

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

Yale University

Community Values Workshop

This Action Applies to Rubric Item(s): 2, 3, and 8

Description of Work:

During the 2019-20 academic year, the Yale Title IX Office initiated the development of a Community Values Workshop for graduate and professional students to expand on the previous prevention and awareness programming offered by the University. This new workshop, which will be described more fully below, is consistent with the recommendations of the 2018 NASEM report (particularly items 2, 3, and 8 in the Year 1 Rubric) in that it is a forward-looking program designed to promote dialogue and skills for building positive communities at all levels of the institution.

In our earlier bystander intervention workshop for graduate and professional students, created and implemented in 2016 and led by members of the Yale Graduate and Professional Student Title IX Advisory Board, we focused on the actions that students can take to address low-level instances of disrespect and unprofessionalism in their respective communities. This facilitated workshop, using small group discussion and scenarios, encourages participants to: 1) identify instances of disrespect in their community (lab, department, etc.); 2) consider the dynamics of the situation and the individuals involved; and 3) evaluate possible interventions to resolve the situation and/or support the individuals affected by the conduct.

The Community Values Workshop builds upon the foundation created with the bystander intervention program and encourages community members to speak more explicitly about community values and how to build a more positive climate. Offered in settings that are intended to foster collaborative environments and shared group identities – such as academic departments, labs, or affinity groups – it aims to help participants identify and articulate their group’s core values along with strategies to hold themselves and each other accountable for living up to those values. Workshop participants are initially asked to focus on what is going well already in their home department/lab. By identifying concrete examples of positive practices and explicitly reflecting on the values and strengths in the “local” environment, the workshop seeks to build on those dynamics that make community members feel supported and respected. It also helps participants develop the ability to express and respond to concerns, to

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**Description of Work: Community Values Workshop Related to Rubric items:
Prevention 2, 3, and 8**

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ask for and offer support, and become more comfortable with conversations about difficult topics within their community. Some of the questions that are explored when planning the workshop:

1. What are some unique aspects of life in your lab/department?
2. Where are some places where structures of support are able to flourish?
3. How does the structure of the lab/department allow for this (how is it helpful)? How does it make this more difficult?
4. How do you navigate power dynamics in your lab/department?
5. Are lab/department members comfortable co-writing/collaborating?

Similar to the bystander intervention work, the Community Values workshop uses a facilitated, small-group discussion model. Planning, preparation, and implementation each workshop is coordinated by the Title IX Office, in collaboration with members of the department or lab. Preferably, the workshop will be visibly supported by departmental/lab leadership as an important aspect of community-building, and the Title IX Office will work with leadership to develop appropriate communications, roles, etc. The workshop format is flexible and allows the department to identify those specific discussion areas that would be most relevant and beneficial to the local community.

The workshop has been incorporated into the regular programming of the Title IX office as well as the Office for Graduate Student Development and Diversity. It is currently offered to graduate departments and professional student communities and has also been adapted and piloted for faculty and staff groups.

For more information about the Community Values Workshop, please contact the Yale Title IX Office at titleix@yale.edu or 203-432-6854.

Website for further information (if applicable): N/A

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