

Year 2 Public Description of Work for Action Collaborative on Preventing Sexual Harassment in Higher Education

University of Washington

Senior Leadership Education

Relevant Rubric Area(s): Prevention: a) civility or respect promotion programs; b) leadership education and skill development; c) identifying and reinforcing community values

Description of Work:

The University of Washington identified Title IX education for university leaders as a key year one initiative, but this work was delayed due to COVID-19. In alignment with the findings and recommendations of the NASEM 2018 report, the goal for this initiative was to facilitate ongoing education for university leadership beginning with a session that focused not only on compliance but promoting a culture of respect, civility, and inclusion.

Originally, the kick-off session was intended to take place within a roundtable format for senior leaders, with an additional campus-level session for chairs, associate deans, department heads, and directors. In response to COVID-19 travel restrictions, the training was revamped into a virtual presentation and dialogue among the University of Washington Board of Deans and Chancellors (BODC). The BODC is a leadership body that brings together on a bi-monthly basis the deans of the Seattle campus's 17 colleges, schools and graduate division, divisional deans (Arts, Social Sciences, Natural Sciences, and Humanities), provost, president, key vice provosts, and the chancellors of the University of Washington Bothell and Tacoma campuses. The BODC is a critical site for input and discussion of important campus matters, including policy initiatives.

To maximize the time allocated for the session, a significant number of materials were provided to the BODC in advance of the discussion, including a video that covered highlights of the Action Collaborative's 2018 Preventing Sexual Harassment in Higher Education Report. The group was also provided materials on recent University of Washington Title IX activities and policy changes. During the session, presenters discussed new work and resources being created through the Action Collaborative along with a primer on recent milestones in local Title IX work.

During an interactive portion of the training, BODC members were placed in break-out rooms and asked to assess our University's progress in and around preventing harassment and areas where improvement or greater support services were required. This group discussion was especially timely as the University had recently completed a climate survey. For a number of deans, the survey highlighted that additional efforts are needed to address less severe forms of inappropriate conduct that may not lead to formal complaints or to findings of policy violation but nevertheless significantly impact our communities. At the completion of the break-out

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sessions, we used a shared document to capture the range of concerns raised across the sub-groups and to spark additional discussion. One of the items discussed was the need to educate chairs and other departmental leaders on best practices for supporting junior faculty and graduate students who have experienced harassment. We also discussed the need for future sessions familiarizing BODC members with existing and emerging duties under Title IX.

The consensus of the BODC membership was that the session was incredibly informative and helpful. As a result of the success of this first event, we are proceeding with planning Title IX leadership session for chairs, associate deans, and other senior leaders. Additionally, we are discussing potential content for additional Title IX trainings with the BODC.

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