

The University of New Mexico Commitment Statement in support of the National Academies of Sciences, Engineering, and Medicine Action Collaborative on Preventing Sexual Harassment in Higher Education

In order to advance efforts to prevent and effectively respond to sexual harassment, The University of New Mexico, a Carnegie High-Research and Hispanic-Serving Institution that educates and serves New Mexico's diverse communities, has since 2019 joined with other institutions and the National Academies of Sciences, Engineering, and Medicine to form an *Action Collaborative on Preventing Sexual Harassment in Higher Education*. The University of New Mexico joined the Action Collaborative based in part on The National Academies' report on *Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine* (2018). This report found that between 20 and 50 percent of women students and more than 50 percent of women faculty and staff experienced sexually harassing behavior while in academia. Research demonstrates that sexual harassment undermines the professional and educational attainment and mental and physical health of people of all genders. It also shows that these consequences are not limited to those experiencing it directly, but that bystanders – people of all genders – who experience ambient harassment in their work or education environment are also affected. The *Sexual Harassment of Women* report concludes that system-wide changes to the culture and climate in higher education are needed and provides a roadmap for making these changes.

The Action Collaborative and the University of New Mexico as a member institution works to encourage and support system-wide changes across higher education to prevent and address sexual harassment experienced by all people in higher education and to deal with the issue in the context of other damaging behaviors including other forms of harassment (such as racial harassment), discrimination, bullying, and incivility. These objectives align closely with the University of New Mexico's 2040 Strategic Plan, in particular Goal Three: Inclusive Excellence, which "Utilize[s] an equity and inclusion lens to expand opportunity, cultivate the potential of students, faculty and staff, create new knowledge, and provide service to all New Mexicans by leveraging our assets as a highly research-intensive university and health system." This in turn benefits the institution by preventing employees from disengaging, withdrawing, or leaving work so as not to become the next target.

Together with the other institutional members of the Action Collaborative, UNM will continue over the next four years to advance the overarching goals of the Action Collaborative through targeted, collective action to implement evidence-based policies and practices at the individual and systems levels for preventing all forms of sexual harassment and promoting a culture of civility and respect. The Action Collaborative seeks to:

1. Facilitate and inform action on preventing and addressing harassment.
2. Share and elevate evidence-based policies and strategies for reducing and preventing sexual harassment
3. Advance research on sexual harassment prevention, gather and apply research results across institutions.
4. Raise awareness about sexual harassment and its consequences, motivate action to address and prevent it
5. Assess progress in higher education toward reducing and preventing sexual harassment in higher education.

UNM's participation in the Action Collaborative has been led since 2019 by HSC Vice President for Academic Affairs Dr. Amy Levi, Associate Vice President for Equity and Inclusion Dr. Liz Hutchison, and Senior Vice Provost Dr. Barbara Rodríguez. In Spring 2023, following Dr. Levi's retirement from UNM, Dr. Angela Wandinger-Ness, Associate Director Cancer Research Training & Education, joined the leadership group.

Over the last four years, these representatives have promoted initiatives to address and remediate sexual harassment at UNM that are *research-based*, and *staff- and faculty-focused*, and *beyond compliance*, including:

- Participation in the Remediation Working group, Annual Members' Meetings and Public Summit, and related Action Collaborative convenings.
- Publication of UNM projects in the [Sexual Harassment Collaborative Repository](#), including the Alternative Reporting Policy on Sexual Misconduct, Bystander Intervention Trainings, Counseling and Advocacy for Health and Professional Students, launch of a Staff and Faculty Wayfinder Website, and Support for Faculty Development of Women in STEM
- Leadership promoting campus activities and initiatives, including the November, 2022 National Academies' Action Collaborative Site Visit and [Public Forum](#), screenings and discussion of *Picture a Scientist*, and related speaker and town hall events.
- Presentations on UNM efforts at professional conferences, including the Action Collaborative Public Summits, American Historical Association meetings, Rocky Mountain Campus Safety Summit, UNM Mentoring Institute Conference, Association of Collegiate Schools of Planning, Navy-Airforce Conference at UNM, and the Western History Association.
- Articles on sexual harassment prevention published in the [Proceedings of the National Academy of Sciences](#), *The Chronicle of Mentoring & Coaching*, and [The Academic's Handbook](#).
- Participation in research projects funded by NSF and Center for Institutional Courage grants.

These achievements reflect noteworthy progress, critical self-evaluation, and support from administrative leaders. However, UNM also recognizes the need to deepen and extend its commitment to create diverse, inclusive, and respectful environments in which it is clear that sexual harassment will not be tolerated, and actively work to eliminate those contributing factors that allow sexual harassment to occur.

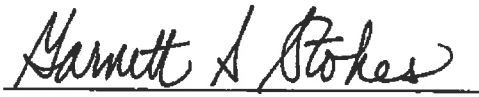
Building on the November 2022 site visit of National Academies' Program Officers, over the next four years the Action Collaborative Team will continue to participate in the meetings, working groups, and publication efforts of the Action Collaborative, and further engage the campus community through the following initiatives:

1. Formation of a larger (10-person) Action Collaborative campus working group, including campus administrators and research leaders from across Main, HSC, and Branch campuses. This network includes those with expertise and leadership for changing the campus climate, as well as those who have experienced sexual harassment or managed its effects. Participants in the Working Group will receive Action Collaborative bi-weekly communications; be invited to participate in Public Summits; and be asked to advise the Action Collaborative Team on future campus activities.
2. Outreach to UNM leadership and distinct constituencies, including DEI leaders, College Deans and Chairs, across Main, Branch, and Health Science campuses, in order to promote a) additional screenings of *Picture a Scientist*, b) faculty attendance at Public Summit and other events, and c) a major Action Collaborative event to showcase UNM as well as national initiatives and resources.


3. The University of New Mexico commits to implementing changes in the following key areas, drawing on Action Collaborative research and best practices:
- Supporting vulnerable learners, particularly graduate students and postdocs
 - Improving reintegration of all parties (including community) after investigation and finding
 - Mentoring junior faculty to mitigate power differentials

The University of New Mexico hereby commits to support the goals of the National Academies of Sciences, Engineering, and Medicine *Action Collaborative on Preventing Sexual Harassment in Higher Education*.

Signed,


Garnett S. Stokes
President

8/16/2023
Date


James Paul Holloway
Provost & EVP for Academic Affairs

August 16, 2023
Date


Douglas Ziedonis
EVP for JSC & CEO of UNM Health System

August 16, 2023
Date

