

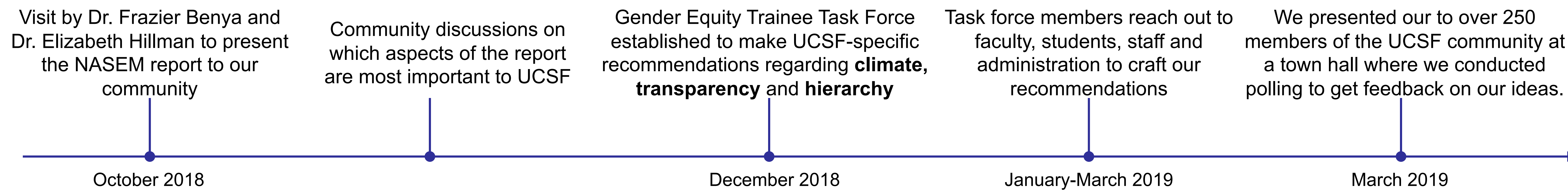
Building a trainee-driven movement to implement the NASEM recommendations in an academic research lab environment

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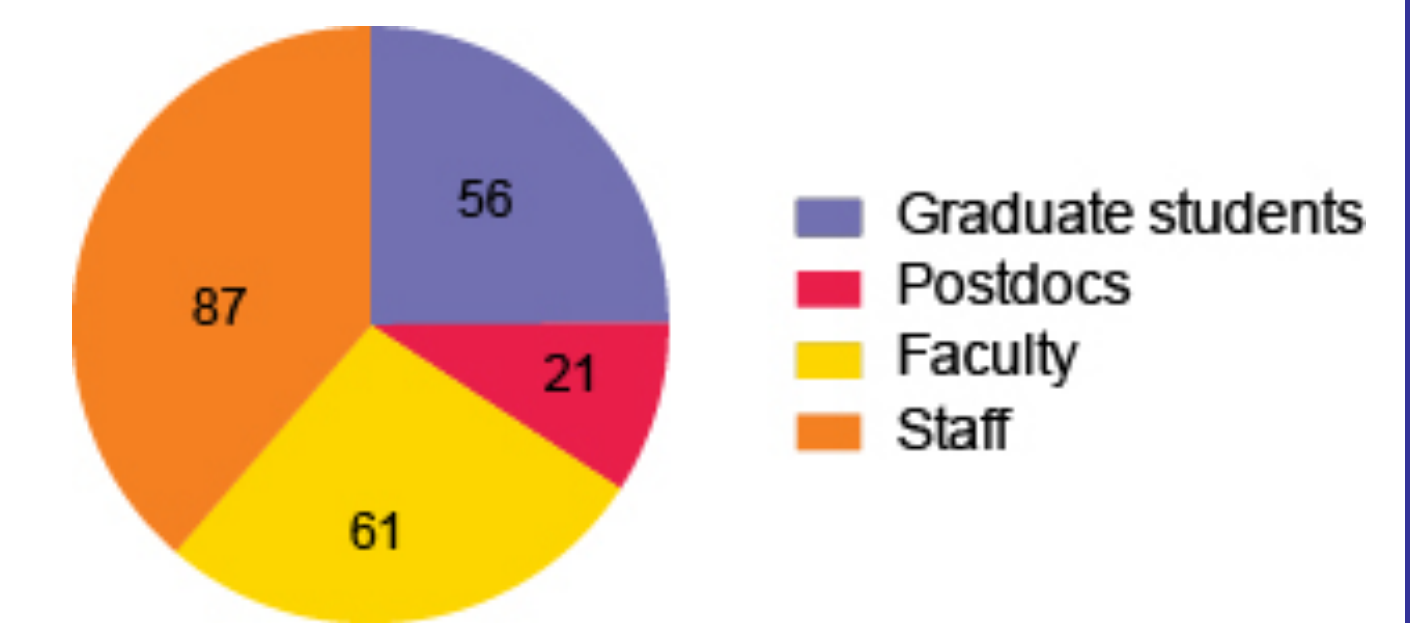
Introduction

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 the live polling and collected feedback presented here.

Bringing the NASEM Recommendations to the University of California, San Francisco (UCSF)



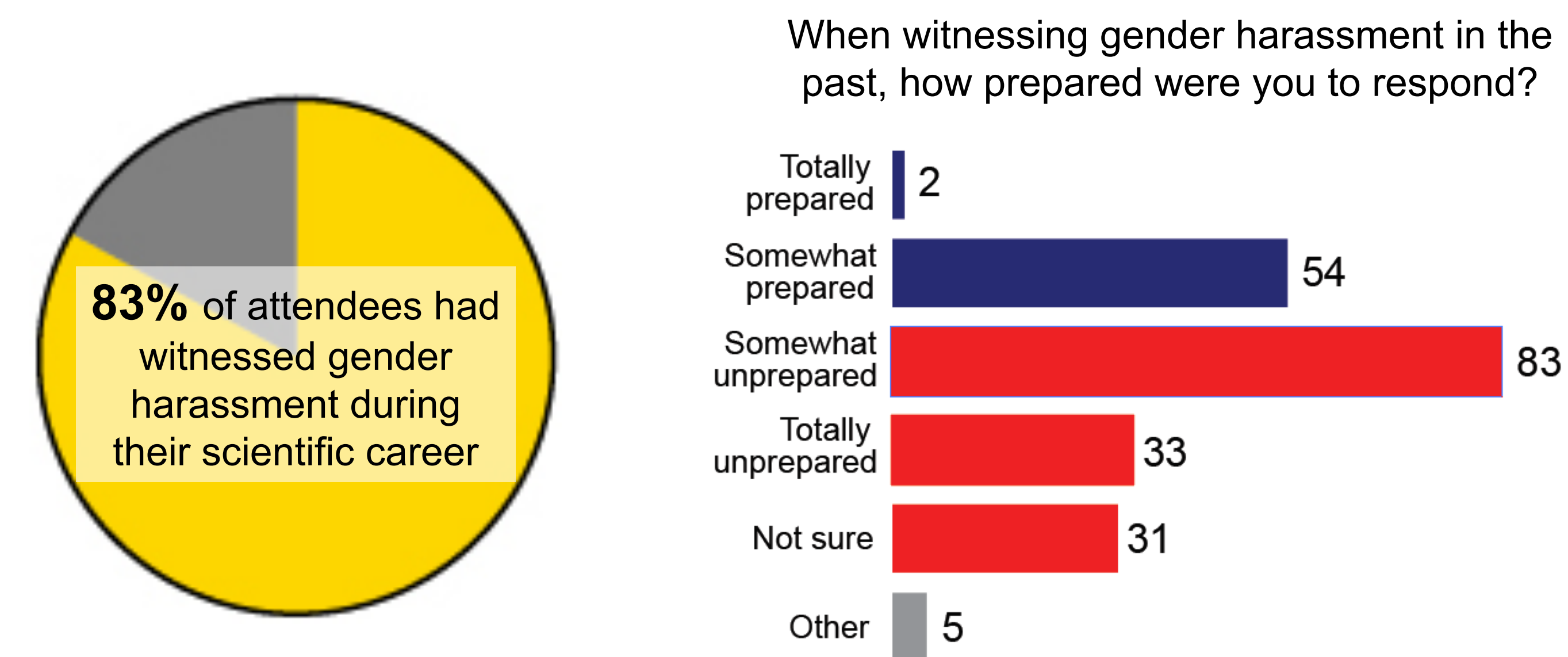
Town Hall Attendees



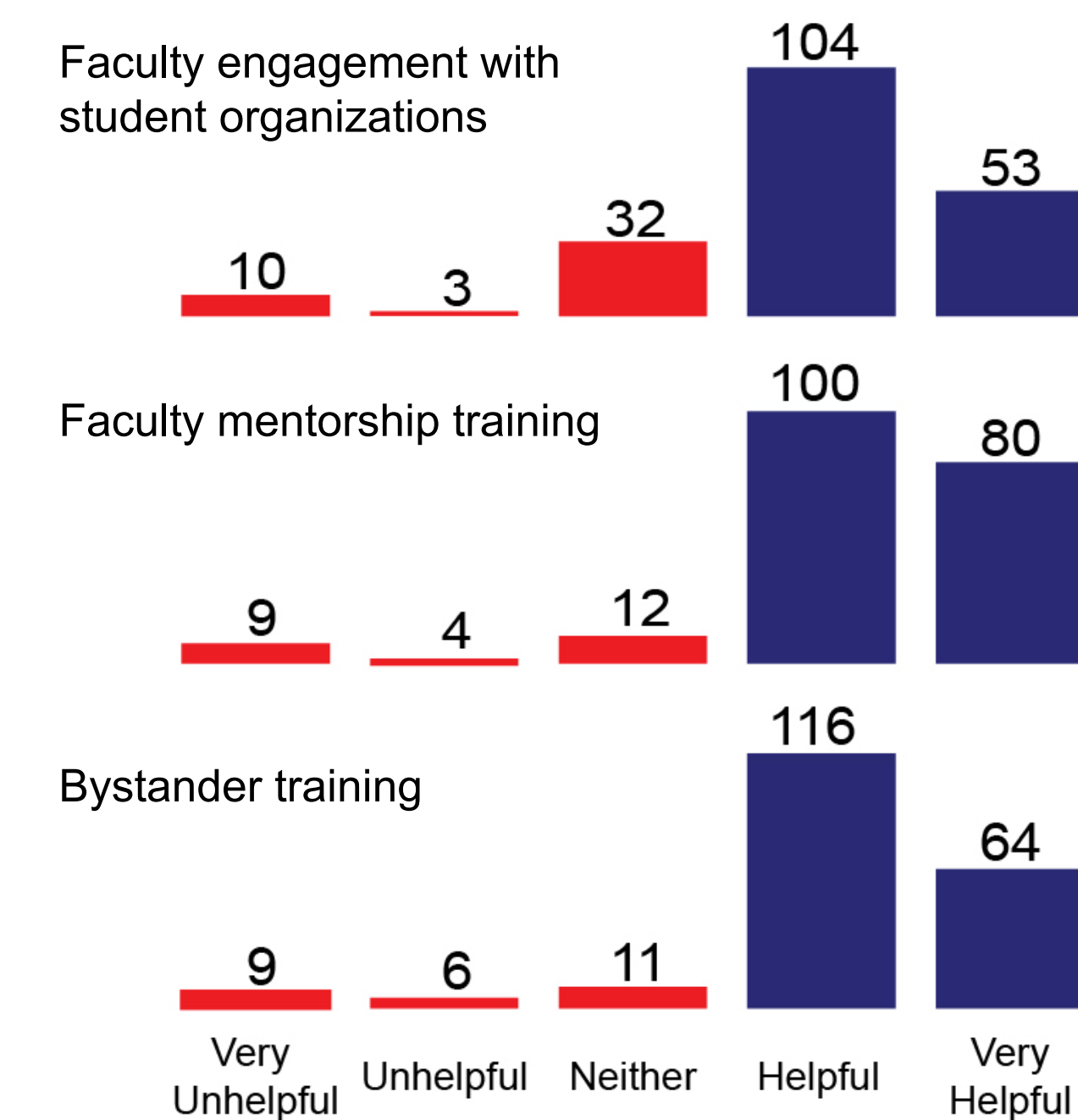
MOVE BEYOND LEGAL COMPLIANCE TO ADDRESS CLIMATE AND CULTURE

- Expand the current faculty mentoring workshop options to include bystander training for sexual and gender harassment, including instances of microaggressions and for all PhD programs to require faculty to participate
- Encourage faculty to engage with Diversity Registered Campus Organizations to increase awareness and understanding of different perspectives at UCSF.
- Initiate a climate survey on the experience of racial, ethnic, gender- and/or sexual-minorities with sexual and gender harassment

Town Hall Questions and Responses



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



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

Feedback from attendees

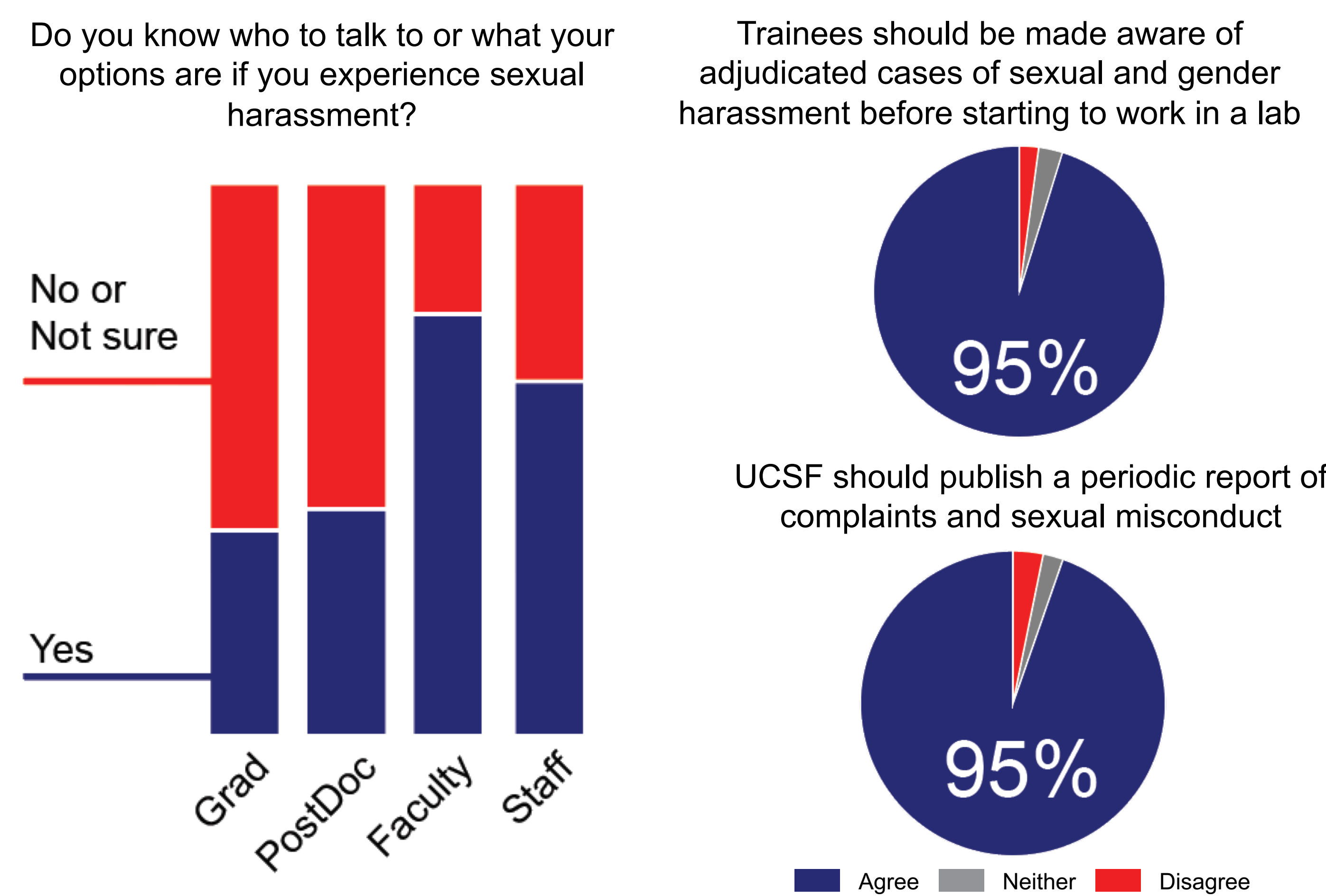
Teaching sanctions will only work if more respect and emphasis is placed on teaching.
- UCSF Faculty

"Is it possible to make it more visible which faculty have chosen to attend training?"

IMPROVE TRANSPARENCY AND ACCOUNTABILITY

- Increase transparency and communication with the UCSF community by publishing a periodic report of complaints of violations of SV/SH policy.
- Institute restrictions on mentoring across trainee programs for those found to have violated SV/SH policy.
- Start conversations with change University of California Office of the President to include restrictions on teaching as a faculty disciplinary sanction.
- Create a regularly-disseminated, accessible, clear document without legal jargon to communicate Title IX policies and procedures as well as campus and community resources.

Town Hall Questions and Responses



Feedback from attendees

If faculty don't take students or teach how do these recommendations dissuade them from acting egregiously?

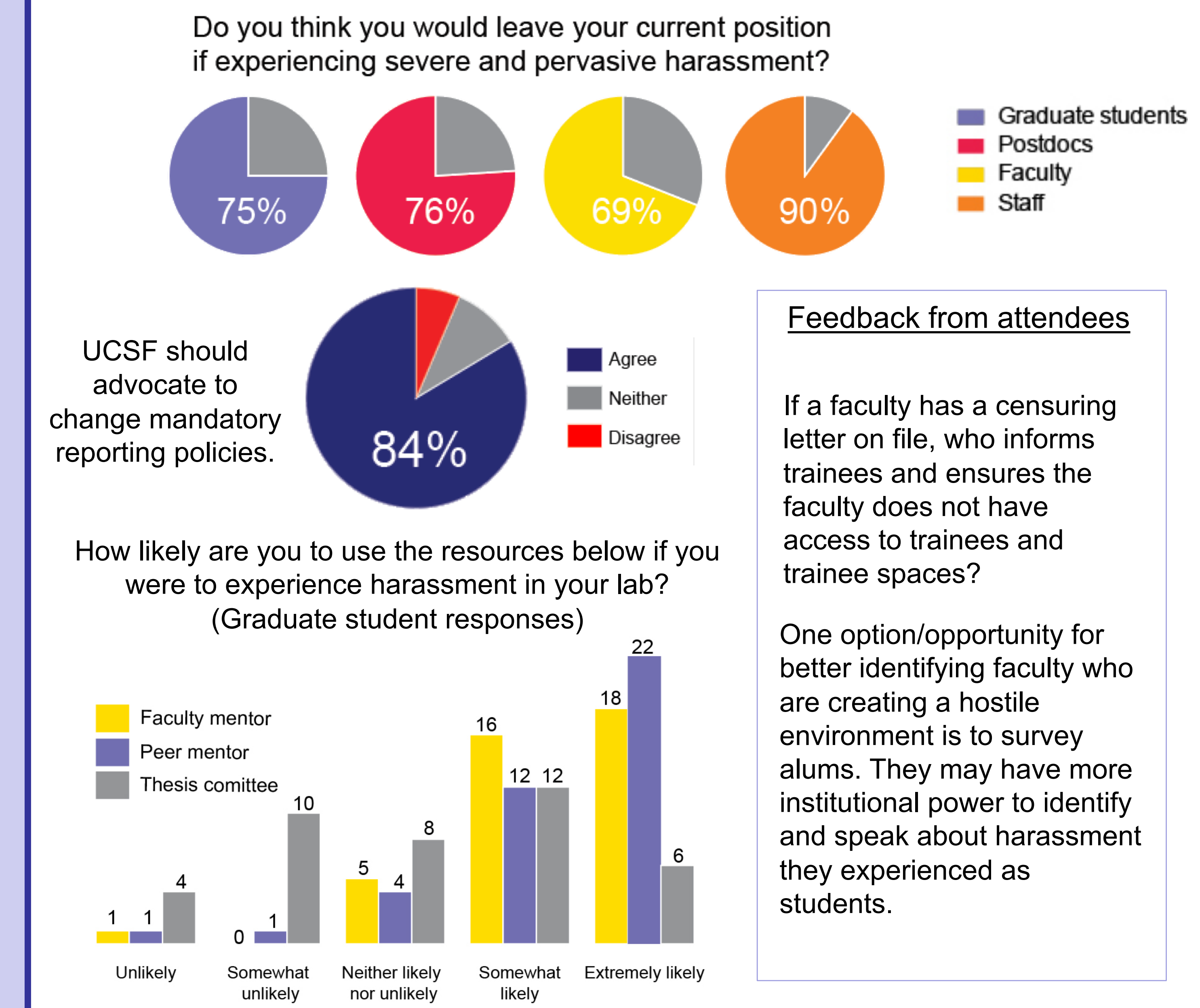
Has there been any communication with funding agencies around not continuing to award funding to faculty who are found in violation of sexual harassment policies?

The majority of faculty and staff know who to go to if they experience sexual harassment, but **less than 50%** of trainees do. Over **90%** of attendees support releasing a report about sexual misconduct and making trainees aware of sexual and gender harassment cases.

DIFFUSE THE HIERARCHICAL AND DEPENDENT RELATIONSHIP BETWEEN TRAINEES AND FACULTY

- Formalize an alternative mentor for trainees separate and in addition to their PI.
- Require a detailed PI/lab culture evaluation as part of graduate students' annual thesis committee meeting.
- Build and provide institutional support for a peer-to-peer mentorship network.
- Designate additional confidential resources on campus to increase confidential, non-reporting options.
- Advocate to change University of California Office of the President policy to limit reporting mandates and expand voluntary reporting options.

Town Hall Questions and Responses



Staff members feel the most able to leave their positions if they experience harassment, while faculty members are less likely than trainees to feel able to do so. **84%** of people support for changing mandatory reporting policies. Graduate students are unlikely to rely on their thesis committees when experiencing harassment but likely to rely on peer mentors.

Feedback from attendees

If a faculty has a censuring letter on file, who informs trainees and ensures the faculty does not have access to trainees and trainee spaces?

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: 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 programing being developed. This will be piloted in Fall 2020 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.

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 investigation. Despite many discussions with the administration on this topic, no progress has been made.

Current status: We will be piloting a peer-to-peer mentorship network through the graduate programs, with an eye to expanding this program to postdocs and other staff members. As part of the Coalition of Next Generation Life Sciences, the Graduate Division has been a leader in tracking student career outcomes, which will allow us to track how the implementation of these programs affects long term career choices. More work needs to be done in collaboration with other UC schools to change mandatory reporting policies.

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