



***Association of Public & Land-Grant Universities
Vice Presidents for Research Meeting***

***Sexual Harassment Prevention:
The Academic Research Community's Action for
Excellence in STEMM***

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Policy | Strategy | Law | Advocacy



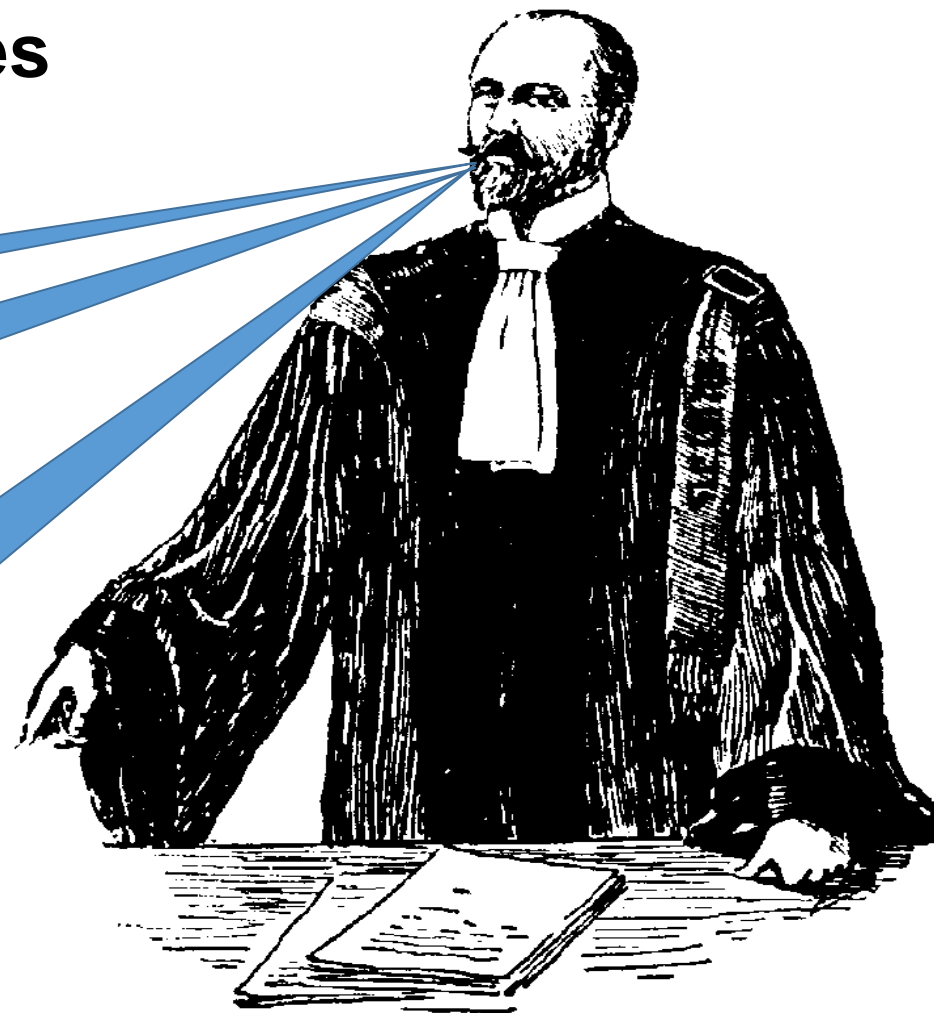
Lawyers...just sayin'

Nothing in this discussion constitutes institution-specific legal advice...

It depends.

It's a question of evidence.

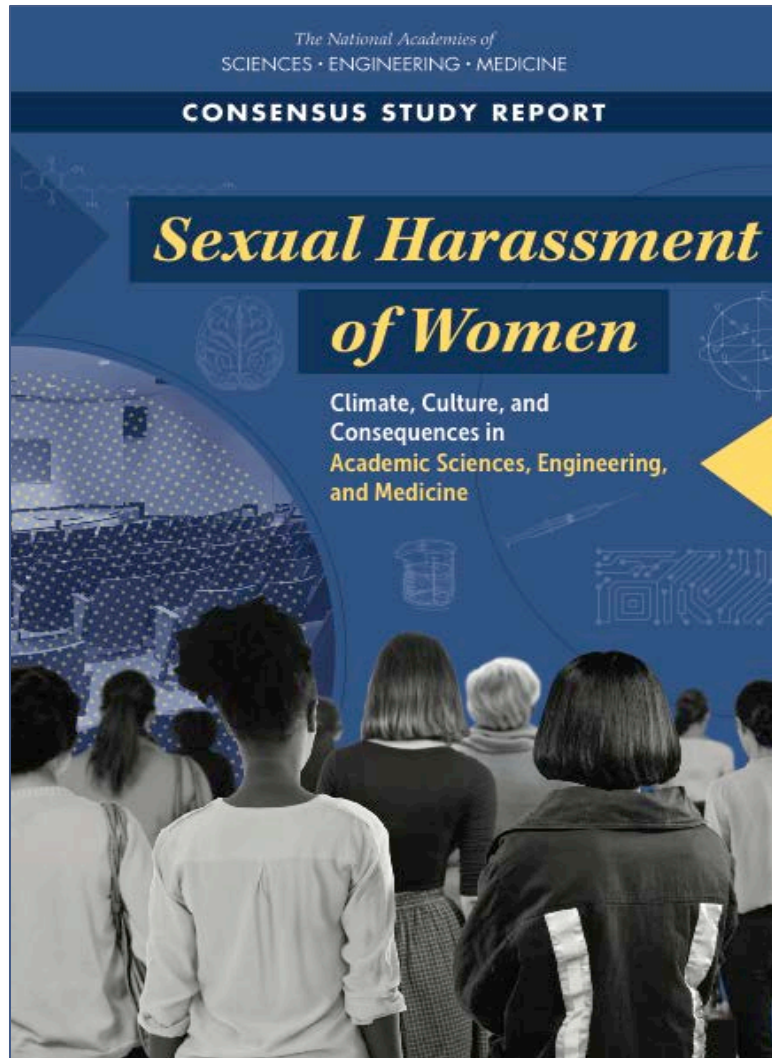
Facts matter.



Sexual Harassment Is Discrimination & Violates Law—4 Types

- **Sexual coercion or *quid pro quo* sexual harassment**: threats or rewards respecting educational or employment benefits, support, or status are conditioned on sexual favors
- **Hostile environment sexual harassment**: exposure in work- or education- related settings or activities to gratuitous (i.e., unnecessary for the work) (a) sexual images, gestures, or remarks, (b) sexual insults, (c) *non-sexual gender harassment*, or (d) unwanted sexual attention—of such pervasiveness or severity as to interfere with a “reasonable person’s” ability to learn or work
 - **Gender Harassment**: a form of sexual harassment that includes sexism and other *non-sexual* behaviors that demean, denigrate, devalue, and disrespect individuals on the basis of sex (including sex, gender identity and expression, and sexual orientation)
 - **Definition of Hostile Environment Harassment**: is influenced by research on harm, developing societal norms of conduct
- **Sexual assault and battery**, including, e.g., rape

The National Academies Consensus Report -- Released June 2018



Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine

<http://nationalacademies.org/SexualHarassment>

#ScienceToo

Prevalence of Sexual Harassment in SEM: NASEM Diagram & Iceberg Analogy



Public & Law Recognize Sexual Coercion (*Quid Pro Quo*), Unwanted Sexual Attention/Some Other Hostile Environment Sexual Harassment, and Sexual Assault, Above the Surface

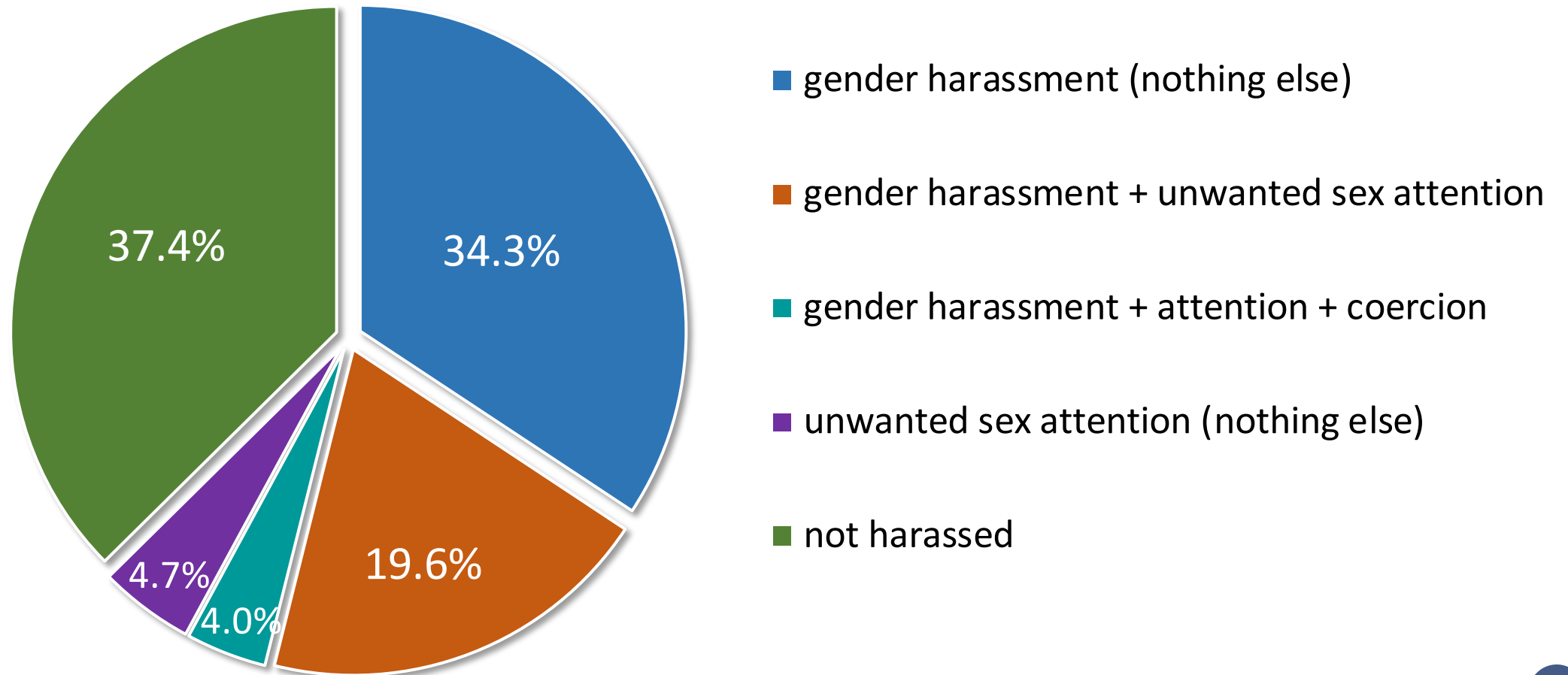
More Prevalent and Equally Harmful Gender Harassment Is Present Below the Surface

The diagram is from the National Academies; Commentary is not.

Gender Harassment

Most Common AND the “Base” for Other Sexual Harassment

Example – Percent of women faculty/staff harassed by coworkers or supervisors at a large public university



Some Key Data From the National Academies Report

Workplace Rates of Sexual Harassment of Women

- Military: 69%
- Academic Workplaces: 58%
- Private Sector: 46%
- Government: 43%

Student Rates of Sexual Harassment

- Female Medical Students: 45%-49.6%
- Female Engineering Students: 25%
- Female Grad Students (all fields): 38%
- Male Grad Students (all fields): 23.4%
- Female Undergraduate Students (all fields): ~14-46%

Law Must Be Satisfied

But It's Not Enough to Achieve Excellence

- **Pervasiveness of sexual harassment in STEMM persists despite decades of legal prohibitions**
 - Resort to reporting and formal Title IX process is rare due to fear of career and relationship cost

Sexual Harassment Consequences





For Solutions Consider: What Are Predictors of Sexual Harassment?

- **Climate perceived as tolerant of sexual harassment is, by far, the greatest predictor, where...**
 - Reporting is risky
 - There is a lack of sanctions against offenders
 - Complaints are not taken seriously
- **High Correlation of Sexual Harassment in settings that are...**
 - Male-dominated
 - Lack civility and respect
 - Concentrate power in individuals



Advancing Excellence in STEMM Research

- **Excellence requires consideration of individuals' total effect on the field—Shared expectation of:**
 - High quality research and teaching **and**
 - Professional and ethical conduct (inclusive, collaborative, civil, respectful of all)
 - Enabling a climate and culture of full participation, where all talent can thrive
- **Strategic drivers of professional and ethical conduct**
 - Building a **community** in STEMM research and education
 - *That embraces diversity, inclusion, and is **actively intolerant** of sexual and intersecting bases of harassment*
 - Building **bridges**
 - *Among IHEs, teaching hospitals, faculty, researchers, practitioners, students within an institution and across STEMM fields with societies to pursue shared aims for excellence*
- **Research & Practice**
 - Rationale for impactful action, grounded in research

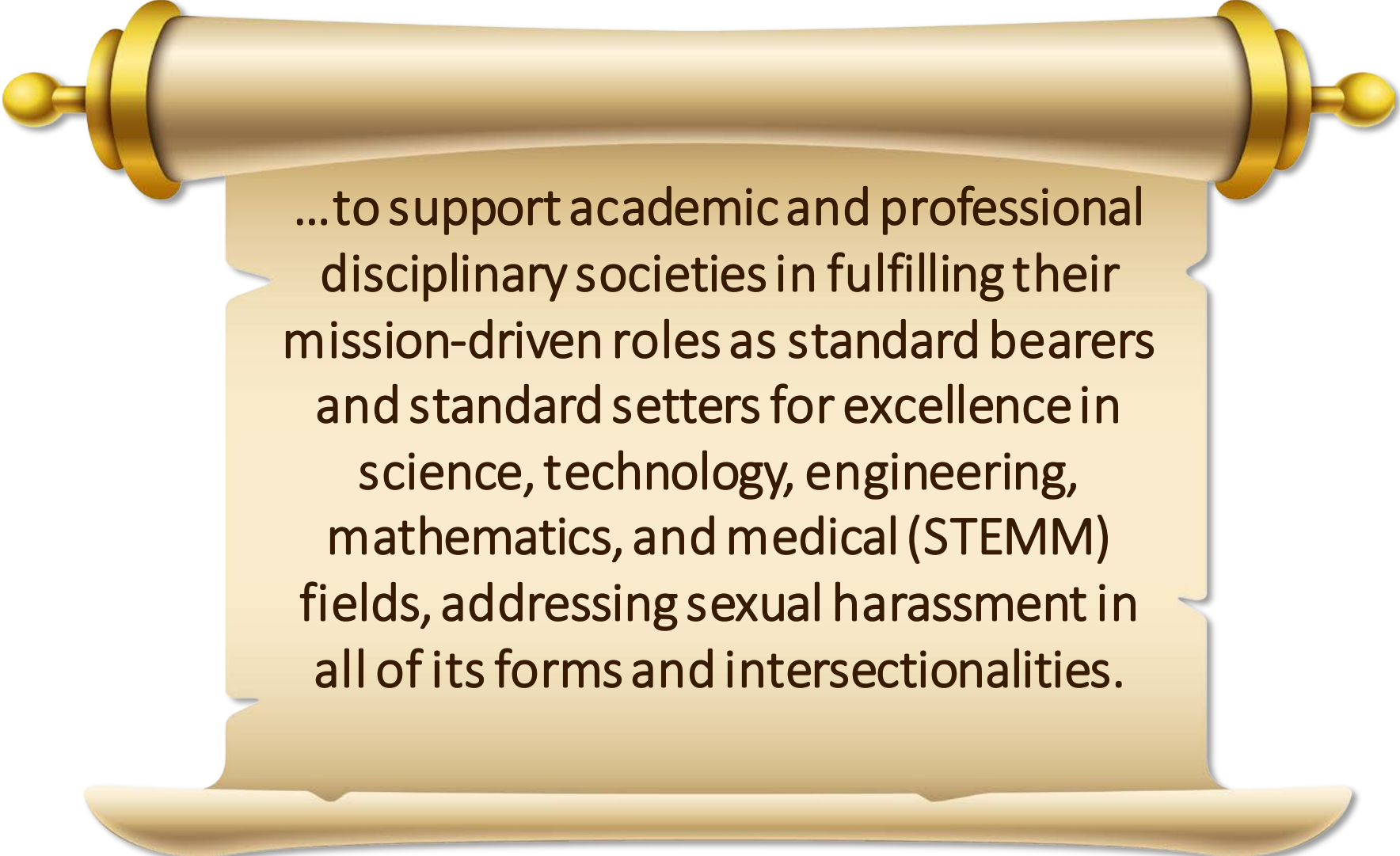


SOCIETIES CONSORTIUM ON SEXUAL HARASSMENT IN STEMM

An initiative to advance professional and ethical conduct, climate & culture

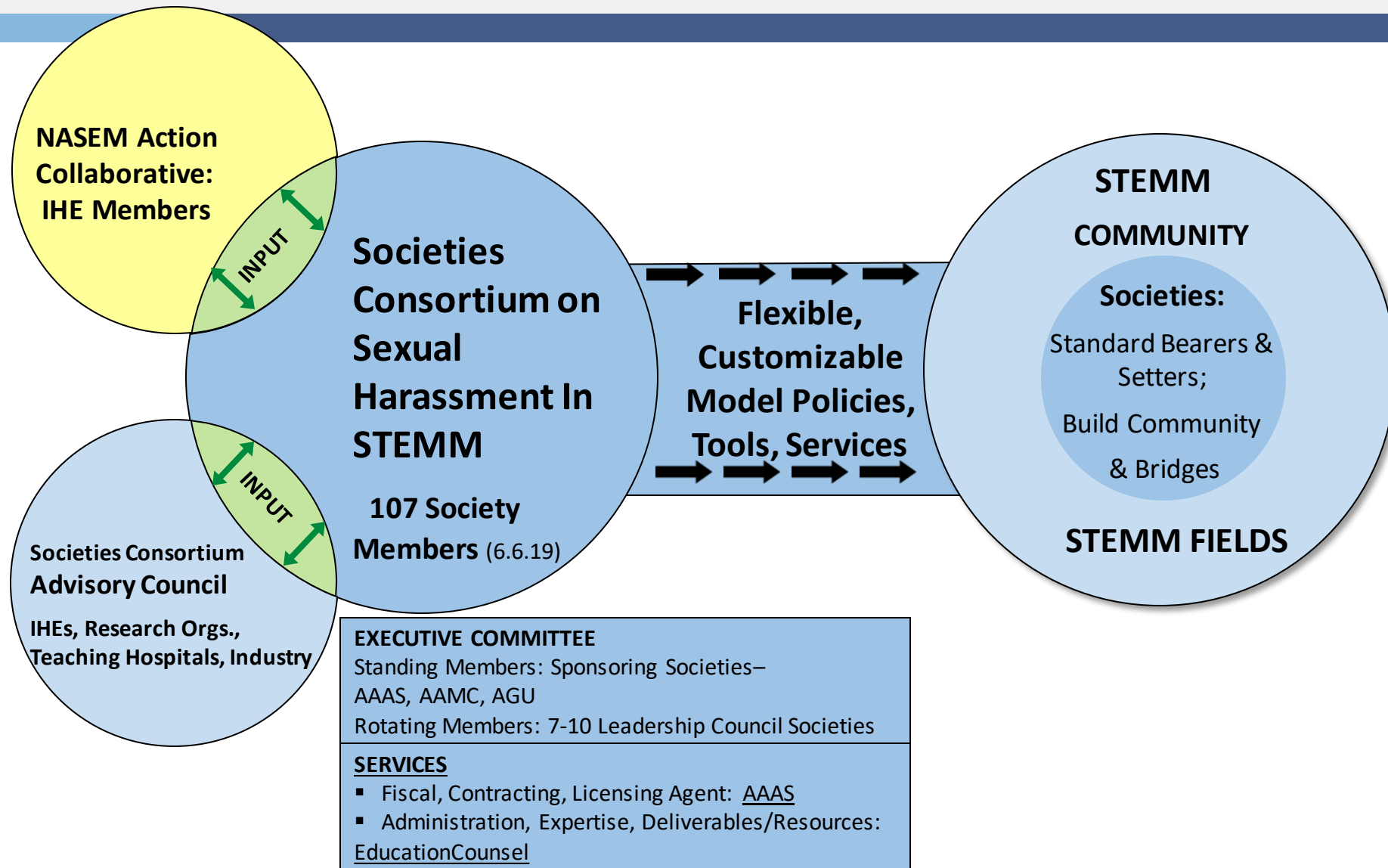


Societies Consortium Mission Statement

A decorative scroll with a light beige background and a gold-colored frame. The scroll is unrolled, revealing a mission statement. The text is centered and reads: "...to support academic and professional disciplinary societies in fulfilling their mission-driven roles as standard bearers and standard setters for excellence in science, technology, engineering, mathematics, and medical (STEMM) fields, addressing sexual harassment in all of its forms and intersectionalities."

...to support academic and professional disciplinary societies in fulfilling their mission-driven roles as standard bearers and standard setters for excellence in science, technology, engineering, mathematics, and medical (STEMM) fields, addressing sexual harassment in all of its forms and intersectionalities.

Societies Consortium Plan of Action



Societies Consortium Launched Dec. 4, 2018

- 100 Inaugural Members (inaugural period ended April 2019) – 107 Members and counting!
- Full range of STEM & Medical (STEMM) fields societies represented & societies representing interests of women and the LGBTQ communities in STEMM
- Serving and building bridges in the fields broadly (including IHEs, Teaching Hospitals)
 - Advisory Council is critical for building bridges, fostering: Collaborative proactive initiatives, Coordinated response to incidents & Usefulness of resources for fields broadly
- Consortium model can produce high-quality, high-impact resources for prevention—*benefiting from multiple perspectives and national experts*—time and cost efficiently:
 - Model Policies (with embedded menus of options for flexibility)
 - Policy & Law Guidance
 - Practical implementation Tools

The Societies Consortium Inaugural Executive Committee

American Association for the Advancement of Science* (Co-Vice Chair)	American Chemical Society (Co-Advisory Counsel Overseer)
American Educational Research Association (Co-Chair)	American Geophysical Union* (Co-Chair)
American Physical Society (Co-Advisory Council Overseer)	American Psychological Association (Co-Community Outreach & Inclusion Officer)
American Society for Cell Biology (Co-Leadership Council Overseer)	Association of American Medical Colleges* (Co-Community Outreach & Inclusion Officer)
Entomological Society of America (Co-Leadership Council Overseer)	Institute of Electrical and Electronics Engineers (Co-Vice Chair)
<i>EducationCounsel, LLC (Advisor)</i>	*Sponsoring Society, originated the Consortium with EducationCounsel

Leadership Council (2019 appointees)—Leadership on Value of Resources

American Institute of Physics	American Society for Biochemistry and Molecular Biology
American Society for Microbiology	Association of Academic Physiatrists
Association for Women in Mathematics	Federation of American Societies for Experimental Biology
Geological Society of America	The Optical Society
	<i>EducationCounsel, LLC (Advisor)</i>

The Societies Consortium Inaugural Advisory Council: Bringing Stakeholder Perspectives – Building Bridges

<p>American Council on Education Vice President and General Counsel Peter McDonough</p>	<p><i>Possible Women’s Health Program Rep. in process</i></p>
<p>Association of American Universities Director of Policy Research, Kimberlee Eberle-Sudre</p>	<p>University of Missouri School of Engineering, Dean, Elizabeth Loba</p>
<p>Association of Public & Land-Grant Universities Senior Vice President for Academic Affairs and Chief Academic Officer, Bernard Mair</p>	<p>Wake Forest University Associate Professor of Trauma Surgery, Amy Hildreth</p>
<p><i>Possible Graduate Schools Rep. in process</i></p>	<p><i>Possible Industry Rep. in process</i></p>
<p><i>Possible Other Higher Ed. Diversity Reps. in process</i></p>	<p><i>EducationCounsel, LLC (Advisor)</i></p>

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