

Year 1 Public Description of Work for
Action Collaborative on Preventing Sexual Harassment in Higher Education

Northwestern University

Faculty DEI training and toolkit

This Action Applies to Rubric Item(s):

3, 5, 7, 16

Description of Work:

In February 2020, Northwestern's Office of the Provost, Office of Equity, Searle Center for Advancing Teaching and Learning, and Office of Institutional Diversity and Inclusion began meeting to develop a comprehensive training program for faculty. The program will focus on providing training for new faculty, new chairs, and directors of undergraduate and graduate study. The purpose of the training is to equip faculty leaders with information about University policies regarding discrimination, harassment, and sexual misconduct; information on reporting obligations; and concrete tools that can be used to recognize and/or address harmful behavior in their units. An additional component of this effort is a toolkit which faculty leaders can use to assess and the climate in their unit, and create an action plan for promoting greater inclusion. We intentionally created a cross-functional, multi-department team for this project comprised of University stakeholders in an effort to generate greater faculty buy-in.

This work explicitly aligns with rubric item 3, as it is focused around leadership education and skill development. It also aligns with rubric item 5, as the training is directly tailored to faculty environments, be they research or classroom settings. This work also aligns with rubric item 7, prevention programming or toolkits. The training program directly addresses rubric item 16 in giving participants tools for recognizing and addressing gender harassment.

The work is currently underway, with the goal of implementing new training in fall 2020, and the rollout of the toolkit in late-fall 2020 or early-winter 2021. The training program will include an evaluation component. The toolkit will be launched as a pilot with one department, from which we will collect both qualitative and quantitative assessment data. Following review of that data, any necessary adjustments will be made before the toolkit is rolled out on a larger scale.

Website for further information (if applicable):

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