



**National Academies of Science, Engineering, and Medicine's Action Collaborative
on Preventing Sexual Harassment in Higher Education
Grinnell College Community Engagement Plan
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Climate Assessment

- Develop faculty climate assessment to evaluate gender climate in and across academic departments.
- Conduct focus groups in the sciences to assess issues and concerns amongst students and faculty experiences to evaluate, determine next steps, and address.
- Develop the next iteration of our sexual climate survey for students and administer in 2020.
- Examine and evaluate the use of space on and off campus to create safe and inclusive experiences for all members of the community.

Expand STEM and Grinnell Science Project Initiatives

- Programming collaboration with on campus [Grinnell Science Project](#)¹ and STEM Career Advisor targeted at faculty and students to provide speakers, workshops, and symposiums that address breaking down the barriers for underrepresented identities in science and math.
- Establish Beyond Grinnell Science Project (GSP) working group to examine working relationships with scientific centers, labs, and organizations where students are sent for educational opportunities to
 - Identify gaps in agreements (whether staff at the facility have received sexual harassment training, policies in place at the facility, etc.)
 - Examine working conditions – space, proximity, travel, power dynamics, etc.
 - Establish a comprehensive agreements with scientific/research centers.
- Expand “Life after Grinnell” course to include education for students entering scientific research graduate programs and careers.

College-Wide Prevention, Outreach, and Education

- Ongoing education/training across campus combining Title IX, active bystander, and implicit bias that is
 - Values based
 - In-person
 - Includes customized scenarios for each group/department

¹ Grinnell Science Project is a nationally recognized program for promoting women and people of color in science. The Grinnell Science Project (GSP) was honored with a 2011 [Presidential Award](#) for Excellence in Science, Mathematics and Engineering Mentoring, administered by the National Science Foundation.

- Evaluates for continued development and improvement
- Inclusive teaching workshops for faculty that dive into identity and the lived experience of colleagues and students.
- Continue to publicize available resources for getting help across campus including resource cards, bathroom stickers, and posters.

National Engagement

- Propose an institutional designation by National Academies for Science, Engineering, and Medicine for meeting certain criteria in inclusion practices to create centers for excellence; tie designation to funding and recognition opportunities.
- Establish regional Action Collaborative groups to support and inform the work of the national AC working groups.