

2025 Public Description of Work for Action Collaborative on Preventing Sexual Harassment in Higher Education

Massachusetts Institute of Technology

MIT Institute Discrimination and Harassment Response Office Data Dashboard

Relevant Rubric Area(s):

- Response:
 - Improved Communication and Increased Transparency
- Evaluation:
 - Other methods for monitoring climate on an ongoing basis
 - Publicly sharing the results/data from evaluation work.

Description of Work:

IDHR Data Dashboard Project Overview

Over several years, MIT community members expressed a desire for more accessible and transparent data from the Institute Discrimination and Harassment Response Office (IDHR). In response, IDHR partnered with MIT's Institutional Research (IR) to develop the IDHR Data Dashboard—an interactive, user-friendly tool designed to enhance the accessibility of incident report data.

Launched in December 2023, the Dashboard complements IDHR's annual reports by offering visual, filterable insights into incident reports received by IDHR involving students, faculty, and staff. It presents both current-year data and summaries spanning multiple academic years, underscoring IDHR's commitment to clarity, transparency, and timely communication.

Dashboard Features

Built using Tableau, a leading visual analytics platform, the Dashboard includes three interactive tabs:

- 1. Incident Reports Summary (2015–2023)**
 - View total incident reports by role (e.g., student, staff, faculty) and types of responses provided.
- 2. Reports by Location, Context, Respondent, and Complainant (2022–2023)**
 - Explore report trends across settings and involved parties.
- 3. Reports by Allegation, Incident Category, and Response Type (2022–2023)**
 - Analyze the nature of reports and corresponding institutional responses.

Development Process

The idea for a Dashboard emerged in Spring 2022 as a best practice to improve data accessibility. Over 18 months, IDHR and IR worked closely to design, develop, and refine the tool.

Throughout the process, undergraduate and graduate IDHR Student Liaisons reviewed the tool to ensure usability from a student perspective. Additional feedback was incorporated from the MIT Committee on Sexual Misconduct Prevention and Response and the Office of General Counsel.

Outreach and Launch

The final version of the Dashboard was made publicly available in December 2023 and promoted via newsletters and a newsreel on IDHR's homepage to ensure broad community awareness.

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Ongoing Development and Future Updates

Each year, following the close of the academic year on June 30, IDHR shares updated data with Institutional Research to refresh the Dashboard. The 2023–2024 dataset is currently being integrated.

Informed by user feedback from the first release, planned enhancements for the 2023–2024 Dashboard include:

- A new fourth tab with information specific to the 2023–2024 academic year
- Additional data categories
- Updated definitions for clarity
- Improved visual accessibility and label readability

This project reflects IDHR’s continued efforts to provide transparent, data-informed insights that support accountability and awareness within the MIT community.

Relevant Rubric Area(s):

The IDHR Data Dashboard project relates to the Rubric areas in the following ways:

- **Response: Improved Communication and Increased Transparency**
 - The 2018 National Academies report describes the importance of the community believing that reports of sexual harassment are taken seriously, and that a way for the community to believe this is via “increased transparency and clear communication.”
The Rubric on Areas of Work for Preventing Sexual Harassment in Higher Education cites that, “Increased Transparency About the Handling of Reports of Sexual Harassment, such as providing statistical annual reports on the sexual harassment that is reported to an organization,” is one method to increase transparency. The goal of publishing the IDHR Data Dashboard was to offer more clarity around incident reports of sexual harassment at MIT.
- **Evaluation: Other methods for monitoring climate on an ongoing basis**
 - The Rubric on Areas of Work notes that “organizations should monitor climate between survey intervals” and “they should utilize methods that allow them disaggregate their data to reveal the different experiences across populations.” The IDHR Data Dashboard provides such disaggregation of data, where users can examine data by filtering across different informational breakouts, including for different populations of complainants and respondents, as well as the types of context incidents took place in and what response was provided.

Website for further information (if applicable): <https://idhr.mit.edu/data-dashboard>

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