environmental Science at Colorado College. Becca is a biogeochemist and ecosystem ecologist who is interested in understanding how aquatic and terrestrial ecosystems process and export nitrogen and carbon. She is particularly interested in understanding the effects of human disturbance on ecosystem biogeochemistry. As a member of the Earth Science Women's Network leadership, Becca facilitates the building of an international peer-mentoring community for women in the geosciences. Currently she serves as co-principal investigator on two major multi-institutional National Science Foundation awards, where she engages in interdisciplinary research on strategies for building diverse, equitable and inclusive climates from undergraduate to faculty levels. For these and other efforts she was awarded the Sulzman Award in Excellence and Mentoring from the American Geophysical Union in 2019. Becca earned her Bachelor's in Geology from Oberlin College, a Master of Science in Environmental Science and a Master of Public Affairs from Indiana University's School of Public & Environmental Affairs, and her PhD in Forestry and Environmental Studies from Yale University.

Andrea Blanch, PhD, is currently an independent consultant with expertise in mental health, trauma-informed approaches, and systems change. Her clients include the federal government, state health and human service departments, local municipalities, and a variety of local and statewide agencies and coalitions. Past positions included serving in senior administrative roles in state mental health systems in New York, Vermont and Maine. She has done significant work for the Substance Abuse and Mental Health Services Administration and is currently Co-Chair of the Campaign for Trauma-Informed Policy and Practice (CTIPP). She also directs a non-profit organization, the Center for Religious Tolerance, which supports global peace building and women's empowerment. She was active in second wave feminism and the disability rights movement, and has published numerous articles, book reviews, and book chapters on women's mental health, empowerment, social change, and trauma-informed approaches. She was a 2009 Fellow in the Women, Religion and Globalization program at Yale University, was awarded the 2010 annual Duisberg Peace Award by the Southwest Florida Coalition on Peace and Justice, and in 2012 received the Elisabeth Schilder Memorial Scholarship Award for her interfaith work.

Meg Bond, Ph.D., is the 2018-21 Distinguished University Professor, Director of the Center for Women & Work, and Professor of Psychology at the University of Massachusetts Lowell. Dr. Bond is a community psychologist by training, specializing in the dynamics of workforce diversity and sexual harassment. She served on the U.S. EEOC's Special Task Force on the Prevention of Harassment in the Workplace that released a comprehensive report in June 2016. She is also the Director of UML's NSF-funded \$3.5 million ADVANCE Institutional Transformation (IT) Initiative, called Making WAVES (Women Academics Valued and Engaged in STEM) – an initiative that addresses subtle biases through targeting issues at multiple levels of analysis. A signature component is their approach to work climate change through activating bystanders. Her work

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adopts a social ecological framework, and her book entitled “Workplace Chemistry: Promoting Diversity through Organizational Change” (University Press of New England) chronicles a long-term organizational change project focused on gender and race/ethnicity equity. She has received career awards for her mentoring of ethnically and racially diverse professionals and for her contributions to understanding diversity in community psychology. She has also served in national leadership roles with the Society for Community Research and Action, the Society for the Psychological Study of Social Issues, and the American Psychological Association.

Danielle Bradford recently graduated from the University of Cambridge in Archaeology and Anthropology. She completed her dissertation on sexual misconduct during academic fieldwork, in which she looked at risk-factors of sexual misconduct in fieldwork, and the intersection between sexual misconduct and possessing one or more Protected Characteristics under the 2010 Equality Act. Over the last two years she has been campaigning for an overhaul of how Higher Education institutions deal with complaints of sexual misconduct, advocating for a move away from quasi-legal disciplinary systems to trauma-informed procedures. She is currently taking legal action against her alma mater on the basis that their procedures are discriminatory. Danielle set up a support group for individuals partaking in academic fieldwork. She currently consults for UK Higher Education institutions, advising them on how to mitigate and manage the risk of sexual misconduct during academic fieldwork.

NiCole T. Buchanan, Ph.D., is an Associate Professor at Michigan State University whose research focuses on harassment and its impact on organizational climate, employee well-being, and professional development. Specifically, she examines the interplay of race, gender and victimization and how social identity dimensions impact the nature of harassment (e.g., racialized sexual harassment; Buchanan & Ormerod, 2002, Buchanan et al., 2018), how it is perceived by targets and bystanders, its impact on psychological, occupational, and academic outcomes, and organizational best practices. She has been highlighted in hundreds of media outlets, is a featured speaker including TEDx and National Public Radio (NPR), and provides bias and diversity-related training and consultation for medical professionals, academic and practicing psychologists, human resource managers, and campus, city, and state police departments. Dr. Buchanan is a Fellow of the Association for Psychological Science, four divisions of the American Psychological Association (Society of Clinical Psychology, Society for the Psychological Study of Social Issues, Society for the Psychological Study of Ethnic Minority Issues, and Society for the Psychology of Women), and has received national and international awards for her research, teaching, and professional service. Buchanan earned her Ph.D. in Clinical-Community Psychology from the University of Illinois at Urbana-Champaign.

Nancy Chi Cantalupo is an Associate Professor at Barry University School of Law. Her scholarship draws from her nearly 25 years of anti-campus sexual violence work as a researcher, campus administrator, student activist, victims' advocate, attorney, and policymaker, and has been published in the HARVARD JOURNAL OF LAW AND GENDER, WAKE FOREST LAW REVIEW, YALE LAW JOURNAL FORUM, the social science journal TRAUMA, VIOLENCE & ABUSE, and in op-eds for the NEW YORK TIMES,

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TIME, USA TODAY, and WASHINGTON POST. Her pro bono and expert work includes: consultations with the Obama-Biden administration's White House Task Force to Protect Students from Sexual Assault and the American Bar Association's Commission on Domestic and Sexual Violence; participation on a U.S. Senate roundtable; testimony before state legislatures; co-authorship of "Title IX & the Preponderance of the Evidence: A White Paper," signed by 116 law professors throughout the country; and service on the 2013 VAWA Negotiated Rulemaking Committee, the Board of the Asian/Pacific-Islander Domestic Violence Resource Project, and the Conference of Asian Pacific American Law Faculty.

Sage Carson (She/Her/Hers) is the Manager of Know Your IX, the leading survivor-and youth-led campaign to end gender violence in school. She began working with KYIX in 2015 to successfully defeat a mandatory police referral bill in Delaware. Sage has worked and volunteered as an advocate for survivors of gender violence in the criminal legal system, on campus, and in her community. She previously worked as the campaign coordinator for She Decide Delaware, where she successfully passed a bill that codified Roe v. Wade into the Delaware state code. As a student activist, Sage created the #UDoBetter campaign— which lead to the creation of new Title IX policies and procedures, as well as prevention education and survivor services. She holds a B.A. in Anthropology and Women and Gender Studies with a concentration in Domestic Violence Prevention and Services from the University of Delaware.

Vassiki Chauhan: I am a cognitive neuroscience PhD student and sexual harassment whistleblower. My research involves exploring how we represent identities of personally familiar individuals. I use neuroimaging and behavior to address my research questions. I am passionate about making science open and inclusive for everyone. In my downtime, I enjoy writing code, reading and keeping up with contemporary feminism!

Ann L. Coker, PhD, MPH, is professor in the Department of Obstetrics and Gynecology in the College of Medicine at the University of Kentucky. She holds the Verizon Wireless Endowed Chair in the Center for Research on Violence Against Women. Her current research focuses on prevention interventions to reduce the impact of gender-based violence include sexual violence, harassment and intimate partner violence.

Ann Kearns Davoren, Ph.D. is a research scientist with the Higher Education Analytics Center at NORC at the University of Chicago. In her role, she engages in technical and analytic activities and conducts substantive research in social science for governmental agencies, non-profit organizations, universities, and private foundations. Dr. Davoren has led study design and instrument development and administration for NORC's professional climate association work. To more broadly understand the cultural climate within a field, it is important to determine the social dynamics within physical and virtual spaces and within other spaces, including the research ecosystem as a whole. Along with her climate work, she also has a large portfolio of research focusing on mental well-being of college students. Recent published work examines nonsuicidal self-injury, suicidal ideation, and suicide attempt among college students and mental health and

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substance use of sexual minority students. Prior to joining NORC, Dr. Davoren was with the National Collegiate Athletic Association (NCAA) where she studied academic and behavioral issues facing student-athletes across all three competitive divisions. She earned her bachelor's degree from Saint Mary's College, Notre Dame, IN, her MPA from Indiana University, Bloomington, and her PhD in research methodology from Loyola University, Chicago.

Maria Lund Dahlberg is a Program Officer with the Board on Higher Education and Workforce and the Committee on Women in Science, Engineering, and Medicine focused on the Science on Effective Mentoring in STEMM (Science, Technology, Engineering, Mathematics, and Medicine). Her work with the National Academies spans topics ranging from equity, inclusion, and diversity in science, through science communications, to postdoctoral research experiences, health care, and innovation ecosystems. She came to the National Academies by way of a Christine Mirzayan Science and Technology Policy Fellowship, which she received after completing all requirements short of finalizing the dissertation for her doctorate in physics at the Pennsylvania State University. Ms. Dahlberg holds a BA with high honors in physics from Vassar College and an MS in physics from the Pennsylvania State University.

Isabel Alvarado Dees (she/her/ella) is the director and Title IX officer at University of California, Santa Cruz (UCSC). Originally from the Los Angeles area, Isabel has lived and worked in the bay area since 1998. Isabel is the daughter of Mexican immigrants, first in her family to attend university. She received her law degree from Monterey College of Law and completed her B.A. in Politics at UC Santa Cruz. Isabel is an educational rights advocate with over 10 years-experience working on compliance in higher education. Her work focuses on meaningful inclusion through agency models of service and transformative justice principles.

James “JD” DiLoreto-Hill is currently a doctoral student in Public Policy (with a focus on higher education policy) at the University of Arkansas. He holds a Master’s in Public Administration and Non-Profit Studies from the University of Arkansas and a Bachelor of Arts Degree in Political Science from the University of Massachusetts at Boston. He currently serves as the President of the Graduate-Professional Student Body and the Director of Social Justice Concerns on the Board of Directors for the National Association of Graduate and Professional Students. JD’s research focuses on campus diversity and Title IX as it relates to campus sexual assault through the university’s Sexuality, Education, and Consent Studies Lab. Outside of academia, JD has spent the last six years as a volunteer for the suicide-prevention lifeline, The Trevor Project and as a “big brother” with Big Brothers/Big Sisters of Northwest Arkansas. JD and his husband, Dr. Bryan Hill, live in Fayetteville and are in the process of finalizing the adoption of two boys ages seven and nine.

Duke Fisher is a trusted facilitator and mediator who facilitates meaningful conversation in schools, universities, and organizations worldwide. He is committed to building bridges to all of his participants and ensuring their needs are honored. Duke has been a New York State Certified Mediation Trainer since 1989. He is the past director of the Dispute Resolution Center for

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Delaware and Chenango Counties and has taught mediation courses worldwide, including at Hofstra and Albany Law Schools. As the lead trainer for the Skidmore College Project on Restorative Justice, Duke frequently trains educational institutions in restorative practices that help build community, respond to incidents of misconduct, and successfully reintegrate students after suspension. Duke is the 2007 “Lawrence P. Cooke Peace Innovator Award” recipient recognized for his never-ending search for creative methods to support effective learning and address conflict.

Jennifer J. Freyd, PhD, is a researcher, author, educator, and consultant. Freyd is Professor of Psychology at the University of Oregon, Visiting Scholar at Stanford Medical School, and Faculty Affiliate of the VMware Women's Leadership Innovation Lab at Stanford University. She is also the leader of a Working Group on Addressing Sexual Violence at the Center for Advanced Study in the Behavioral Sciences at Stanford University, 2019-20, where she was a Fellow, 1989-90 and 2018-19. Freyd is a widely published and nationally renowned scholar known for her theories of betrayal trauma, institutional betrayal, institutional courage, and DARVO. She received her PhD in Psychology from Stanford University. The author or coauthor of over 200 articles, Freyd is also the author of the Harvard Press award-winning book *Betrayal Trauma: The Logic of Forgetting Childhood Abuse*. Her most recent book *Blind to Betrayal*, co-authored with Pamela J. Birrell, was published by John Wiley, with seven additional translations. In 2014, Freyd was invited two times to the U.S. White House due to her research on sexual assault and institutional betrayal. Freyd has received numerous awards including being named a John Simon Guggenheim Fellow, an Erskine Fellow at The University of Canterbury in New Zealand, and a Fellow of the American Association for the Advancement of Science. In April 2016, Freyd was awarded the Lifetime Achievement Award from the International Society for the Study of Trauma & Dissociation. Freyd currently serves as the Editor of The Journal of Trauma & Dissociation.

Jennifer M. Gómez, Ph.D., National Academy of Sciences Kavli Fellow (2019) and Ford Fellow (2015-16; 2018-19), is an Assistant Professor in the Department of Psychology and Merrill Palmer Skillman Institute for Child & Family Development (MPSI) at Wayne State University. She earned her Ph.D. in clinical psychology in 2017 from University of Oregon. She has published over 45 peer-reviewed journal articles, book chapters, scholarly writings, and pieces for the general public. Additionally, she is the lead co-editor of the upcoming special issue of *Journal of Trauma & Dissociation—Discrimination, Violence, & Healing in Marginalized Communities* (deadline for submissions: 1 December 2019). Her research focuses on trauma, including campus sexual violence, in Black and other minority youth and young adults. In creating cultural betrayal trauma theory, Dr. Gómez identifies cultural betrayal as a dimension of within-group violence that harms survivors with marginalized identities. Website: <http://jmgomez.org> . Twitter: @JenniferMGomez1

Kaberi Kar Gupta is a Research Affiliate at the North Carolina Museum of Natural Sciences and the Founding Director of the Urban Slender Loris Project. While doing her PhD in anthropology (from Arizona State University) studying sexual behavior in non-human primates, and in subsequent conservation work in India and the US, she has extensive field research experience in

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remote locations. This includes spending a year living in a tiger reserve in south India, with a young daughter in tow. Drawing on her field experience and conversations with colleagues, Dr. Kar Gupta co-organized one of the first workshops on sexual harassment in field ecology during the 2001 meeting of the Association for Tropical Biology. She remains engaged in addressing issues of various forms of harassment in academia and in non-academic settings, especially in fields related to nature conservation. As an interdisciplinary scholar, her current work focuses on issues of nature education, environmental equity, and community-based conservation in India and the US. She recently received the Paul Shin Award for unsung heroes of science education and communication from the Coalition for Public Understanding of Science (COPUS).

Chloe Grace Hart is a PhD candidate in sociology at Stanford University and a research assistant at the Stanford VMWare Women's Leadership Innovation Lab. She studies how those who are subjected to sexual violence within organizations navigate the experience, and how organizational support (or lack thereof) shapes their trajectories. Her research also explores the conditions that facilitate or deter sexual violence in organizations.

Jerika L. Heinze is a cultural anthropologist, journalist and ethnographer currently in the final year of her PhD. She is an advocate for educational access, specifically for oppressed communities, minorities, and former foster youth, and stands to be the first former foster youth in her field with a PhD. She is a Guardian Scholars graduate of UC Davis and SFSU, and is currently a Leventis Fellowship holder at Radboud University. She is the creator of the FISST training, which seeks to rectify the lack of preparation, support, and awareness about gendered violence, sexual harassment, and sexual assault during external fieldwork and data collection. Jerika is also the founder of the "Surviving Fieldwork" support network (formerly "Women in the Field").

Sandy Hershcovis is a Professor at the University of Calgary's Haskayne School of Business, where she is currently Associate Dean (Academic). She earned her BComm from the Haskayne School of Business, and her MSc and PhD at the Smith School of Business (Queen's University). Dr. Hershcovis is known for her research on workplace harassment, including sexual harassment, workplace bullying, and abusive supervision. Her research focuses on bystander reactions towards perpetrators and targets of workplace harassment. Dr. Hershcovis not only conducts theoretical and empirical research, she distils this work for non-academic audiences. Her research has been widely covered by the national (e.g., CBC, Globe & Mail) and international (e.g., NPR, Washington Post) press, and she has given multiple talks to organizations (e.g., Department of Defense) on the topic of workplace harassment. She has been a member on numerous panels set up to discuss the topic of workplace harassment. And she has given expert witness testimony in civil and criminal harassment cases, and has appeared before the House of Commons and Senate committees to give testimony on Canadian harassment policy and law.

Kathryn Holland (she/her/hers) is an Assistant Professor of Psychology at the University of Nebraska-Lincoln, where she investigates how people's health and wellbeing are influenced by their social environments, with a focus on formal support systems, social norms, and interpersonal

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processes. Dr. Holland is primarily interested in wellbeing around issues of sexual violence and sexual health, including: the implementation, use, and effectiveness of formal support systems for sexual harassment and assault in higher education and the military; the causes and consequences of both negative and positive interpersonal processes, such as gendered sexual aggression and bystander intervention; and how social norms around gender and sexuality affect women's sexual health. As an interdisciplinary scholar, Dr. Holland's work is guided by the fields of psychology (social, law, community) and women's and gender studies and utilizes multiple research methods (quantitative, qualitative, mixed method). She is interested in using research to promote social justice and change. Holland received her M.S. and Ph.D. in Psychology and Women's Studies from the University of Michigan, and her B.A. in Applied Psychology from the University of Illinois at Chicago.

Juliana Idoyaga is an Assistant Professor of Microbiology and Immunology at Stanford University. She was born in Buenos Aires, Argentina, and received her BSc in Biology at the University of Buenos Aires. She completed her Ph.D. with honors in Immunology and Biomedical Sciences at the National Autonomous University of Mexico. For her postdoctoral training, she joined the laboratory of Dr. Ralph Steinman at The Rockefeller University in New York City and focused on dendritic cell-based vaccines. She was appointed Assistant Professor of Microbiology and Immunology at Stanford University in July 2014. She has earned many honors and awards, including the NIH Director's New Innovator Award, Baxter Foundation Faculty Scholar Award, Stanford University's Gabilan Faculty Fellow, and the NIH Pathway to Independence Award. Her research program focuses on understanding dendritic cells of the immune system, revealing their endowed capacity to induce distinct types of immune responses, and designing novel strategies to exploit them for vaccines and therapies.

Reshma Jagsi, MD, DPhil, is Newman Family Professor and Deputy Chair of the Department of Radiation Oncology and Director of the Center for Bioethics and Social Sciences in Medicine at the University of Michigan. In addition to her medical training at Harvard, she completed her doctorate in Social Policy at Oxford University as a Marshall Scholar. Dr. Jagsi's medical research focuses on improving the quality of care received by breast cancer patients. Her social scientific research includes research into issues of bioethics and research regarding gender issues, including studies of women's representation in the medical profession and the challenges to achieving gender equity, including sexual harassment, unconscious bias, and gendered expectations of society. She is the author of over 250 articles in peer-reviewed journals, including numerous publications in high impact journals such as the New England Journal of Medicine, Lancet, and JAMA. Her research is actively funded by multiple independent grants from the NIH and philanthropic foundations. A Founding Member of TIME'S UP Healthcare, she is a frequently invited lecturer on this subject, having delivered keynote or plenary talks at the NIH, the Association of American Medical Colleges, the American Medical Association, and for dozens of other institutions and medical specialty organizations in the US and abroad. Her research is frequently featured in the popular media, including coverage by the New York Times, Wall Street Journal, Washington Post, NPR, and national network nightly news. Her contributions have been

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recognized with her election to the American Society of Clinical Investigation and by the Association of American Medical Colleges' Group on Women in Medicine and Science Leadership Award.

Madhusudan Katti is an Associate Professor in the Chancellor's Faculty Excellence Program at North Carolina State University, and in the Department of Forestry and Environmental Resources. Dr. Katti is a transdisciplinary scholar focused on understanding how the socio-cultural dynamics, spatial structuring, and segregation of humans living in urban areas shape the distribution and abundance of other species. He works extensively with collaborators across social and natural sciences, and community members participating in citizen science projects, to bring his own expertise in evolutionary ecology to bear on finding ways to reconcile human development with biodiversity conservation in a rapidly changing world. He has experienced and survived the challenges of navigating US academic spaces as a brown migrant scientist, including facing discrimination and harassment, and found ways to build a supportive network of collaborators to help persist and thrive within academia. As a public scientist committed to improving the culture of science, he has been active in addressing issues of sexual harassment, including on his podcast "Science: a Candle in the Dark" where he hosted an hour-long conversation on the subject in 2016.

Jamie Lewis Keith, Partner at Education Counsel, LLC, focuses on higher education law, policy and strategy priorities. She was VP/General Counsel/University Secretary at University of Florida; Senior (primary inside) Counsel at MIT; in private practice and executive public service in MA. With AAAS, AAMC, and AGU, Ms. Keith originated the 121-member Societies Consortium on Sexual Harassment in STEMM and is a lead legal/policy advisor and senior administrator. She chaired the AAAS advisory board for its STEM Capacity Center; and is a legal/policy advisor to the AAAS SEA Change project (eliminating barriers in STEMM fields). With Dr. Shirley Malcom, Ms. Keith co-directed the AAAS Diversity and the Law project and is co-policy/law leader of its second phase, to advance diversity and equity in STEMM academia. Ms. Keith served on the AAU General Counsel's Advisory Committee and Biomedical Research Policy and Strategy Task Force and on the College Board's Access and Diversity Collaborative Advisory Council. She graduated from Cornell University, College of Arts & Sciences, with distinction in all subjects, and Boston University School of Law, magna cum laude; was an outside article editor on the Boston University Law Review; and clerked on the U.S. Court of Appeals for the First Circuit.

Maryanne Kirkbride MS/MBA, RN, is passionate about working with communities to both envision and achieve the benefits that come from greater wellbeing. With degrees in Nursing, Engineering and Business, and experience in the medical device industry, public hospitals, HIV/AIDS, community health centers and campus health – she innovates across sectors to align advancements in wellbeing with key organizational goals and community engagement. Maryanne came to MIT in 2002 to expand MIT Medical's role in community wellness. She currently oversees MindHandHeart - a coalition of students, faculty, and staff working to build a healthier, more welcoming MIT community. Launched by the Chancellor and MIT Medical in 2015, MindHandHeart welcomed the sponsorship of the Provost in 2017 to create the Department

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Support Project (DSP). This new initiative seeks to enhance the welcoming and inclusive climate of MIT's academic departments with four key areas of focus: department specific data analytics, better connections to campus expertise/resources, communications enhancements and opportunities to share innovative, promising practices. Maryanne was the recipient of the MIT Excellence Award ("Bringing Out the Best") in 2015 and the Martin Luther King, Jr. leadership award in 2017.

Mary Koss, PhD, is a Regents' Professor in the Mel and Enid Zuckerman College of Public Health at the University of Arizona. She published the first national study sexual assault among college students in 1987, which is the subject of the newly released *I Never Called it Rape: The Ms. Report on Recognizing, Fighting and Surviving Date and Acquaintance Rape*. Her current projects are two randomized trials evaluations of sexual assault prevention: *Safer Bars* (NIAAA) and *E-AAA* (a program enhanced with self-defense; Arnold Ventures Foundation of Canada). Other ongoing interests are campus climate surveys, misconduct response processes and accountability for those responsible for sexual assault. She was the principal investigator of the *RESTORE Program*; the first restorative justice program for sex crimes among adults that was quantitatively evaluated (CDC). Her credentials document close to 300 publications and sustained consultations with national and international health organizations and governments. She has received awards from the American Psychological Association: the Award for Distinguished Contributions to Research in Public Policy (2000), Award for Distinguished Contributions to the International Advancement of Psychology (2017), and the Carolyn Wood Sherif Award for Sustained Contributions to Psychology of Women. Websites and podcast: <https://publichealth.arizona.edu/directory/mary-koss> and <http://wavemaker.podbean.com/e/a-quest-for-justice%C2%A0stories-from-sexual-harassment%E2%80%99s-front-lines/>

Kristina K. Larsen is a lawyer, activist, and advocate for those facing discrimination, harassment, retaliation or other forms of power-based abuses in academia. She is passionate about educating and empowering individuals and University administrations in order to facilitate effective communication and informed decision making. Kristina received her BA in Political Science from the University of California, San Diego and her JD from the University of San Diego. Prior to entering private practice in 2014 Kristina served in various university administrative positions including as a department human resources administrator, Director of Academic Employee Relations, Senior Advisor to the AVC and Director of Academic Policy Development, and as Assistant Vice Chancellor for Academic Personnel overseeing all aspects of the human resources program for UC San Diego's academic employees. With her more than twenty-five years of experience in higher education, human resources, and employment law, Kristina's unique perspective allows her to successfully assist individuals – students, postdocs, staff and faculty – in creating and implementing solutions to the issues they face using forward-thinking strategies that avert or minimize harm. Kristina is a formally trained mediator, a skilled presenter and instructor, and has led numerous trainings and appeared as a speaker at workshops both within the university setting and for external organizations. She has represented and advised individuals at numerous universities and other academic institutions including UCLA, UC San Diego, UC Santa

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Cruz, Stanford, Johns Hopkins, NASA, the Scripps Research Institute, the Smithsonian, Florida Institute of Technology, Cornell, Duke, and many more.

Julie Libarkin (she/her/hers) is a Professor at Michigan State University with appointments in the Department of Earth and Environmental Sciences, Center for Integrative Studies in General Science, and CREATE for STEM Institute for Research on Science and Mathematics Education. She heads the Geocognition Research Laboratory, where she investigates how people perceive, understand, and make decisions about the Earth in order to address access, inclusion, equity, and justice in STEM and academia. Dr. Libarkin has led the development of the Geoscience Concept Inventory; co-led a study of tectonic uplift in Bolivia; generated new collaborations across the geo- and social sciences to build understanding of ethics and mentoring across diverse groups; has served as external evaluator or researcher for several NSF-, NASA-, or NIH-funded projects; and is the developer of the Academic Sexual Misconduct Database. Dr. Libarkin is an author or co-author of over 100 publications. Libarkin earned her Ph.D. in Geoscience from the University of Arizona, and her Bachelor's degrees in Geology and Physics from the College of William and Mary.

Wendy Lu is a national reporter and speaker on disability issues based in New York City. Her work has been featured in The New York Times, HuffPost, Teen Vogue, Bustle and more. Wendy writes about the intersection of disability and politics, education, family, etc. She holds a master's degree from Columbia Journalism School.

Dr. Larry Martinez is an assistant professor in the Department of Psychology at Portland State University. Prior to joining the faculty at Portland State in 2016, he taught Organizational Behavior and Human Resource Management as an assistant professor at Penn State's School of Hospitality Management for four years. Dr. Martinez earned his PhD in Industrial & Organizational Psychology at Rice University in 2012. He also earned a BA in psychology and an MA in I/O Psychology at Rice. Dr. Martinez's work is focused on inclusion, diversity, stereotyping, prejudice, and discrimination in the workplace. In particular, his work has focused on the experiences of traditionally under-represented employees including cancer survivors, transgender individuals, individuals with disabilities, and sexual orientation minorities. Dr. Martinez uses multiple methodologies to examine these experiences including surveys; lab and field experiments; and interviews, focus groups, and other qualitative techniques. Dr. Martinez is particularly excited about new work focused on engaging non-stigmatized "ally" employees in diversity initiatives. He has also published several articles focused on reconceptualizing sexual harassment interventions.

Emily Myers is a PhD Candidate in Pharmacology at the University of Washington, where she studies the molecular mechanisms of Parkinson's Disease. Prior to UW, she worked as a researcher and project manager for the Women's Interagency HIV Study at the University of Southern California in Los Angeles. She is a strong advocate for women and health, and passionate about science-based policy, public scholarship, and equity. Emily is an Executive Board Member with UAW 4121, the union representing over 6,000 academic student employees and

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postdocs at UW, and the co-founder of the Washington State Science Policy Network, which promotes science-informed policy. She is also founding member and leader in Seattle 500 Women Scientists, where she advocates for intersectional feminist values in both science and government.

Jenny Richter is the Associate Vice Chancellor for Equity and Diversity at the University of Tennessee, Knoxville. She is responsible for leading the University's affirmative action and equal opportunity compliance efforts, supervising discrimination complaint processes (including sexual harassment complaints against faculty and staff), as well as providing oversight of university, federal and state policies related to university search procedures for faculty and professional staff. She is also responsible for the Affirmative Action Plan. Jenny serves as the university's ADA Coordinator and Title VI coordinator, and previously served for 15 years as the Title IX Coordinator. She has responded to and investigated many gender-based and sexual harassment complaints during her 25-year history. Her lengthy experience with these difficult and complex issues allows her to bring depth and historical perspective to the conversation. Jenny chairs the university's Advisory Committee on Financial Aid and serves on many campus committees including the Commissions for Women, Blacks, and LGBTQ People. She earned a bachelor's degree in history from Tennessee Technological University and a juris doctorate from the George C. Taylor College of Law, University of Tennessee, Knoxville.

Sheila O'Rourke was appointed Senior Campus Counsel at UC Davis on July 1, 2016 after serving as Associate Campus Counsel since February 2013. She also serves as a special advisor to the Vice Provost for Academic Affairs at UC Davis. Her prior service at the University of California includes Assistant Provost at UC Berkeley, Associate Vice Provost at the Office of the President, Director of the UC President's Postdoctoral Fellowship Program and lecturer at the Graduate School of Education at Berkeley. Prior to joining the University of California, Ms. O'Rourke was a civil rights attorney for the U.S. Department of Education Office for Civil Rights (OCR) and a teaching fellow at Stanford Law School. Ms. O'Rourke is a graduate of Stanford University (A.B.) and Berkeley Law School (Boalt Hall) (J.D.).

Dr Tiffany Page is currently a Lecturer in the Department of Sociology at the University of Cambridge in the UK. Tiffany is the Co-Founder of The 1752 Group, a UK-based organisation that conducts research into faculty/staff sexual misconduct in higher education, and engages in policy development supporting international networks and discussion. Tiffany's interdisciplinary research explores themes relating to vulnerability, gender inequalities and institutional violence.

Cari Simon is a national expert and leading Title IX attorney representing survivors of sexual harassment and gender violence on colleges campuses across the country. She graduated Harvard Law School, Cum Laude. She clerked on the Ninth Circuit Court of Appeals. Cari formerly championed women's rights on Capitol Hill as director of the Congressional Victims' Rights Caucus. Cari earned a law degree so that, in addition to policy work, she could conduct direct services for victims and families. Cari served as President of the Harvard Women's Law Association and was the inaugural fellow for the Harvard Law School Gender Violence

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Program. Cari is an attorney at the Fierberg National Law Group, a boutique firm that represents victims of school violence. She specializes in representing survivors of sexual harassment, sexual assault, stalking, dating violence, and sexual exploitation on college campuses nationally. She has trained for the National Association of Attorneys General (“NAAG”), the National Crime Victims Law Institute, the National Women’s Law Center and is faculty for the National Organization for Victim Assistance (“NOVA”) campus advocates certificate program. Cari has been featured in the Washington Post, New York Times, and Good Morning America, among others.

Ashley Slay is the prevention program administrator for Boston University’s Sexual Assault Response and Prevention Center, overseeing violence prevention programming such as bystander intervention training, community engagement events and activities, and collaboration with student groups and administration to create a safer campus. In 2018, Ashley and other program administrators developed a training to address gender harassment and sexual misconduct in graduate programs. The training known as Interrupt helps graduate students to identify sexual misconduct and build skills to interrupt it. This training is unique to other bystander intervention training in that it focuses largely on gender harassment, which majority of graduate students identify as their primary challenge with sexual misconduct in their program. Ashley formerly worked at local rape crisis center doing similar work with youth and community practitioners. Ashley received a master’s degree in macro practice social work with a certificate in human services management from the Boston University School of Social Work. In addition to her focus on systemic change, she has a strong interest in clinical social work as it relates to youth, race, and gender. She holds a bachelor’s degree from Wesleyan University in sociology and feminist, gender, and sexuality studies.

Dr. Carly Smith is an assistant professor at Penn State College of Medicine, jointly appointed in the departments of Humanities and Psychiatry. She completed her undergraduate and master’s degrees in psychology at the University of Illinois and Wake Forest University before earning her Ph.D. in clinical psychology from the University of Oregon. She completed her clinical fellowship at Yale School of Medicine where she specialized in Dialectical Behavior Therapy. Her research is focused on understanding how institutions may harm the people under their care or protection following traumatic experiences. She developed the theory of Institutional Betrayal related to sexual harassment and gender-based violence and recently expanded her focus to understanding the impact of institutional betrayal in healthcare systems and medical education. She is also interested in preventing and repairing institutional betrayal via education and interventions with healthcare providers. In her clinical practice, Dr. Smith specializes in treating complex traumatic stress disorders including PTSD, Borderline Personality Disorder, and Dissociative disorders. Here, her focus on institutional betrayal involves conceptualizing the impact of institutional betrayal her patients have experienced as a traumatic form of invalidation.

Alessondra Springmann is a planetary astronomer and rocket scientist PhD candidate at the University of Arizona’s Lunar and Planetary Laboratory, studying meteorites, comets, and

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asteroids in a variety of wavelengths, from visible to radio. For two years she worked at Arecibo Observatory in Puerto Rico, using the megawatt planetary radar system to find asteroids before they found us. While at Arecibo Observatory, she became involved in making astronomy more inclusive and welcoming for people of all backgrounds to thrive. In particular, she is interested in how observatories enable their employees and visitors to work effectively while on site. Alessondra has a BA in astrophysics from Wellesley College, and a MSc from MIT. An award-winning educator, she has taught Palestinian and Israeli high school students in Jerusalem and Ghanaian university students in Accra through programs run from MIT. She has worked for the Japanese Aerospace Exploration Agency and the Jet Propulsion Lab, and has contributed to NASA's OSIRIS-REx asteroid sample return mission. In her spare time, she hikes, herds cats, advocates for healthcare, and sails. You can find more about Alessondra at sondy.com or [@sondy](https://twitter.com/sondy).

Dr. Karen R. Stubaus is Vice President for Academic Affairs at Rutgers, The State University of New Jersey. At Rutgers, she is involved in a broad array of academic, budgetary, strategic, and policy matters across the university's three geographic locations in New Brunswick, Newark, and Camden, plus for Rutgers Biomedical and Health Sciences. Dr. Stubaus was centrally involved in the full academic and policy integration of Rutgers University and the University of Medicine and Dentistry of New Jersey, the largest academic merger in the nation's history, and led the development and implementation of the first strategic plan for Rutgers' flagship campus in over two decades. Faculty affairs and academic labor relations are areas of particular research interest, as is the changing nature of the academic work force and the long-term implications for U.S. higher education of the continuing rise of contingency and unionization. Dr. Stubaus has also been deeply engaged in the issues around diversification of the faculty, and in advancing women's leadership at all levels of the institution. Most recently she has been Co-Chair of the Rutgers University Committee on Sexual Harassment Prevention and Culture Change, and is leading the multi-year implementation plan arising out of the Committee's recommendations. A Ph.D. in 17th Century American History, Dr. Stubaus teaches from time to time in American Studies, Women's and Gender Studies, and in the Ph.D. Program in Higher Education. Her favorite course is Death and Dying in American History, which her students report to be "not nearly as grim as expected."

Kim Sullivan is a Director of Employee Relations and Dispute Resolution at VMware, where she is helping the company design and implement an alternative dispute resolution system for employees and managers. Previously, Kim served as the Director of the Conflict Management and Dispute Resolution Office for the University of Texas Austin, offering mediation and restorative practices to campus. Kim is also a consultant/trainer for the University of San Diego's Center for Restorative Justice where she has facilitated circles and trainings addressing bias and Title IX issues. As a former federal litigator, Kim is passionate about collaborative processes, because she believes they transform conflict into breakthrough opportunities for parties and organizations. Kim utilizes neuropsychology, mindfulness techniques, and interest-based negotiation to manage harms in a more holistic way, addressing the root causes of conflict. She has worked with parties in federal, private, and academic settings in unionized and non-unionized

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workplaces. Kim graduated from UMASS Amherst and Yale Law School where she wrote extensively on Title VII. She is licensed to practice law in Massachusetts and Texas, has advised the State Bar of Texas ADR and Women in the Profession committees, and is currently the President Elect of the Texas Association of Mediators.

Brenda Tracy is a nurse, mother, activist, and survivor. In 1998, she reported to police that she was brutally raped by four men, two of whom played football at Oregon State University. In 2014, she found the courage to come forward with her story and now seeks to make the world a better place for survivors. As a citizen lobbyist, Ms. Tracy has helped with the passage of eight laws in her home state of Oregon. She has won numerous awards and was named ESPNs 2016 top 25 women. She is also the founder of the national campaign and nonprofit, SetTheExpectation and her message of “men as the solution” is changing the landscape of high school, college and professional sports.

Linda Vester is a sexual harassment and assault survivor, and is the founder of the non-profit foundation, Silence Breakers Alliance. In 2018, Linda came forward in the press about being harassed and assaulted by NBC News Anchor Tom Brokaw. After NBC News refused to independently investigate claims made by Linda and others, she founded Silence Breakers Alliance to help survivors speak out about harassment. Recently she was part of a high-profile group publicly demanding that NBC's parent company, Comcast, launch an independent investigation into pervasive harassment culture at NBC News. Linda also is an award-winning documentary filmmaker, journalist, and former network television newscaster. Her main focus as a foreign correspondent was covering war zones. She lives with her husband and four children outside New York City.

Billy M. Williams (he, him, his) is the Vice President for Ethics, Diversity, and Inclusion at the American Geophysical Union (AGU), a global scientific community that advances the understanding of Earth and space through cooperation in research. Williams was the Principal Investigator and lead organizer for the NSF-funded workshop in September 2016, Sexual Harassment in the Sciences: A Call to Respond and serves as a co-Principal Investigator on the 2017 NSF Grant, ADVANCE Partnership: From the Classroom to the Field: Improving the Workplace in the Geosciences. Previously, he led the work to update and extend AGU's ethics policies. Williams was also a member of the 2017-2018 National Academy of Sciences' Committee on Impact of Sexual Harassment in Academic Science Engineering and Medicine. Prior to joining AGU as Science Director in 2012, he served as a Senior Program Officer at the National Academy of Sciences and as a Global R&D Director at Dow Chemical Company. Williams is the 2019-2020 chair of the Ethics Committee for the American Society of Association Executives. He also recently co-led the development of the Societies Consortium on Addressing Harassment in STEMM – an initiative to advance professional ethics, conduct, climate and culture. Williams earned his B.S. in Chemistry from The University of North Carolina at Chapel Hill and an M.S. in Organic Chemistry from Central Michigan University.

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Quinn Williams has served as General Counsel for the University of Wisconsin System since December 2017. Quinn graduated from the University of Wisconsin-Madison in 2002 with a B.A. degree and earned his law degree from Marquette University Law School in 2006. Quinn has a wide area of legal focus, including the statutory and constitutional framework and federal and administrative regulations applicable to the operation of public agencies, Title IX, litigation management, employment, real estate, trademark, copyright, intellectual property, ethics, contract and procurement, public records, open meetings, risk management, disability, discrimination, bankruptcy and collections.

Sonia Zárate, received her BS in Biology from Cal Poly Pomona and her PhD in Plant Molecular Biology from UC Riverside. As a graduate student and a postdoc, she studied how plants perceive and respond to infestation and infection at the molecular level. Dr. Zárate's long-standing commitment to diversity, equity and inclusion in STEM includes her work as a Program Officer for the Howard Hughes Medical Institute (HHMI) and in her role as President of the Society for the Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS). At HHMI, she manages the Gilliam program and serves as a facilitator for the year-long culturally aware mentor training that advisers of Gilliam Fellows participate in. As the fourth woman to lead SACNAS in its 45-year history and the first President to have benefitted from SACNAS since she was an undergraduate, Dr. Zárate is committed to continuing to lead national efforts to ensure that science is able to benefit from the potential that a diverse scientific workforce holds. Prior to her current appointment at HHMI, she was the Director for the Office of Undergraduate Research at the University of San Diego (USD). Dr. Zárate also served as the Associate Director for the Undergraduate Research Center-Sciences at UCLA.