MIT Campus Climate: Community Forum on the NASEM working group draft reports and the AAU Sexual Misconduct Survey

NASEM reports: bit.ly/nasem1105
AAU results: chancellor.mit.edu/aausurvey
November 5, 2019
Today's topics:
A look at recent data; recommendations to foster a more inclusive, respectful, and equitable culture; and a community discussion.

**Training and Prevention**
- Co-chaired by Director and Title IX Coordinator, Sarah Rankin, and Libby Mahaffy, HR Diversity and Inclusion Specialist to review proposals regarding training and community-support practices.

**Leadership and Engagement**
- Co-chaired by Alyce Johnson, Special Advisor, Office of the Provost and Maryanne Kirkbride, Executive Administrator of MindHandHeart to review proposals regarding institutional leadership and community engagement.

**Policies and Reporting**
- Co-chaired by Policy and Compliance Specialist, Marianna Pierce, and Assistant Provost, Doreen Morris to review and recommend enhancements to internal policies and community-reporting practices.

**Academic and Organizational Relationships**
- Co-chaired by Professor Tim Jamison and Professor Paula Hammond to review proposals regarding power imbalances inherit in research institutions.
The topics and discussion today may be difficult to think about; it may remind you of experiences that you, or a friend or family member have gone through. If you would like to talk to someone immediately about questions or concerns relating to sexual misconduct, sexual assault, harassment, stalking, or intimate partner violence, please reach out to one of these resources. For this list and other resources, visit j.mp/help1105

**MIT Violence Prevention and Response (VPR)**
E23-499, 24-hour hotline: 617-253-2300 vpradvocate@mit.edu or mit.edu/wecanhelp for confidential advocacy services around sexual assault/harassment, stalking, and dating/domestic violence

**MIT Student Mental Health and Counseling**
E23, 3rd floor, 617-253-2916 (nights/weekends: 617-253-4481)
medical.mit.edu/services/mental-health-counseling

**MIT’s MyLife Services**
info@mitmylifeservices.com or 844-405-LIFE (5433) for MIT employees to access confidential counseling over the phone or in person to address any personal, family, work, or emotional health concerns; and develop techniques for stress reduction

**Boston Area Rape Crisis Center (BARCC)**
24-hour hotline: 800-841-8371 barcc.org

**Title IX and Bias Response (T9BR)**
Sarah Rankin 617-324-7526 or t9br.mit.edu to discuss reporting options and resources for sexual harassment, assault, and other forms of discrimination

**MIT Ombuds**
617-253-5921 or ombudsoffice.mit.edu to problem-solve in a confidential space

hotline.mit.edu or 866-594-5221 to anonymously report a concern about a suspected wrongdoing in the community
This survey helps us understand student experience of harassment; stalking; intimate partner violence, and nonconsensual sexual contact (NCSC) at MIT and other schools in aggregate.

**Experienced harassing behavior:** e.g., sexual remarks, jokes, or stories that were insulting or offensive to student; tried to get student to talk about sexual matters; continued pursuing after student said no

**Experienced harassment:** harassing behavior which interfered with the student’s academic or work performance; limited ability to participate in their program; or created an intimidating, hostile or offensive work environment

**Experienced stalking:** behaviors by the same person more than once which made the student fear for their safety or experience substantial emotional distress

**Experienced intimate partner violence:** the student’s partner controlled or tried to control them; threatened to physically harm the student or someone they love; or physically hurt or injured the student

**Experienced nonconsensual sexual contact involving physical force and/or inability to consent or stop what was happening**

**Experienced nonconsensual sexual contact involving physical force, inability to consent, coercion, or without voluntary agreement**

Experiences since entering MIT; Weighted by Westat.
Comparison: The rate of nonconsensual sexual contact using physical force or inability to consent increased in aggregate between the 2015 and 2019 surveys; MIT’s 2019 rates are less than the 2015 rates for almost all groups.

Nonconsensual sexual contact (completed or attempted penetration; sexual touching) using physical force, or inability to consent or stop what was happening since entering MIT

<table>
<thead>
<tr>
<th>Group</th>
<th>AAU 2015, 11.7%</th>
<th>AAU 2019, 13.0%</th>
<th>MIT 2019, 7.2%</th>
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<tbody>
<tr>
<td>Overall</td>
<td></td>
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<tr>
<td>UG Women</td>
<td>AAU 2015, 23.1%</td>
<td>AAU 2019, 25.9%</td>
<td>MIT 2019, 18.4%</td>
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<tr>
<td>Grad Women</td>
<td>AAU 2015, 8.8%</td>
<td>AAU 2019, 9.7%</td>
<td>MIT 2019, 8.3%</td>
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<tr>
<td>UG Men</td>
<td>AAU 2015, 5.4%</td>
<td>AAU 2019, 6.8%</td>
<td>MIT 2019, 6.5%</td>
</tr>
<tr>
<td>Grad Men</td>
<td>AAU 2015, 2.2%</td>
<td></td>
<td>MIT 2019, 1.4%</td>
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<tr>
<td>TGQN</td>
<td>AAU 2015, 13.6%</td>
<td>AAU 2019, 20.3%</td>
<td>MIT 2019, 11.9%</td>
</tr>
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</table>

TGQN: Trans woman, trans man, nonbinary or genderqueer, questioning, not listed.
Data weighted by Westat.
Sexual misconduct includes behaviors hidden from view, under the waterline: Gender- and identity-based harassment

- **Sexual assault**
- **Threatening consequences unless sexual demands are met**
- **Promising rewards in return for sexual favors**
- **Unwanted sexual touching**

**Gender- and identity-based harassment**
- Condescending to people because of their gender
- Sexist remarks or jokes about women
- Suggested or implied women don't have to meet the same intellectual standards that men do in order to get into MIT

**Sexual remarks, jokes or stories**
- Sexual remarks, jokes or stories that are insulting or offensive
- Inappropriate or offensive comments about your body or appearance

**Sending offensive sexual remarks, jokes, stories, pictures, or videos**
Two out of five students experienced sexually harassing behaviors; one in six (16.3%) experienced sexual harassment. Of the group experiencing harassment, 7 out of 10 are women. The rate for TGQN students is one in three.
Two out of five students experienced sexually harassing behaviors; one in six (16.3%) experienced sexual harassment. Of the group experiencing harassment, 7 out of 10 are women. The rate for TGQN students is one in three.

Experiences since entering MIT; Weighted by Westat.

Among those involved in harassing behaviors

**Role at school:**

- Faculty or instructor: 18.1% MIT; 9.6% AAU
- Research staff: 10.1% MIT; 2.0% AAU
- Person was student’s: Teacher: 10.7% MIT; 7.2% AAU
- Advisor: 5.2% MIT; 1.7% AAU

Experiences since entering MIT; Weighted by Westat.
A multi-faceted approach to addressing sexual misconduct and improving culture and climate

Foster solutions designed by and for our community

Enhance access to reporting and disclosure of misconduct and discrimination

Understand and improve academic climates to cultivate welcoming and inclusive learning environments (Department Support Project)

Strengthen prevention with ongoing and tailored education

Implement policies that advance a culture of respect, fairness, and equality
Training and Prevention Working Group

Sarah Rankin, Director and Title IX Coordinator, Co-chair
Libby Mahaffy, HR Diversity and Inclusion Specialist, Co-chair
Beatriz Cantada, Program Director, ICEO
Darcy Gordon, Postdoc, Biology
Jimmy Doan, Assistant Dean, CARE Team
Bianca Kaushal, Education Specialist, Title IX and Bias Response Office
Catherine Kim, Assistant Dean for HR and Administration, School of Engineering
Laura Liao '20, Biology
Janet Rankin, Director, Teaching and Learning Laboratory
Vienna Rothberg, Program Manager, Violence Prevention and Response
Garima Sharma, graduate student, Humanities, Arts & Social Sciences
Our findings lay a foundation for further assessment and benchmarking and our recommendations build towards a comprehensive strategy to affect deep and enduring culture change.
Core Competencies and Goal Alignment

- Create Core Competencies for assessment and alignment
- Include gender in broader equity work
- Include gender harassment in sexual violence prevention efforts
- Peer Education Program – expand bandwidth and align across topics
- Align Unconscious Bias Trainings
- Administer a climate survey for faculty and staff (including post-docs)
- Designate school liaisons for D&I work
Current Initiatives to Continue and Enhance

• CSMPR recommendations: Undergrad and Employee ongoing training
• Deeper level of training for REFS
• Increase capacity for in-person training targeting intact communities as much as possible (Athletics, living community, lab, office/department, etc.)
  • PLEASURE
  • Lab-based workshops
  • Incorporate gender harassment and civility
• In-person new employee orientation – setting clear expectations
Professional Development for Leadership Groups

• Senior Leaders and Student Leaders
• Managers and Supervisors
• New Faculty
• Post-Docs
• Teaching Assistants

All recommendations create and/or support efforts that are consistent, sustainable, and tailored to the needs of the audience
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<th>Leadership and Engagement Working Group</th>
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**Training and Prevention**

- **Alyce Johnson, Co-Chair**
  Special Advisor, Office of the Provost
- **Maryanne Kirkbride, Co-Chair**
  Executive Administrator, MindHandHeart
- **Ramona Allen**
  Vice President for Human Resources
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- **Professor W. Craig Carter**
  Materials Science and Engineering
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  Biological Engineering
- **Mahi Elango ’20**
  Electrical Engineering and Computer Science, President of the Undergraduate Association

**Policies and Reporting**

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  Postdoc, Materials Science and Engineering
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- **Kate McCarthy**
  Associate Dean, Student Support and Wellbeing
- **Judy Robinson**
  Senior Associate Dean, Residential Education and Executive Director, Strategic Initiatives
- **Dayang Wang**
  Postdoc, Civil and Environmental Engineering
Describe opportunities for MIT leadership to be more explicit or visible in conveying MIT’s goal of preventing and reducing sexual harassment, including encouraging reporting and progress made.

- **Leadership visibility**
  - Including encouraging reporting and reporting progress

- **Central communications support**: key messages for local leadership to deliver annually

- **Direct communication from leaders**: civility, support for those who report, no tolerance for harassment

- **Orientation**: leadership visibility at events

- **Consistent reinforcement**: public awareness campaign, use of Faculty Newsletter, *The Tech*, Rewards & Recognition, other venues throughout the year
Identify any training opportunities for MIT leadership and the larger MIT community on conflict resolution, mediation, negotiation, and de-escalation.

- **Leadership skill building**: training followed by case-based discussion facilitated by an expert
  - Include conflict resolution, mediation, de-escalation, negotiation

- **Create discussion opportunities** for heads of house and current/emerging student & postdoc leaders focused on the role they can play in preventing sexual harassment on campus

- **Integration**: integrate and embed this work into existing leadership programs

- **Include key messages in all relevant senior officer remarks**: reporting is an honorable and courageous act

- **Communication**: Annual town meeting on climate
Describe ways community leaders at all levels can be utilized to foster a climate where reporting is encouraged and sexual harassment is not tolerated, including climate survey practices.

- Department level action plans
- Managing transparency and accountability
  - Protect privacy while reporting progress
- Skill building to support targets
  - Coming forward is an honorable act
  - Incorporate new understanding into everyday actions
- Assessment
  - Incorporating the use of data into continuous learning and improvement
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<td><strong>Allison Romantz</strong></td>
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<td>Assistant Dean and Director, VPR</td>
<td>Counsel, Office of the General Counsel</td>
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<td><strong>Kelley Adams</strong></td>
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<td><strong>Lianne Shields</strong></td>
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<td><strong>Mary Markel Murphy</strong></td>
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<td>Senior Associate Dean, Office of the Vice Chancellor</td>
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<td>Graduate Student, Mechanical Engineering</td>
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# Review of Policies on Sexual Harassment, Retaliation, and Civility

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<tr>
<th>Current Policy</th>
<th>Concerns</th>
<th>Next Steps</th>
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<tr>
<td>Sexual harassment – in P&amp;P and Mind and Hand Book</td>
<td>Wording of policies not exactly the same. Do same standards apply to all members of MIT community?</td>
<td>Review policies and make clear what standards apply to all; explain any distinctions</td>
</tr>
<tr>
<td>Gender-Based Harassment – in P&amp;P; cross reference in M+HB</td>
<td>Policy is very short Should there be more in P&amp;P? More in Mind and Hand Book?</td>
<td>Make more prominent Give examples - obvious and less obvious</td>
</tr>
<tr>
<td>Retaliation – in P&amp;P and M+HB</td>
<td>Wording slightly different</td>
<td>Make wording consistent Add examples for different audiences</td>
</tr>
<tr>
<td>Personal conduct – in P&amp;P</td>
<td>Easy to miss M+HB?</td>
<td>Make more prominent</td>
</tr>
<tr>
<td>Sanctions, off campus conduct, academic freedom</td>
<td>Easy to miss</td>
<td>Make more prominent and link to policy language</td>
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Next Steps

- Consider policy changes in context of revision to **Complaint Policy**
  - Revision to MIT’s Complaint Policy for complaints against faculty and staff (P&P Sec. 9.8)
  - New Institute Discrimination and Harassment Response office
    - Will investigate complaints against faculty, staff, and students based on protected status (sex, sexual orientation, race, national origin, age, etc.)
    - Will make annual reports on complaints against faculty and staff, like current Title IX office’s reporting on student complaints
  - Better publicize how to raise concerns of harassment and discrimination
- Review and recommend practices on disclosure of outcomes in investigations
  - Consider best balance between privacy and transparency
Training and Prevention

Leadership and Engagement

Policies and Reporting

Academic and Organizational Relationships Working Group

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David A. Singer
Professor and Department Head, Political Science, and Secretary of the Faculty

Justin Steil
Associate Professor, Law and Urban Planning

Ian A. Waitz
Jerome C. Hunsaker Professor of Aeronautics and Astronautics and Vice Chancellor
Systemic Change Requires 6 Elements

**Values** shape the **Expectations** we have of ourselves, each other, and our communities, and we receive **Resources** to raise awareness and to develop professional competencies so that we may meet *expectations* and uphold shared *values*.

**Reiterative Assessment** of our adherence to *values*, the degree to which we meet *expectations*, and the impact of the *resources* provided enables individuals and our community to improve on an ongoing basis.

**Accountability** empowers individuals, communities, and institutions to deter negative behavior, mitigate conflicts, and enforce consequences for violations.

**Recognition of Excellence** affirms the *values* of an organization, highlights the contributions of positive role models, and incentivizes community members to *exceed expectations*. 
Values

MIT does not have an all-campus values statement.

The working group recommends development of an MIT Values Statement by way of an inclusive, community process.

Examples for consideration:

• We believe that every member of the MIT Community is equally valued.

• We believe that no member of the MIT Community should experience harassment of any type, including sexual harassment.
Recommended Expectations, All Community Members

1. Embrace and embody MIT Values (see above recommendation re: MIT Values Statement) and set a positive example for all other community members
2. Educate oneself about and adhere to MIT policies and procedures
3. Neither harass nor bully other members of the community
4. Commit to educating oneself on the perspectives and backgrounds of others and to sharing that knowledge with community members
5. Accord respect, civility, and collegiality toward all other community members
6. Act in response to sexual misconduct witnessed (bystander intervention and reporting)
7. Behave appropriately when in a supervisory role and strive to minimize the vulnerability of those who are in a dependent relationship to them
8. Act ethically in all professional and personal contexts within and beyond the campus
Some* Recommendations from Faculty Section:

Resources:
- **Mentorship training** (required of all faculty mentoring students or postdocs)
- **Transitional funding** for graduate students changing research groups and to postdocs who must transition to new positions due to harassment-related complaint.

Assessment and Accountability:
- **Exit interviews** of all major advisees, UROPs, graduate students, postdocs, and research staff upon leaving MIT
- **Development of an objective and protected means for graduate students to provide feedback on their PhD advisor’s mentoring.** Examples include:
  - At thesis committee meetings, dedication of a portion of the time for the student to meet with the committee in the absence of the advisor;
  - Regular review of the climate and culture of a research group or lab by an objective third party, who prepares a redacted report for the advisor to use to improve and for the Department Head to use in annual performance reviews and promotion cases. This review would take place periodically and serve in full or as part of a 360 review instituted for all faculty.

- **Recognize**
  - **“MacVicar for Mentoring”** – We recommend the launch of a program comparable to the MacVicar Faculty Fellows (undergraduate teaching) that recognizes exceptional mentoring of graduate students and postdocs.
  - Could be from Committed to Caring or similar **but provide a monetary award and create a panel of the awardees consulted by leadership for Institute efforts**
Discussion Guidelines

Please:

• Stand at the **microphones** to make your comments.

• State your **name, role at MIT, and department, lab or center. (This is for the transcription.)**

• Use **respectful language** and promote a **respectful dialogue**.

• We ask that each person **limit comments to two minutes.**

• You may also email your comments to **community-climate@mit.edu** or input them at **j.mp/nasemfeedback**