

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

**Customizable in-person harassment, discrimination, and sexual
misconduct prevention trainings**

This Action Applies to Rubric Item(s):

3, 5

Description of Work:

In 2019, the Office of Equity's Outreach and Education Specialist, Kate Harrington-Rosen, was promoted to Director of Equity Outreach and Education and an additional position to report to her was created to increase capacity. This increased capacity allows the office to train a greater number of campus stakeholders in person each year, and to engage in greater pre- and post- assessments of those who complete our trainings. All in-person trainings are interactive and customized to the specific audience. Consistent with the NASEM Consensus Study Report, and rubric items 3 and 5, we identified a need for customized, department-specific training that includes discrimination, harassment, and sexual misconduct prevention, but moves beyond this to address systems of power and provides participants with concrete tools to identify and intervene when harm is caused.

In winter 2020, the Office of Equity also began offering the Equity Series. This customized training series is designed for departments who are ready to engage in long-term dialogue and change work to shift their norms and practices towards true inclusivity. Series topics include: unpacking power, discrimination, and oppression; understanding implicit bias; generative conflict; and action planning for justice and inclusivity. Departments commit to six training sessions over a six-month period, and complete pre- and post-assessments, as well as individual work between sessions. We are currently receiving a dramatic increase in requests for this training series and have already fully booked this series for fall 2020. We are initiating an application process for departments requesting the series for winter 2021.

Pre- and post- assessments provide both qualitative and quantitative data that has allowed us to make adjustments to the training. We have been able to adapt this module for use in the virtual environment and will continue to do so, as needed.

Website for further information: <https://www.northwestern.edu/equity/get-help/training/campus-training.html>

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