

2023 Public Summit

Action Collaborative on Preventing Sexual Harassment In Higher Education



TUESDAY, OCTOBER 17, 2023 (ALL TIMES LISTED ARE IN EASTERN TIME)

11:00–11:15 am Welcome

Vicki Magley, Chair of the Advisory Committee for the Action Collaborative
(University of Connecticut)

11:15am–12:00pm Exploring Restorative and Transformative Justice Practices in Higher Education (45 minutes)

Kaaren M. Williamsen (University of Michigan)
Pablo Cerdera (University of Pennsylvania)
Sheila McMahon (University of California, San Diego)
Moderator: Frazier Benya (National Academies)

This session will unpack the principles of restorative justice and transformative justice and what they can best be used for. It will explore the recent efforts within higher education to implement restorative justice practices in sexual harassment, sexual violence, and sexual misconduct cases and lesson learned from practitioners.

12:00–1:00 pm Lunch (1 hour)

1:00–2:00 pm Evaluating Sexual Harassment Prevention and Response Efforts – How Do We Figure Out if We Are Having the Desired Effect? (1 hour)

Mariam Lam (University of California, Riverside)
Brian Martinson (University of Minnesota)
Suzanne Nobrega (University of Massachusetts, Lowell)
Moderator Vicki Magley (University of Connecticut)

Few studies evaluating efforts to address sexual harassment in higher education have been undertaken, making it challenging to determine whether those efforts are effective, ineffective, or even harmful in application. This session will feature three presentations that will provide insight into evaluating efforts to address sexual harassment, including prevention, response, remediation, and procedural-based interventions among others. Speakers will discuss the newly released paper, “Approaches to the Evaluation of Sexual Harassment Prevention and Response Efforts,” from the Evaluation Working Group of the Action Collaborative, as well as

the Climate of Accountability and Interpersonal Respect (CAIR) Survey and the Effect Modifier Assessment (EMA).

2:00–2:15 pm **Break (15 minutes)**

2:15–2:45 pm **The Legal Framework and Best Practices for Detecting, Preventing, and Responding to Sexual Misconduct Arising in Student Health, Athletic Medicine, and Academic Medical Centers (30 minutes)**

Sonya Sanchez (University of California Office of the President)

Moderator: Terri Frasca (National Academies)

This presentation will provide an overview of the legal framework that governs IHEs' response to allegations of sexual misconduct in the patient care context and set forth concrete recommendations for how IHEs can mitigate risk and coordinate an effective response, with a focus on improving existing policies and reducing power differentials.

2:45–3:15 pm **Break (30 minutes)**

3:15–4:15 pm **Trauma Informed Website Design (1 hour)**

Melissa Eggleston (Birdcall LLC)

Elizabeth Armstrong (University of Michigan)

Liz Hutchison (University of New Mexico)

Moderator: Jennifer Gómez (Boston University)

Trauma informed work has been a focus of efforts on campus to respond to sexual harassment and violence, however limited attention has been paid to the website interfaces that survivors and bystanders may access to figure out what they want to do and what help is available to them. This session will examine the state of website design for survivor support, detail work being done to apply trauma-informed principles to websites, and explore a new website developed at the University of New Mexico to provide trauma-informed support as members of the community need it.

4:15–4:30 pm **Break (15 minutes)**

4:30–5:30 pm **In-Person Poster Session and Networking (1 hour)**

END OF DAY 1

WEDNESDAY, OCTOBER 18, 2023

10:00–11:00 am **In-Person Networking (1 hour)**

11 am –12:00 pm **Sexual Harassment in an International Context (1 hour)**

Roseanne Diab (University of KwaZulu-Natal)

Catherine Cerulli (University of Rochester)

Ana Vidu (UC Berkeley)

Moderator: Gabriela Torres (Wheaton College)

Sexual harassment happens everywhere and so are efforts to address and prevent it. This session will explore efforts internationally that are working to address and prevent sexual harassment, in hopes of learning lessons and advancing the work beyond the bounds of any one country.

12:00–1:00 pm **Lunch (1 hour)**

1:00–2:00 pm **Supporting Transgender, Non-binary, and Pregnant People in Light of Title IX Rule Changes (1 hour)**

Genny Beemyn (University of Massachusetts, Amherst)

Jessica Lee (Center for WorkLife Law | The Pregnant Scholar Initiative)

Ash Wilson (University of Kansas)

Moderator Kait Spear (National Academies)

The Department of Education's amendments to Title IX regulations are anticipated to be released in October of this year. Some of the proposed changes will be relevant to ongoing conversations at many institutions of higher education around creating inclusive environments for transgender, non-binary, and pregnant individuals in academia. This moderated discussion will feature three speakers who can provide insights into the intersection of Title IX rules and regulations and the experiences of transgender, non-binary, and pregnant individuals.

2:00-2:15 pm **Break (15 minutes)**

2:15–3:15 pm **Bystander Intervention for Graduate Students, Post-Doctoral Scholars, Staff, and Faculty (1 hour)**

Jens-Uwe Kuhn (Santa Barbara City College)

Nizam Arain (University of Illinois Urbana-Champaign)

Devin Madden (Icahn School of Medicine at Mount Sinai)

Jane Stapleton (Soteria Solutions; University of New Hampshire)

Moderator: Lilia Cortina (University of Michigan)

Historically, much of the research on bystander intervention in academia has focused on improving bystander behaviors in undergraduate populations. Only recently have organizations' interest in and attention to bystander intervention trainings that focus on workplace

environments affecting faculty, staff, and graduate students increased. This lack of bystander intervention resources specifically catered to faculty, staff, and graduate students may be attributed to the complex work environments that make it hard for these individuals to intervene. This session will explore these complexities and some efforts at campuses to develop bystander intervention programs for these communities.

3:15–3:45 pm **Break (30 minutes)**

3:45–4:45 pm **Exploring Policies to Prevent "Passing the Harasser" in Higher Education (1 hour)**

Quinn Williams (University of Wisconsin System)

Melissa Sortman (Michigan State University)

Suzanne Kennedy (Boston University)

Moderator: Michael Sweeney (University of California, Davis)

Institutions of higher education (IHEs) are confronting a systemic challenge in which faculty or staff who have been found responsible for sexual or gender harassment are able to transition from one IHE to another without the new employer's knowledge of prior misconduct. This is often known as "passing the harasser" and may enable known harassers to withdraw from ongoing investigations before a conclusion is reached and sanctions are enforced. This session will debut a paper by the Response Working Group of the Action Collaborative, entitled "Exploring Policies to Prevent 'Passing the Harasser' in Higher Education" which looks at the decision points associated with the development and implement of anti-passing-the-harasser policies that augment background checks and other information-gathering strategies during the hiring process. It will also feature a presentation from Boston University about their work with the Societies Consortium on Sexual Harassment in STEMM's Ethical Transparency Tool (ETT), which is being piloted this year as a tool that IHEs can use to support their policies and procedures.

4:45–5:00 pm **Concluding Remarks and Meeting Adjourns**

Anna Branch, Chair of the Leadership Committee for the Action Collaborative
(Rutgers University)