

Dr. NiCole T. Buchanan, is a Professor at Michigan State University whose research focuses on harassment and its impact on organizational climate, employee well-being, and professional development. Specifically, she examines the interplay of race, gender and victimization and how social identity dimensions impact the nature of harassment (e.g., racialized sexual harassment; Buchanan & Ormerod, 2002, Buchanan et al., 2018), how it is perceived by targets and bystanders, its impact on psychological, occupational, and academic outcomes, and organizational best practices. She has been highlighted in hundreds of media outlets, is a featured speaker including TEDx and National Public Radio (NPR), and provides bias and diversity-related training and consultation for medical professionals, academic and practicing psychologists, human resource managers, and campus, city, and state police departments. Dr. Buchanan is a Fellow of the Association for Psychological Science, four divisions of the American Psychological Association (Society of Clinical Psychology, Society for the Psychological Study of Social Issues, Society for the Psychological Study of Ethnic Minority Issues, and Society for the Psychology of Women), and has received national and international awards for her research, teaching, and professional service. Buchanan earned her Ph.D. in Clinical-Community Psychology from the University of Illinois at Urbana-Champaign.

Dr. Kathryn Clancy (she/her/hers) is an Associate Professor of Anthropology at the University of Illinois, with affiliations in the Program for Evolution, Ecology, and Conservation, and the Beckman Institute for Advanced Science & Technology. Dr. Clancy's laboratory investigates the ways environmental stressors influence the health of women and gender minority people. Dr. Clancy's critical research on the culture of science has also received widespread attention. She and her colleagues empirically demonstrated the continued problem of sexual harassment and assault in the field sciences, in astronomy and planetary science, and even among undergraduate physics majors. Dr. Clancy has been named to the Nature 10, and received the American Anthropology Association Gender Equity Award, as a result of this research. She received her doctorate in Anthropology from Yale University in 2007, and a joint honors bachelor degree in Biological Anthropology and Women's Studies from Harvard University in 2001.

Dr. Lilia Cortina (she/her/hers) is a University Diversity and Social Transformation Professor of Psychology, Women's and Gender Studies, and Management & Organizations at the University of Michigan. An organizational psychologist, she has specialized in the scientific study of workplace victimization for more than two decades. One line of Dr. Cortina's research addresses harassment based on sex, sexuality, and gender. In another stream of scholarship, she investigates workplace incivility. To date, she has published over 80 research articles and chapters on these topics. In addition, Dr. Cortina has served as an expert witness in a range of venues, translating findings from social science to inform policy and legal decision-making. For example, in 2015 she provided expert testimony to the Department of Defense Judicial Proceedings Panel. Commissioned by Congress, this panel conducted an independent review of military judicial procedures surrounding sexual assault. She also testified in 2015 to the U.S. Equal Employment Opportunity Commission's Select Task Force on the Study of Harassment in the Workplace. In recognition of unusual and outstanding contributions to the field, she has been named fellow of the American Psychological Association and the Society for Industrial/Organizational Psychology. Cortina earned her A.M. and Ph.D. in psychology from the University of Illinois at Urbana-Champaign.

Dr. Jennifer J. Freyd, is a researcher, author, educator, and consultant. She currently serving as Founder and President of the Center for Institutional Courage and Professor Emerit of Psychology at the University of Oregon. Freyd is a widely published and nationally-renowned scholar known for her theories of betrayal trauma, institutional betrayal, institutional courage, and DARVO. She researches these topics in the context of institutional behavior, sexual violence, discrimination on the basis of gender, minority status, and sexual orientation, and also disclosures of abuse. She received her Ph.D. in Psychology from Stanford University. The author or coauthor of over 200 articles and op-eds, Freyd is also the author of the Harvard Press award-winning book *Betrayal Trauma: The Logic of Forgetting Childhood Abuse*. Her most recent book *Blind to Betrayal*, co-authored with Pamela J. Birrell, was published by John Wiley, with seven additional translations. In 2014, Freyd was invited two times to the U.S. White House due to her research on sexual assault and institutional betrayal. Freyd has received numerous awards including being named a John Simon Guggenheim Fellow, an Erskine Fellow at The University of Canterbury in New Zealand, and a Fellow of the American Association for the Advancement of Science. In April 2016, Freyd was awarded the Lifetime Achievement Award from the International Society for the Study of Trauma & Dissociation. Freyd currently serves as the Editor of *The Journal of Trauma & Dissociation*.

Dr. Kathryn Holland (she/her/hers) is an Assistant Professor of Psychology and Women's & Gender Studies at the University of Nebraska-Lincoln, where she investigates how people's health and wellbeing are influenced by their social environments, with a focus on formal support systems, social norms, and interpersonal processes. Dr. Holland is primarily interested in wellbeing around issues of sexual violence and sexual health, including: the implementation, use, and effectiveness of formal support systems for sexual harassment and assault in higher education and the military; the causes and consequences of both negative and positive interpersonal processes, such as gendered sexual aggression and bystander intervention; and how social norms around gender and sexuality affect women's sexual health. As an interdisciplinary scholar, Dr. Holland's work is guided by the fields of psychology (social, law, community) and women's and gender studies and utilizes multiple research methods (quantitative, qualitative, mixed method). She is interested in using research to promote social justice and change. Holland received her M.S. and Ph.D. in Psychology and Women's Studies from the University of Michigan, and her B.A. in Applied Psychology from the University of Illinois at Chicago.

Dr. Julie Libarkin (she/her/hers) is a Professor at Michigan State University with appointments in the Department of Earth and Environmental Sciences, Center for Integrative Studies in General Science, and CREATE for STEM Institute for Research on Science and Mathematics Education. She heads the Geocognition Research Laboratory, where she investigates how people perceive, understand, and make decisions about the Earth in order to address access, inclusion, equity, and justice in STEM and academia. Dr. Libarkin has led the development of the Geoscience Concept Inventory; co-led a study of tectonic uplift in Bolivia; generated new collaborations across the geo- and social sciences to build understanding of ethics and mentoring across diverse groups; has served as external evaluator or researcher for several NSF-, NASA-, or NIH-funded projects; and is the developer of the Academic Sexual Misconduct Database. Dr. Libarkin is an author or co-author of over 100 publications. Libarkin earned her Ph.D. in Geoscience from the University of Arizona, and her Bachelor's degrees in Geology and Physics from the College of William and Mary.

Dr. Vicki J. Magley is a Professor in the Department of Psychological Sciences at the University of Connecticut in Storrs, Connecticut. The main focus of her research lies within the domain of occupational health psychology and combines both organizational and feminist perspectives in the study of workplace sexual harassment and incivility. Specifically, she is interested in understanding how individuals cope with and organizations manage such mistreatment. Much of her research has derived from consulting with organizations in understanding their climate of mistreatment and in evaluating interventions designed to alter that climate. Dr. Magley is a past president of the Society for Occupational Health Psychology, chairs the Industrial/Organizational Division at UConn, and is principal investigator on a National Institute for Occupational Safety and Health–funded training grant in Occupational Health Psychology. She earned her Ph.D. in 1999 from the University of Illinois at Urbana-Champaign in Social/Organizational Psychology, and her B.A. in 1991 in Psychology from Indiana University-Purdue University Fort Wayne.

Billy M. Williams (he/him/his) is the Executive Vice President for Ethics, Diversity, and Inclusion at the American Geophysical Union (AGU), a global scientific community that advances the understanding of Earth and space through cooperation in research. Williams was the Principal Investigator and lead organizer for the NSF-funded workshop in September 2016, Sexual Harassment in the Sciences: A Call to Respond and serves as a co-Principal Investigator on the 2017 NSF Grant, ADVANCE Partnership: From the Classroom to the Field: Improving the Workplace in the Geosciences. Previously, he led the work to update and extend AGU's ethics policies. Williams was also a member of the 2017-2018 National Academy of Sciences' Committee on Impact of Sexual Harassment in Academic Science Engineering and Medicine. Prior to joining AGU as Science Director in 2012, he served as a Senior Program Officer at the National Academy of Sciences and as a Global R&D Director at Dow Chemical Company. Williams is the 2019-2020 chair of the Ethics Committee for the American Society of Association Executives. He also recently co-led the development of the Societies Consortium on Addressing Harassment in STEMM – an initiative to advance professional ethics, conduct, climate and culture. Williams earned his B.S. in Chemistry from The University of North Carolina at Chapel Hill and an M.S. in Organic Chemistry from Central Michigan University.