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February 11, 2021

Although there have been great strides in the recruitment, retention and advancement of women and underrepresented minorities in the academy, barriers including gender-based harassment and sexual harassment remain significant issues impacting institutional climate, career progression and student success. As an institutional member of the Action Collaborative's Partner Network, the University of Texas MD Anderson Cancer Center commits to actively participate in the network and share information about our efforts and innovations around preventing and addressing sexual harassment.

In 2019, MD Anderson formed a sexual harassment working group comprised of stakeholders from Human Resources Operations and Administration, Title IX, Legal Affairs, Faculty Senate, Faculty Diversity, Equity and Inclusion and Institutional Diversity and Inclusion. Activities aligned with the work of the group included reviewing and recommending changes to MD Anderson's Sexual Harassment and Sexual Misconduct Prevention Policy and adding questions on the institution's bi-annual employee "Big Survey" to assess the climate around safety and harassment within the institution. Strategic communications were disseminated via email and video from President Pisters to the MD Anderson community regarding the updated Sexual Misconduct Prevention Policy, and support resources available for all employees. Additionally, each employee was required to take an online training to learn more about the policy and duties as responsible employees under new state legislation impacting all public institutions of higher education in Texas.

To increase awareness on the prevalence and impact of sexual harassment in science and medicine, Faculty Diversity, Equity and Inclusion in partnership with the Office of the President hosted Drs. Victor Dzau and Frazier Benya as guest speakers for the annual Thought Leaders on Diversity, Equity and Inclusion Lecture Series. Drs. Benya and Dzau provided an institution-wide lecture and small group meetings with stakeholders on sexual harassment in higher education, medicine and science. Additionally, the work group participated in a virtual meeting of the action collaborative's annual public summit in 2019 and invited internal and external partners to view and discuss summit content and strategies.

MD Anderson is committed to providing work and learning environments free from sexual harassment and sexual misconduct. We are proud of the work we have done but know there is much more to do. MD Anderson is honored to join NASEM's Partnership Network and is committed to actively engaging in knowledge and resource sharing with other institutions as well as using, adapting and implementing resources and practices shared through the Action Collaborative.

Sincerely,



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