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Tomorrow's Doctors, Tomorrow's Cures®

Learn
Serve
Lead

Addressing Sexual Harassment in Academic Medicine

A joint webinar with the AAMC, NIH, and NASEM

October 28, 2020

Association of
American Medical Colleges

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Welcome

Ross McKinney, MD

**Chief Scientific Officer
AAMC**

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Today's Speakers

Diana Lautenberger, MA
Director, Faculty and Staff Research, Gender Equity Lab Co-lead
AAMC

Frazier Benya, PhD
Senior Program Officer with the Committee on Women in Science,
Engineering and Medicine
NASEM

Carrie Wolinetz, PhD
Acting Chief of Staff and Associate Director for Science Policy and
Director of the Office of Science Policy (OSP)
NIH

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Today's Agenda

- Recent national data related to faculty experiences of sexual and gender harassment in academic medicine

- The NASEM report's key recommendations

- Updates on the two-year running NASEM Action Collaborative

- How NIH is working implement recommendations from the final report from the Advisory Committee to the Director Working Group on Changing the Culture to End Sexual Harassment

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AAMC StandPoint Sexual Harassment Questions

<u>In thinking about unwanted behaviors over the past 12 months, how often did a medical school faculty or staff member (including supervisors):</u>

- *(One or more times a day/A few times a week/A few times a month/Once every few months/Once in the past year/Never)*
  - Tell sexist stories or jokes that were offensive to you
  - Make offensive remarks about your appearance, body, or sexual activities
  - Refer to people of your gender in offensive, insulting, or vulgar terms
  - Put you down or acted in a condescending way towards you because of your gender
  - Send offensive messages based on your gender or show you obscene (e.g. sexually explicit) images via email, text, social media, calendars, and desktop screens
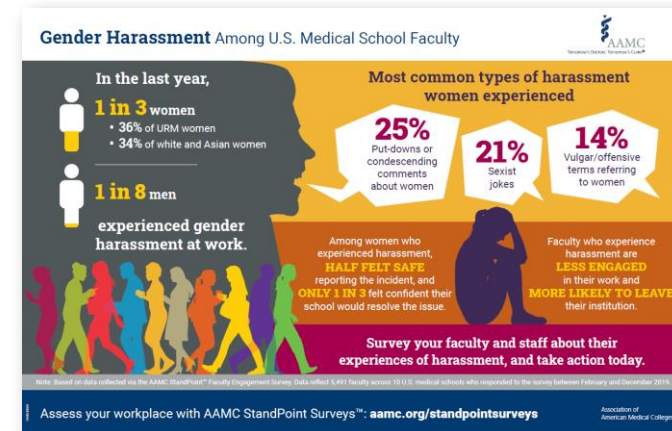
<u>If I experienced harassment:</u>

- I would feel safe reporting the incident(s) at my medical school
- I know to whom I can report the incident(s) at my medical school
- I feel confident my medical school would resolve the incident(s) effectively

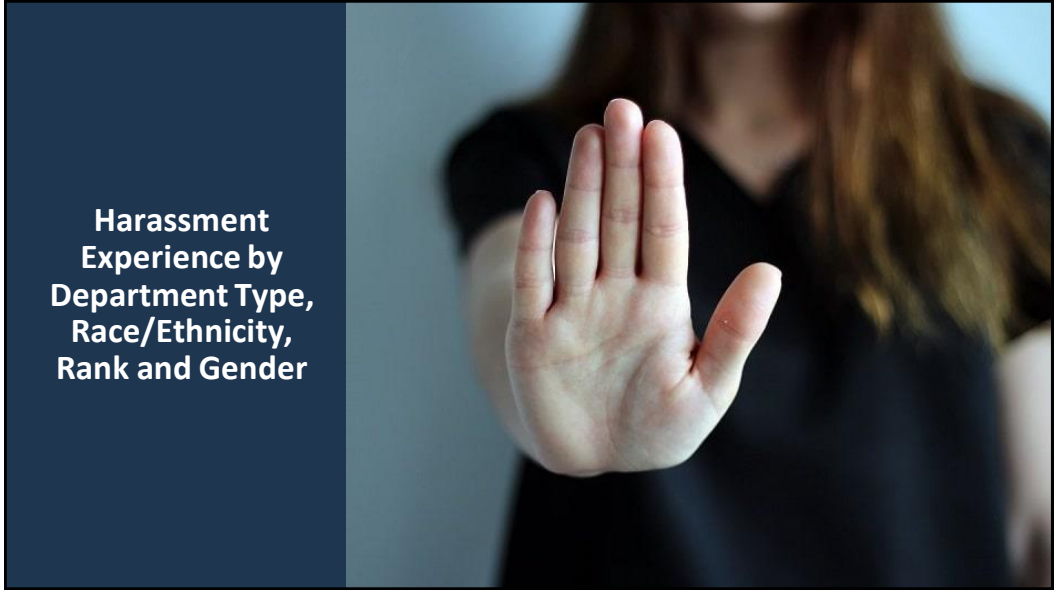* Feb 2019 – May 2020 13 Schools, 8,218 Faculty Respondents (65% response rate)

AAMC StandPoint Sexual Harassment Infographic

See the full infographic: https://www.aamc.org/system/files/2020-09/aamc-2020-gender-harassment-among-us-medical-school-faculty.pdf

Harassment Experience by Department Type, Race/Ethnicity, Rank and Gender

1 in 3 women

1 in 8 men

	(% Experiencing at Least 1 Incident of Harassment in last 12 months)
All Men	13.3%
All Women	34.8%
Basic Sci Men	11.3%
Basic Sci Women	34.9%
Clinical Men	13.6%
Clinical Women	34.8%
Majority Race Men	13.2%
Majority Race Women	34.8%
Minority Race Men	14.8%
Minority Race Women	35.9%
Senior Men	14.4%
Senior Women	39.6%
Junior Men	12.0%
Junior Women	32.4%

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Basic Sci Women	20.7%	7.0%	10.6%	23.9%	0.5%
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Safety Reporting and Resolution

If I experienced harassment, I would **feel safe reporting** the incident(s) at my medical school

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Men (No Harassment)	90.1%
Women (No Harassment)	85.8%
Men (Experienced Harassment)	67.6%
Women (Experienced Harassment)	54.6%

	If I experienced harassment, I would **feel safe reporting** the incident(s) at my medical school	If I experienced harassment, I **know to whom I can report** the incident(s) at my medical school
Men (No Harassment)	90.1%	86.9%
Women (No Harassment)	85.8%	82.6%
Men (Experienced Harassment)	67.6%	73.8%
Women (Experienced Harassment)	54.6%	67.9%

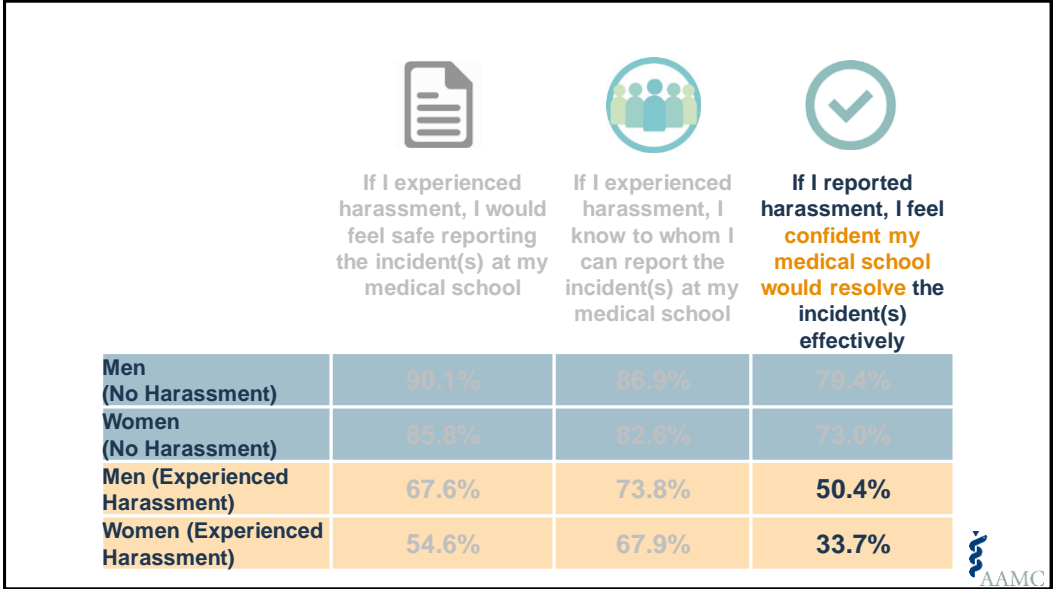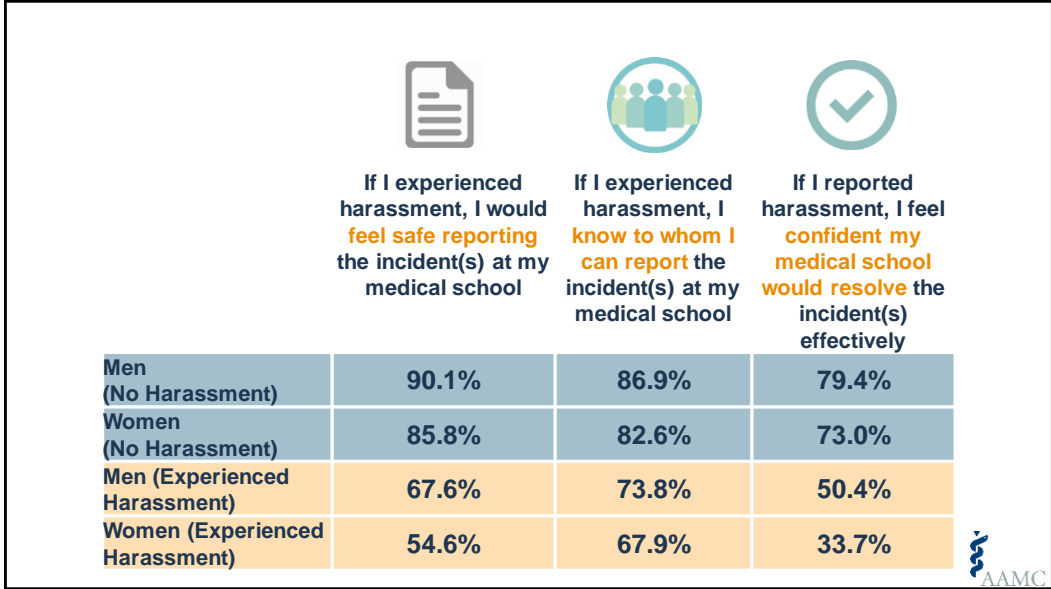|	If I experienced harassment, I would **feel safe reporting** the incident(s) at my medical school	If I experienced harassment, I **know to whom I can report** the incident(s) at my medical school	If I reported harassment, I feel **confident my medical school would resolve** the incident(s) effectively
Men (No Harassment)	90.1%	86.9%	79.4%
Women (No Harassment)	85.8%	82.6%	73.0%
Men (Experienced Harassment)	67.6%	73.8%	50.4%
Women (Experienced Harassment)	54.6%	67.9%	33.7%

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Faculty who experienced harassment feel <u>less safe in reporting</u> and <u>less confident in resolution</u> regarding harassment	If I experienced harassment, I would **feel safe reporting** the incident(s) at my medical school	If I experienced harassment, I **know to whom I can report** the incident(s) at my medical school	If I reported harassment, I feel **confident my medical school would resolve** the incident(s) effectively
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Engagement and Retention

Engagement Outcomes	Satisfied with Dept	Satisfied with School	Likely to Stay at School
Men (No Harassment)	82.4%	75.7%	74.1%
Women (No Harassment)	83.8%	78.9%	75.5%

Engagement Outcomes	Satisfied with Dept	Satisfied with School	Likely to Stay at School
Men (No Harassment)	82.4%	75.7%	74.1%
Women (No Harassment)	83.8%	78.9%	75.5%
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Faculty who experienced harassment are less satisfied with their workplace and less likely to stay at their school

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94% of university faculty and staff **do not report** their experience.

Women of color- black women, Asian-American women, and Latinas- report even less frequently than white women.

Wasti and Cortina, 2002
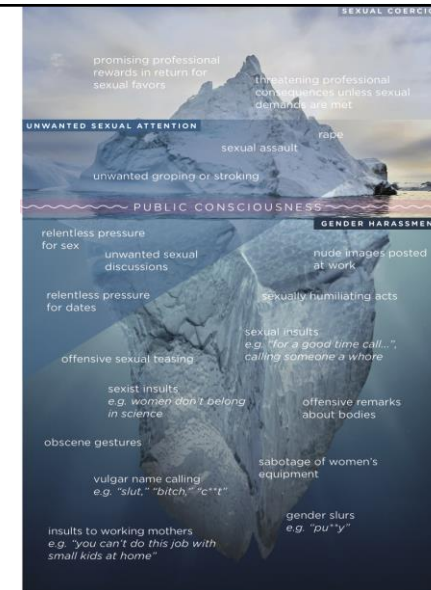
How can you be equitable without being inclusive?

inclusion / inˈklo͞oZHən/

Creating a climate that fosters belonging, respect, and value for all and encourages engagement and connection throughout the institution and community.

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How can you be inclusive if people don't feel safe?
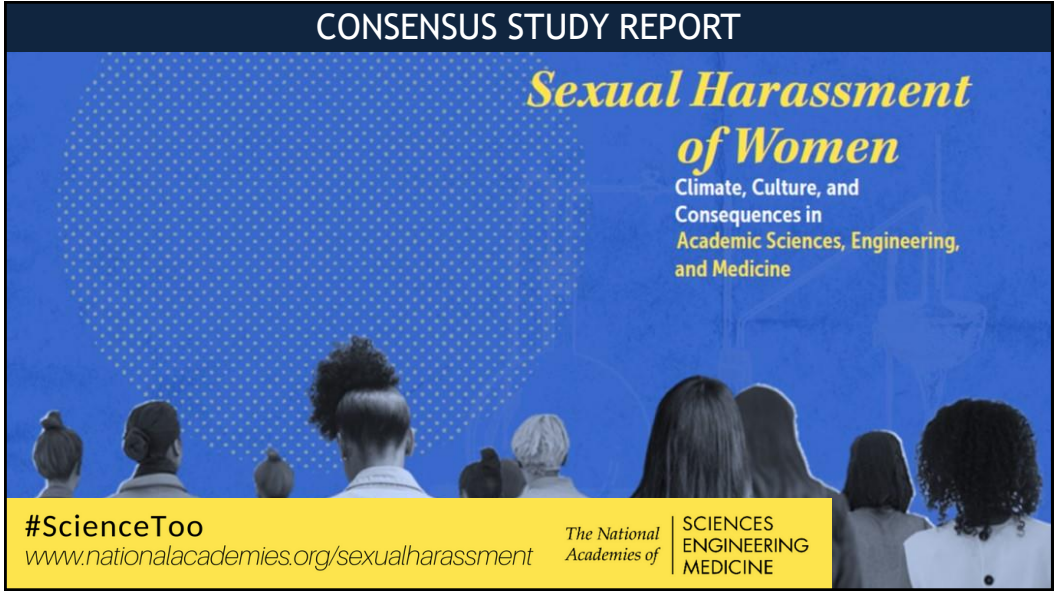
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safe·ty /ˈsāftē/

the condition of being protected from or unlikely to cause danger, risk, or injury

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aamc.org/genderequity

How can institutions and national organizations/agencies work together to make progress and improve accountability?

CONSENSUS STUDY REPORT

Sexual Harassment of Women
Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine

#ScienceToo
www.nationalacademies.org/sexualharassment
The National Academies of SCIENCES ENGINEERING MEDICINE

Study Committee Members

Co-Chair: **Paula Johnson**[1], Wellesley College
Co-Chair: **Sheila Widnall**[2], Massachusetts Institute of Technology

Alice M. Agogino[2]
UC Berkeley

Nicholas Arnold
Santa Barbara City College

Gilda A. Barabino[2]
The City College of New York

Lisa García Bedolla
UC Berkeley

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Lilia Cortina
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Trumpf Medical USA

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Anna Kirland
University of Michigan

Ed Lazowska[2]
University of Washington

Vicki J. Magley
University of Connecticut

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Oregon State University

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Former Congresswoman

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Illinois State University

Billy M. Williams
American Geophysical Union

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[1] NAM Member
[2] NAE Member

Sponsors

Key findings

- There is extensive sexual harassment
- Gender harassment is the most common form of sexual harassment
- Sexual harassment undermines research integrity, reduces talent pool, and harms targets and bystanders
- Legal compliance is necessary but not sufficient to reduce harassment
- Changing climate and culture can prevent and effectively address sexual harassment

Finding: Prevalence of Sexual Harassment

Sexual harassment is common in academic science, engineering, and medicine.

- Best available analysis to date shows that 50 percent of women faculty and staff in academia experience sexual harassment.

- Student surveys at a couple universities shows that between 20-50 percent of students in science, engineering, and medicine experience sexual harassment from faculty or staff.

Finding: Sexual harassment is common (cont.)
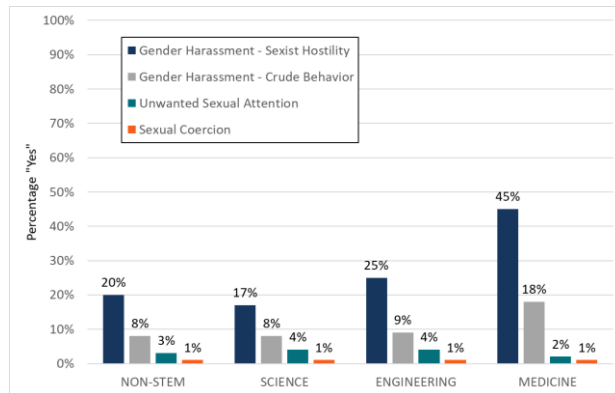
Findings: Race, Sexuality, and Gender Identity

Women of color experience more harassment (sexual, racial/ethnic, or combination of the two) than white women, white men, and men of color do. Women of color often experience sexual harassment that includes racial harassment.

Sexual- and gender-minority people experience more sexual harassment than heterosexual women do.

Findings: Impact on Targets and Bystanders

Sexual harassment undermines women's professional and educational attainment and mental and physical health.

Sexual harassment has adverse effects that affect not only the targets of harassment but also bystanders, co-workers, workgroups, and entire organizations.

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Findings: Legal System

Judicial interpretation of Title IX and Title VII has incentivized organizations to create policies, procedures, and training on sexual harassment that focus on symbolic compliance with current law and avoiding liability, and not on preventing sexual harassment.

Title IX, Title VII, and case law reflect the inaccurate assumption that a target of sexual harassment will promptly report the harassment without worrying about retaliation.

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Findings: Predictors of Sexual Harassment

Sexual harassment is most likely to take place in environments that are:

- Male-dominated in number, leaders, and culture
- Organizational tolerance of sexual harassment
  - Reporting is perceived as risky
  - Reports not taken seriously
  - Offenders escape sanction

Organizational climate is, by far, the greatest predictor of the occurrence of sexual harassment.

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Recommendations for Institutions

1. Create diverse, inclusive, and respectful environments
2. Diffuse the hierarchical and dependent relationship between trainees and faculty
3. Provide support for targets
4. Improve transparency and accountability
5. Strive for strong and diverse leadership

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Key Recommendations

Create diverse, inclusive, and respectful environments

- **Hiring and Promotion**: Take explicit steps to achieve greater gender and racial equity in hiring and promotions, and improve the representation of women at every level.

- **Civility-Promotion**: Combine anti-harassment efforts with programs to promote civility.

- **Interrupt and Intervene in Inappropriate Behavior**: Utilize training approaches that develop skills among participants to interrupt and intervene when inappropriate behavior occurs, such as bystander intervention.

- **Training that Aims to Change Behavior**: Training should focus on changing behavior, not on changing beliefs.

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Key Recommendations

Diffuse the hierarchical and dependent relationship between trainees and faculty

- **Mentoring Networks:** Adopt mentoring networks or committee-based advising that allows for a diversity of potential pathways for advice, funding, support, and informal reporting of harassment.

- **Independent Research Funding:** Develop ways research funding can be provided to the trainee rather than just the principal investigator.

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Key Recommendations

Provide support for targets

- **Access to Support Services:** Provide means for the target of harassment to access support services (social services, health care, legal, career/professional) without making a formal report.

- **Alternative and Informal Reporting:** Provide alternative and less formal means of recording information about the experience and reporting the experience.

- **Prevent Retaliation:** Develop approaches to prevent the target from experiencing or fearing retaliation in academic settings.

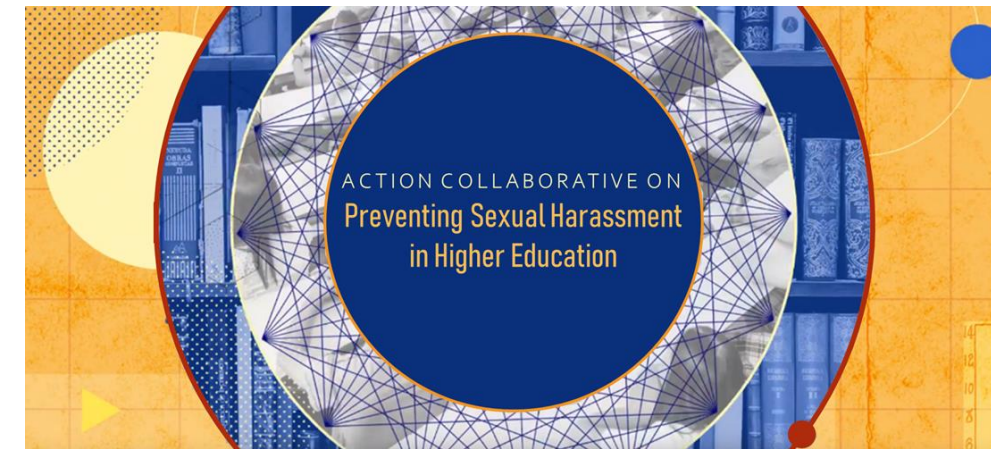*The National Academies of* | SCIENCES ENGINEERING MEDICINE

Key Recommendations

Improve transparency and accountability

- **Clear Policies:** Develop and share clear, accessible, and consistent policies on sexual harassment and standards of behavior. Make clear that people will be held accountable for violating the policies and using a range of escalating disciplinary consequences.

- **Transparency about Handling Reports**: Be as transparent as possible about how the institution is handling reports of sexual harassment, such as by providing annual report.

- **Assess Climate**: Utilize climate surveys to further investigate and address systemic sexual harassment.

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Key Recommendations

Strive for strong and diverse leadership

- **Make it an Explicit Goal:** make the reduction and prevention of sexual harassment an explicit goal of your leadership tenure.

- **Develop Leadership Skills:** Support and facilitate leaders at every level in developing skills in leadership, conflict resolution, mediation, negotiation, and de-escalation, and ensure a clear understanding of policies and procedures for handling sexual harassment issues that is not just about protecting institutional liability.

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ACTION COLLABORATIVE ON
Preventing Sexual Harassment in Higher Education

http://nationalacademies.org/Sexual-Harassment-Collaborative

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Action Collaborative on Preventing Sexual Harassment in Higher Education

Main goals:

1. Raise awareness about sexual harassment, its consequences, and preventing it

2. Share and elevate evidence-based policies and strategies for reducing and preventing sexual harassment

3. Contribute to setting a research agenda, and gather and apply research results across institutions

4. Develop a standard for measuring progress toward reducing and preventing sexual harassment in higher education

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Action Collaborative on Preventing Sexual Harassment in Higher Education

Leadership Group
- Providing overall guidance and direction for the Action Collaborative.
- Includes leaders from the higher education community and leaders involved with the work of the National Academies of Sciences, Engineering, and Medicine.

Advisory Committee
- Providing advice and ensuring that the effort is grounded in research, inclusive of diverse voices, reflective of the experiences of victims, and consistent with the findings and recommendations of the National Academies report.

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Action Collaborative Membership

American University in Cairo
Argonne National Laboratory
Boston University
Caltech
Carnegie Mellon University
Children's Hospital Los Angeles
City College of New York
Cold Spring Harbor Laboratory
Colorado College
Columbia University and Columbia
    University Irving Medical Center
Cornell University
Dartmouth College
Duke University
Fort Lewis College
Grinnell College
Harvard University
International Ombudsman
    Association
Johns Hopkins University
Los Angeles Community College
    District
Michigan State University
Mills College

Massachusetts Institute of Technology
National Association of Graduate-
    Professional Students
National Oceanic and Atmospheric
    Administration
Northwestern University
Olin College of Engineering
Purdue University
Rutgers University
Salk Institute for Biological Studies
Santa Barbara City College
Stanford University
The Ohio State University
University of Alaska System
University of California Berkeley
University of California Los Angeles
University of California Merced
University of California Riverside
University of California San Diego
University of California San Francisco
University of California Santa Barbara
University of California Santa Cruz
University of Chicago

University of Cincinnati
University of Illinois at Chicago
University of Illinois at Urbana-
    Champaign
University of Kansas
University of Maryland School of
    Medicine
University of Massachusetts Amherst
University of Miami
University of Michigan
University of Minnesota
University of New Mexico
University of Tennessee, Knoxville
University of Washington
University of Wisconsin System
University of Southern California
Vanderbilt University
Vanderbilt University Medical Center
Washington University in St. Louis
Wellesley College
West Virginia University
Yale University

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Action Collaborative Resources

Year 1 Annual Report: summarizes the Action Collaborative's collective progress in the 2019-2020 year

Repository of Work: Collection of the most significant, innovative actions that each Action Collaborative member institution has taken towards preventing and addressing sexual harassment

Rubric: A tool that outlines opportunities for work that is consistent with the findings and recommendations from the 2018 report

Available at: www.nationalacademies.org/sexual-harassment-collaborative#resources

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ACTION COLLABORATIVE ON
Preventing Sexual Harassment in Higher Education
Annual Public Summit

2021 Summit at the Duke University
October 12-13, 2020
http://www.nas.edu/ACSummit2021

2020 Summit Virtually Co-hosted with the University of Wisconsin – Milwaukee
Video Recordings, Presentations, and Posters:
http://www.nas.edu/ACSummit2020

2019 Summit at the University of Washington
Video Recordings, Presentations, and Posters:
http://www.nas.edu/ACSummit2019

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CONSENSUS STUDY REPORT

Sexual Harassment of Women
Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine

#ScienceToo
www.nationalacademies.org/sexualharassment

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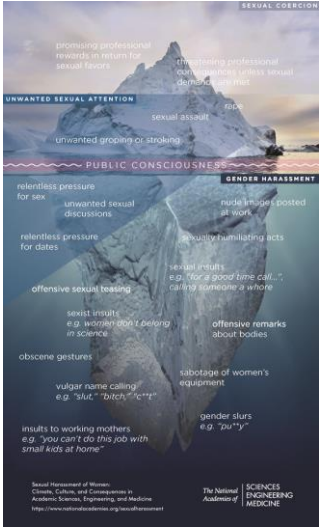
Frazier and Carrie's slides

AAMC

NIH Efforts on Changing the Culture of Science to Maximize Talent and End Harassment

Carrie D. Wolinetz, Ph.D.
Acting Chief of Staff to the NIH Director and
Associate Director for Science Policy
National Institutes of Health

Addressing Sexual Harassment in Academic Medicine
October 28, 2020

Bottom line: it is time for change

Sexual harassment is morally indefensible, unacceptable, and presents a major obstacle that is keeping women from achieving their rightful place in science

We can do better. We must do better.

NIH Internal Anti-Harassment Actions

OVERSIGHT
NIH Anti-Harassment Steering Committee

POLICIES
Anti-Harassment Manual Chapter & Relationship Policy Statement

TOOLS & RESOURCES
Hotline, Webform, Training, Education, and Additional Resources

PROGRAM
NIH Civil Program Expansion Updates

TIMELINE & COMMUNICATIONS
Anti-Harassment Program Launch Timeline and Campaign

NIH Initial Anti-Harassment Actions
Demonstrating Transparency and Accountability

- February 28th, 2019 – Director's Statement
- Emailed all NIH-funded institutions for assistance combating sexual harassment
- ICs are required to develop independent anti-harassment plans
- Established mechanisms to report concerns about NIH-funded institutions
  - Email: GranteeHarassment@od.nih.gov | Web (anonymous): public.era.nih.gov/shape/public/notificationForm.era

Internal Actions
- 2018-2020: 200+ allegations
  - Formal and informal disciplinary actions
  - Training sessions about the anti-harassment program

External Actions
- 2018-2020: Reviewed 100+ incidents/inquiries (50+ institutions)
  - PI replacement/removal from grants, peer review
  - Institutional disciplinary actions

Advisory Committee to the NIH Director
Working Group on Changing the Culture to End Sexual Harassment

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Key Definitions

Conceptualizing the Report Recommendations

There is a sense of urgency to address the tip of the iceberg – **The Working Group included immediately actionable recs**

The Working Group also made many recommendations to **change the culture long-term**

Working Group Report

Recommendations Accepted by NIH Director (Dec. 2019)

- **Recommendations Around Report Themes**

  1. Increase Transparency and Accountability in Reporting of Professional Misconduct, especially Sexual Harassment
  2. Establish Mechanisms for Restorative Justice
  3. Ensure Safe, Diverse, and Inclusive Research and Training Environments
  4. Create System-wide Change to Ensure Safe, Diverse, and Inclusive Research Environments

Implementation Progress?

Progress on Working Group Recommendations

- **Expectations for Grantees**
  - June 2020, NIH announced new guidance for grantees (NOT-OD-20-124)
    - Clear expectations for reporting findings of harassment to NIH
    - Clear expectations to indicate whether any grant change requests are related to concerns about safety or work environments (harassment, bullying, retaliation, etc.)
      - *NIH now better able to **hold grantee institutions and investigators accountable** to findings, regardless of where they occurred*

- **Looking forward**
  - *Still much to do* – nuanced, multi-faceted recommendations
  - Impact of COVID-19

Institutional Response

- **Starting to see a worrisome trend in response**
  - Harassment acknowledged
  - Removed from training/supervisory responsibilities
  - Don't touch PI/grant
  - Problem solved…

- **Not in keeping with focus on safe environment**
  - Can't trust with students/postdocs, how can trust w/ public $?
  - Compromises safe and inclusive environment
  - Seems to support perception that institutions 'protect' funded PIs

Additional Activities

- **National Science & Technology Council (NSTC)**
  - NIH Co-Chairs the NSTC Subcmte. on Safe & Inclusive Research Environments (SIRE)
    - Coordination to share practices, challenges, and activities that combat harassment in research

- **Agency-level Office of Civil Rights relationship**
  - Leadership connection and regular staff interactions

- **Intersectionality with national conversation on racism**

- **NASEM collaboration continuing**
  - Workshop – coming soon!

Impact of COVID-19

- Attention of the agency

- Long-term consideration of pandemic impact on workforce diversity & environment
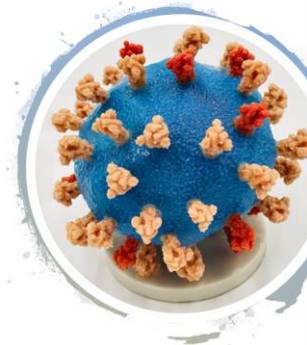
Introspection 2020 – *read the ACD report!*

- Are some of the values we hold dear in the research enterprise contributing to risk factors for harassment?
  - Peer review = institutionalized discrimination?
  - Power inequities built into the system
    - Are you willing to be the change you want to see in the world?
- Are we too willing to forgive bad behavior in exchange for good science/scientific prestige?
- How does the way we fund research contribute to the culture that is driving women out of science?

https://acd.od.nih.gov/documents/presentations/12122019ChangingCulture.pdf

QUESTIONS

Next Steps

Upcoming Webinars:

November 24th, 2 – 3pm ET

Creating Successful Institutional Culture Change Initiatives at Academic Medical Centers

Register here: https://www.aamc.org/what-we-do/mission-areas/diversity-inclusion/aamc-great-gwims-joint-webinar-series