

## **Bucknell University Commitment Statement to Join the NASEM Action Collaborative Partner Network**

Bucknell University is dedicated to providing an excellent learning and working environment for all campus community members and is excited to actively participate as a Partner Network organization for the National Academies of Sciences, Engineering, and Medicine (NASEM) Action Collaborative to further advance our institutional efforts. The University's [2025 Strategic Plan](#) emphasizes building and sustaining a diverse community in which all students, faculty and staff experience a sense of belonging supported by a foundation of inclusion, equity, and access. Moreover, we acknowledge that this charge requires a firm and demonstrated commitment at all levels of the institution.

Recent organizational commitments include: 1) the Board of Trustees establishing an [Equity and Inclusive Excellence Committee](#) beginning work in fall 2023; 2) the hiring of an inaugural [Vice President of Equity & Inclusive Excellence](#) beginning work in July of 2023; 3) the re-establishment of the Sexual Assault Prevention Coalition that includes constituents across campus who meet to create and sustain regular communication among units and divisions regarding sexual harassment and coordinate programming and educational efforts seeking to combat these issues; and 4) the participation in NASPA's [Culture of Respect program](#) that includes a comprehensive self-assessment process in order to implement organizational change aimed at preventing sexual violence. To further these efforts in preventing sexual harassment and assuring an inclusive, diverse, and welcoming campus for all, we embrace the opportunity to implement practices identified through our active participation as a Partner Network organization while also contributing to the Action Collaborative's well-established work and mission by sharing information, resources, and practices.

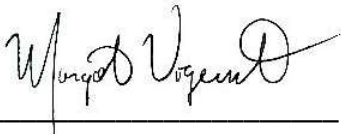
From [The National Academies report on Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine \(2018\)](#), we learned that more than 50 percent of women faculty and staff and 20-50 percent of women students reported experiencing sexual harassment in university settings. NASEM's report also informs us that "women who have multiple marginalities—for instance women of color and sexual- and gender-minority women—experience certain kinds of harassment at greater rates than other women." These rates are most prevalent in academic sciences, engineering, and medicine. We fully agree with NASEM's assessment that "[p]reventing sexual harassment against women is critical to avoiding further loss of talent in [these fields] and thus to advancing the nation's economic and social well-being and its overall public health."

We therefore pledge to utilize this opportunity as a Partner Network organization to, among other things:

- Embed the values of diversity, inclusion, and respect into recruitment, hiring, admissions, retention, promotion, and advancement;

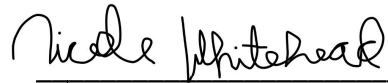
- Assess our campus culture and foster strong and effective leadership at all levels of the institution;
- Incorporate more widespread bystander intervention prevention programming and anti-harassment training;
- Improve policies, procedures and practices to ensure trauma-informed response campus-wide;
- Identify and remedy any gaps in our current supportive measures based on best practices and afford nimble support to address specific institutional factors;
- Improve communication and increase transparency around issues of sexual harassment prevention, and response;
- Increase resources for confidential and anonymous reporting in order to reduce barriers to reporting;
- Reduce power differentials and strengthen conflict resolution and coaching opportunities for faculty and staff;
- Strengthen University research and evaluation methods through cross-collaborative work with campus constituents; and
- Publicly honor and recognize institutional and/or student structures for efforts that innovate or actively engage in dismantling systems that foster perpetuation of sexual harassment and gender hierarchies.

As such, Bucknell University hereby commits to further advancing the goals of the National Academies of Sciences, Engineering, and Medicine Action Collaborative on Preventing Sexual Harassment in Higher Education.



Interim Provost & Co-acting President

University Signature & Title



VP Talent, Culture & Human Resources

University Signature & Title