

**ACTION COLLABORATIVE ON PREVENTING SEXUAL HARASSMENT IN HIGHER EDUCATION
OF THE NATIONAL ACADEMIES OF SCIENCES, ENGINEERING, AND MEDICINE**

CITY COLLEGE OF NEW YORK COMMUNITY ENGAGEMENT PLAN

The 2018 National Academies of Sciences, Engineering, and Medicine (NASEM) report on [Sexual Harassment of Women](#) concludes that system-wide changes to the culture and climate in higher education are needed to prevent and address sexual harassment, and provides a roadmap for institutions of higher education to make these changes. To advance these efforts, the National Academies have joined with over 40 colleges, universities, and research institutions to launch an Action Collaborative on Preventing Sexual Harassment in Higher Education. The purpose of the Action Collaborative (AC) is to bring together leaders from academic institutions and key stakeholders to work toward targeted, collective action on addressing and preventing sexual harassment across all disciplines and among all people in higher education. The action collaborative creates an active space where colleges, universities, and other research and training institutions will identify, research, develop, and implement efforts that move beyond basic legal compliance to evidence-based policies and practices for addressing and preventing all forms of sexual harassment and promoting a campus climate of civility and respect. The Action Collaborative will address sexual harassment experienced by all people in higher education and will deal with the issue in the context of other damaging behaviors including bullying, incivility, and other forms of harassment that occur across all campus settings and at all levels of the institutional hierarchy. The Action Collaborative is tasked with four main goals:

- Raise awareness about sexual harassment, its consequences, and the approaches for addressing and preventing it
 - Share and elevate evidence-based policies and strategies for reducing and preventing sexual harassment
 - Contribute to setting a shared research agenda for this work, and gather and apply research results across institutions
 - Develop a standard for measuring progress toward reducing and preventing sexual harassment in higher education
- To learn more about how the Action Collaborative is involving institutions, stakeholders, and those with experiences of sexual harassment, see our [Statement on Participants in the Action Collaborative](#).

Leadership of the CCNY AC team has developed this community engagement and action plan to guide our engagement in the NASEM Action Collaborative and our efforts to prevent and respond to sexual and gender harassment and misconduct.

I. ENGAGE & CONVENE STAKEHOLDERS

- a. Engage key stakeholders through broad outreach to identify and include community actors, who have been working on the issues of sexual and gender harassment and misconduct at CCNY for many years, in planning CCNY's engagement in the NASEM AC.
- b. Convene a half-day key stakeholders meeting to review the purpose of the NASEM AC; elicit perspectives on draft CCNY NASEM AC engagement and action plan; feedback information from November meeting; and set dates for quarterly meetings to report on progress and elicit further feedback.

II. DRAFT CCNY-SPECIFIC ACTION PLAN

- a. Key elements to include
 - i. Scoping review of local data collected to date
 - ii. Faculty and staff campus climate survey
 1. Assess knowledge, attitudes and practices/behaviors
 2. Perceived effectiveness of extant training (E-SPARC) for faculty and staff
 - iii. Integration of information/insights gathered through involvement with AC and local data/feedback
 1. Integrate lessons learned from work with students (see below)
 - iv. Report-back to key stakeholders
 - v. Presentation of CCNY-specific action plan with milestones attached

III. LEVERAGE ONGOING INITIATIVES:

- a. **Gender-Based Violence Awareness & Prevention (GAP) Alliance Key Recommendations to Date:**
 - i. Evaluate E-SPARC (online sexual violence prevention module)

1. Level of compliance
2. Acceptability and perceived impact
- ii. Expand and support Provost Office's new adjunct and full-time faculty orientations.
- iii. Consider creation of focused training on sexual/gender harassment and violence prevention and response for adjuncts and new faculty
- iv. Expand initiative at Colin Powell School for Civic and Global Leadership to implement student navigators to support students.
- v. Identify, support and train department-level faculty and staff to support CCNY community members (including faculty, staff and students) who are expert in response and prevention options
 1. Possible mental health first-aid training for faculty/staff, including targeting the importance of mental health resources.
 2. Use CCNY website and Student Life App to share information including on- and off-campus resources.
 3. CARE team deployment and how to improve awareness of services is a priority.
- vi. Integrate insights and experiences of the Office of Substance Misuse with students including
 1. SBIRT trainings for RA's at dorm, open to staff, student leaders, Greek life, and student government.
 2. Mandatory alcohol and substance misuse trainings.
- vii. Expand Programming to Include Faculty and Staff

III. DEVELOP RESEARCH AND RESPONSE TEAM

- i. Consider financial support to extend to faculty and staff the model developed by GAP Alliance team members (extramurally-funded Center for Victim Research (CVR) Researcher-to-Practitioner Fellowship on student needs related to experiences of sexual violence).
 - Identify team to build on AC findings and plan implementation of best practices
 - Support local research and evaluation team
 - Consider creating program or center to house these efforts and evaluate the work