

Societies Consortium on Sexual Harassment in STEMM

Does BSA want to be a member? Could be \$500 or \$1000 dues.

Launched December 4th

This is a collective effort to advance excellence in STEMM fields by **advancing ethical and professional conduct, climate and culture**. More than 35 societies have joined as Inaugural Members or taken steps to initiate membership already.

AAAS, AGU and AAMC worked with EducationCounsel to organize the Societies Consortium; seven additional societies (including AERA) contributed substantially to the initial design; and about 25 societies participated in a working convening to complete the design and launch the Consortium in December. Nine societies are serving on the Executive Committee; and EducationCounsel is the overall project manager, senior staff, and policy and law expert for this initiative.

A primary benefit of membership is the ability to contribute to fulfilling societies' roles as standard bearers of excellence in their own operations and standard setters for STEMM fields. Members will have the ability to identify, contribute to direction-setting and content of, and gain early access to high impact operational resources for societies and STEMM fields that will be produced through the Consortium. Under the consortium model, these resources will not only be effective, but also cost and time efficient. They include:

- Model policies, procedures and evaluative systems—with embedded menus of good options for flexibility and suitability to be easily customized and adopted by a broad range of societies and other organizations in STEMM fields. (For example, in the first month, they produced a draft Honors and Awards policy, with embedded options, that members are currently reviewing. This policy reflects that excellence in the field encompasses quality of research as well as professional and ethical conduct. It provides guidance on advancing high standards of conduct, while minimizing exposure of the society to defamation.) These model policies will be driven by ethics, equity, diversity, inclusion and excellence in STEMM; while

not defined by law, they will also check any necessary boxes to satisfy legal requirements.

- Policy and law guidance. (They have already produced an analysis of the U.S. Department of Education's proposed changes to the Title IX regulations. This has been useful to help societies reach their own opinions and develop their own comments about the potential impact of the proposal)
- Practical implementation tools for those on the front lines (such as tools to facilitate support of allies and bystanders, which is on the list of potential deliverables).

Another important benefit of Consortium membership is the ability to engage with peers and policy and law experts for help in breaking down sexual harassment and intersecting barriers to full participation and excellence in STEMM.

The Societies Consortium does not want cost to be a barrier to any committed society's participation. Membership fees are set on a sliding-scale (see the end of the attached Membership Form), based on annual revenues (consolidated) of a society. The Executive Committee can address special circumstances respecting affordability or budget cycle issues, on a case-by-case basis, as needed.

Jamie Lewis Keith and all of us on the EducationCounsel team are available to help if you have any questions about the Consortium's mission or about membership. Please feel free to contact us at SocietiesConsortium@educationcounsel.com