A student-initiated gender equity trainee task force established specific recommendations to decrease sexual and gender harassment in research laboratories at the University of California, San Francisco. Our ideas were shared with the entire UCSF community at a town hall where we conducted live polling and collected feedback presented here. We presented our ideas to over 250 members of the UCSF community at a town hall where we conducted live polling to get feedback on our ideas.

**Town Hall Questions and Responses**

**Do you think any of these recommendations would help if such a situation were to happen again?**

- Yes: 104, 53%
- No: 59, 29%
- Not sure: 37, 18%

Feedback from attendees:

- Faculty engagement with student organizations: 64 (78%)
- Faculty mentorship training: 64 (78%)
- Bystart Student training: 64 (78%)

Overall, 73% of attendees felt unprepared to confront gender harassment, and over 80% thought that our recommendations would improve climate.

**Current status:** Since holding the town hall, all UCSF Graduate Division basic science PhD programs have required that all faculty with graduate students participate in mentorship training programs. In collaboration with the recently hired Director of Graduate Faculty development, we plan to add gender and sexual harassment bystander training to the mentorship program being developed. This will be piloted in Fall 2022 with the TETRAD graduate program. UCSF is currently planning a campus-wide climate survey with input from the Associated Students of the Graduate Division that will include questions related to gender harassment.

**Town Hall Attendees**

- Staff: 93
- Faculty: 56
- Postdocs: 21
- Graduate students: 31

**Building a trainee-driven movement to implement the NASEM recommendations in an academic research lab environment**

**Emma Alme**, Camille Simoneau, Denise Caramagno, David Brown, Annamaria Bustion, Francesca Del Fante, Ugomma Eze, Nari Hartooni, Elina Kostyavanovskaya, Max Ladow, Liron Noiman, Ariane Parzer, Kara Presbrey, Adrienne Stormo, and Sumitra Tatapudi on behalf of the UCSF Gender Equity Trainee Task Force *authors contributed equally*

**Task force members reach out to faculty, staff, and administration to craft our recommendations**

**Gender Equity Trainee Task Force**

- December 2018
- January-March 2019

**Town Hall Questions and Responses**

**Do you think you would leave your current position if you were experiencing severe and pervasive harassment?**

- Agree: 76%
- Neither: 16%
- Disagree: 18%

Feedback from attendees:

- UCSF should advocate to change mandatory reporting policies:
  - Agree: 84%
  - Neither: 10%
  - Disagree: 6%

UCSF should advocate to change mandatory reporting policies.

UCSF graduates that are creating a hostile environment to survey alums. They may have more institutional power to identify and speak about harassment they experienced as students.

One option/opportunity for better identifying faculty who are creating a hostile environment is to survey alums. They may have more institutional power to identify and speak about harassment they experienced as students.

**Current status:** We are currently working with the administration to improve transparency of the annual title IX report, and develop an infographic of the new 2019 policy and procedures. Currently there is no transparency mechanism to alert the Deans of the UCSF schools when faculty have been found guilty of a title IX violation. We will be piloting a peer mentorship network to support releasing a report about sexual misconduct and making trainees aware of sexual and gender harassment cases.

**Feedback from attendees:**

- Faculty member: 22
- Peer mentor: 18
- Thesis committee: 16
- Supervisor: 12
- mentor: 8

Overall, 73% of attendees felt unprepared to confront gender harassment, and over 80% thought that our recommendations would improve climate.

**Current status:** Since holding the town hall, all UCSF Graduate Division basic science PhD programs have required that all faculty with graduate students participate in mentorship training programs. In collaboration with the recently hired Director of Graduate Faculty development, we plan to add gender and sexual harassment bystander training to the mentorship program being developed. This will be piloted in Fall 2022 with the TETRAD graduate program. UCSF is currently planning a campus-wide climate survey with input from the Associated Students of the Graduate Division that will include questions related to gender harassment.

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