

Committee on Sexual Misconduct Prevention and Response

Annual Report

August 1, 2021

*Prepared by Professor Lerna Ekmekcioglu and
Sarah Rankin, Co-Chairs*

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Committee Membership

Prof. Lerna Ekmekcioglu, Co-Chair, *History Section*

Ms. Sarah Rankin, Co-Chair, *Chancellor's Office*

Prof. Jacopo Buongiorno, *Nuclear Science and Engineering*

Prof. Sally Haslanger, *Linguistics & Philosophy*

Prof. Katharina Ribbeck, *Department of Biological Engineering*

Prof. Justin P. Steil, *Urban Studies & Planning*

Prof. Amos G. Winter, *Mechanical Engineering*

Mr. Jaya Kambhampaty, *Student '22*

Ms. Ruby Kharod, *Student, '22, PLEASURE Representative*

Ms. Andie Maloney, *Student, '21*

Ms. Miranda Dawson, *Graduate Student, Biological Engineering*

Ms. Kara Rodby, *Graduate Student, Chemical Engineering*

Ms. Jacqueline Valeri, *Graduate Student, TIXSAC Representative*

Ms. Kelley Adams, *Violence Prevention and Response*

Mr. Brad J. Badgley, *Fraternities, Sororities and Independent Living Groups*

Dr. Suraiya Baluch, *Office of Graduate Education*

Ms. Barbara Bolich, *DAPER Administration*

Ms. La-Tarri Canty, *Office of Intercultural Engagement*

Ms. DiOnetta Jones Crayton, *Office of Minority Education*

Ms. Raquel Irons, *Human Resources*

Ms. Bianca Carter-Kaushal, *Chancellor's Office*

Ms. Maryanne Kirkbride, *Office of the Provost*

Ms. Elizabeth Mahaffy, *Human Resources*

Ms. Kate McCarthy, *Student Support & Wellbeing*

Ms. Loren Montgomery, *MIT Police*

Mr. Kwadwo A. Poku, *MIT Medical*

Ms. RoseAngelle Poyau, *Violence Prevention and Response*

Mr. Christiaan M. Stone, *Lincoln Laboratory*

Mr. Jaren Wilcoxson, *Office of the General Counsel*

Ms. Heather G. Williams, *Assistant Dean, School of Science*

Mr. Jay Matthews, *Staff to the Committee*

Charge of the Committee

As charged by the President, the Committee on Sexual Misconduct Prevention and Response (hereafter, “CSMPR” or “the Committee”) is an advisory body that provides guidance to the Provost, Chancellor, Vice President of Human Resources, and the Institute Community and Equity Officer. The mission of the CSMPR is to encourage a campus environment that is safe, respectful, and free from discrimination; and to oversee an Institute-wide approach to prevent and respond to sexual misconduct and other forms of gender-based discrimination.

The 30 members of the committee represent a broad cross-section of the MIT community, including faculty, staff, undergraduate students and graduate students.

Committee Accomplishments

During the academic year 2020-2021, the Committee on Sexual Misconduct Prevention and Response identified two topics needing further development and formed sub-committees to review the issues and provide the CSMPR with recommendations: 1) LGBTQ+ Campus Climate and 2) Expanding in-person training opportunities for students.

1. LGBTQ+ Campus Climate Subcommittee

Membership

Libby Mahaffy, Co-Chair, Diversity, Equity and Inclusion Consultant, *Human Resources*
Jason McKnight, Co-Chair, Assistant Director, MindHandHeart, *Office of the Provost*
La-Tarri Canty, Associate Dean of Intercultural Engagement, *Division of Student Life*
Meg Chuhuran, Lead Advocate, Violence Prevention and Response, *Office of the Vice Chancellor*
Miranda Dawson, Graduate Student
Andie Maloney, Undergraduate Student
Lauryn McNair, Assistant Dean, Intercultural Engagement, LGBTQ+ Services, *Division of Student Life*
Jacqueline Valeri, Graduate Student

Brief description

MIT served as a campus project site on a grant – The Center for Effective Public Policy (CEPP), in partnership with the California Coalition Against Sexual Assault, the National Sexual Violence Resource Center, Holly Rider-Milkovich of the University of Michigan, and Dr. Nan Stein of the Wellesley College Center for Research on Women – received in 2016-2018. The proposed initiative was designed to complement existing prevention activities by adapting and implementing an evidence-based situational prevention strategy – Shifting Boundaries – for reducing perpetration opportunities and behaviors, and which included, for example, the use of a series of educational elements, student-identified mapping of hot zones, and accompanying policy and location-level interventions. MIT's project focused on improving the climate for LGBTQ+ students which has been shown to lower rates of sexual victimization. The project resulted in a report by Switchback Consulting which included a series of recommendations to improve the climate for LGBTQ+ students.

The CSMPR sub-committee was asked to: 1) Distill recommendations of what the Institute can do to increase the feeling of support and sense of belonging among LGBTQ+ community members based on information in the 2018 report by Switchback Consulting and from other existing data sources, and 2) Recommend concrete steps and necessary campus partnerships to fulfill the identified recommendations.

Overview

The group met biweekly from February to June 2021. Committee members reviewed the report by Switchback Consulting and engaged with campus partners and other resources to get a sense of what had or had not changed since the information was gathered for the report (spanning from 2016 to 2018). Members then worked to benchmark peer institutions and translate the themes from the report into actionable recommendations. Draft recommendations were crafted within the areas of Staffing and Education Efforts; Collecting and Interpreting Data; and Creating a Welcoming Space. The initial draft recommendations were presented to the full CSMPR committee in May 2021. Feedback from the CSMPR Committee and campus partners is being incorporated over the course of Summer 2021. The final draft of recommendations is scheduled to be delivered to the CSMPR in Fall 2021 and will be included in next year's CSMPR report.

2. In-Person Training Opportunities for Students Subcommittee

Membership

Kelley Adams Co-Chair, Assistant Dean/Director, *Violence Prevention and Response*

Bianca Kaushal-Carter, Co-Chair, Manager of Prevention Education, *IDHR*

Prof. Jacopo Buongiorno, *Nuclear Science and Engineering*

Tiana Peña Colon, Assistant Director of Residential Life, *Residential Life Programs*

Erin Farley, Education Specialist, *Institute Discrimination & Harassment Response Office*

Jaya Kambhampaty, Student, '22

Jacklyn Liberman, Associate Director for Student Activities & Leadership, *Division of Student Life*

Robyn Priest, Assistant Dean, *Alcohol and Other Drug Services*

Kara Rodby, Graduate Student, *Chemical Engineering*

Vienna Rothberg, Program Manager, *Violence Prevention and Response*

Luis Becerra Solis, Student, '22

Noelle Wakefield, Assistant Director, Diversity Initiatives and MSRP, *Office of Graduate Education*

Brief Description

The subcommittee's purpose was to assess potential expansion opportunities for in-person training for undergraduate and graduate students, as well as thinking about training content, modality, and resources associated with building a more comprehensive sexual violence prevention education model for MIT students.

Overview

In Spring 2021, the subcommittee met four times to identify opportunities, themes, and gaps in three existing recommendations/reports; brainstorm and discuss possible education and prevention frameworks, and collaboratively develop and refine learning outcomes.

After our second subcommittee meeting, it became clear that a larger, overarching framework to guide and coordinate MIT's education and training efforts in this area is needed. This required a shift in the subcommittee's work toward the development of such a framework before we would be able to return to the more detailed work related to the education and training opportunities that comprised our original plan.

The committee anticipates having recommendations by the end of Spring 2022 for content, modality, and resources needed.

Other Committee Activities

In addition to launching the two subcommittees described above, the CSMPR monitored the implementation of two major initiatives from previous CSMPR recommendations: *Required Ongoing Education for Undergraduates*, and *Ongoing Education for Faculty, Staff, Postdocs, and Graduate Students*.

Required Ongoing Education for Undergraduate Students Update:

In the CSMPR Annual Report, 2019, the CSMPR recommended continuing education via online booster courses for sophomores, juniors, and seniors.

1. The Sexual Assault Prevention-Ongoing: Healthy Relationships booster course was deployed alongside the Diversity, Equity, and Inclusion online course for **sophomores** in the fall semester of 2021 with 1095 sophomores completing Part 1 of the course and 629 sophomores completing the Part 2 post-course survey administered in Spring 2021.

2. The Sexual Assault Prevention- Ongoing: Taking Action booster course was deployed for **juniors** in Fall 2020 with 1045 juniors completing Part 1 and 592 juniors completing Part 2 in Spring 2021.
3. Although the original goal was to launch the senior booster course in Fall 2021, EverFi has indicated that the senior booster course will not be ready for deployment during that window. The hope is that there will be a final booster course available by Fall 2022.

Data Points from SAPO: Healthy Relationships

- 86% of learners agreed that the course helped them identify characteristics of healthy and unhealthy relationships.
- 84% of learners agreed that the course increased their understanding of school policies related to the issues of consent, sexual assault, relationship violence, sexual harassment, and stalking.
- 87% of learners agreed that the course made them more confident in their ability to intervene when they see concerning behavior.
- 87% of learners agreed that the course provided them with skills to better support someone who has experienced sexual assault.
- 86% of learners agreed that the course taught them where to find resources for sexual assault and abusive relationships at MIT.

Data Points from SAPO: Taking Action

- 86% of learners agreed that the course gave them information about sexual consent that they plan to use if they choose to be sexually active.
- 86% of learners agreed that the course helped them identify characteristics of healthy and unhealthy relationships.
- 84% of learners agreed that the course increased their understanding of school policies related to the issues of consent, sexual assault, relationship violence, sexual harassment, and stalking.
- 86% of learners agreed that the course taught them where to find resources for sexual assault and abusive relationships at MIT.

Ongoing Education for Faculty, Staff, Postdocs, and Graduate Students Update:

In the 2018-2019 academic year, a proposal was advanced at MIT to offer a 'menu of options' to satisfy a 2016 CSMR recommendation for biannual training for faculty, staff, and graduate students. Along with campus partners, the CSMR spent the 2019-2020 academic year developing, customizing, and building this menu of options (now referred to as *Preventing Sexual Harassment, AY20*). Using this newly-developed menu, the training was scheduled to begin rolling out in April 2020. However, due to the Coronavirus pandemic that gripped the U.S. in early March, and the immediate and necessary transition to online and remote work at MIT, the *Preventing Sexual Harassment* training implementation was postponed to late fall 2020 with an HR/IS&T pilot group launching in November and administrative staff completing the training by June 2021.

Description of the Courses Part of the Preventing Sexual Harassment Menu:

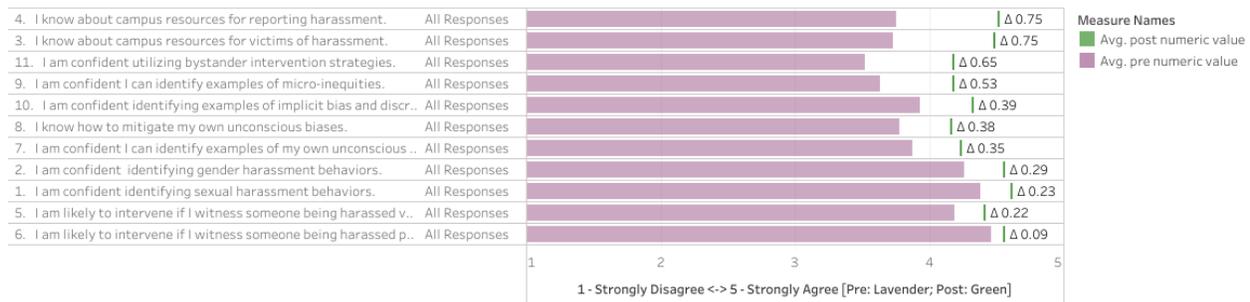
Course	Description	Minimum Time to Complete	Recommended Audience
A. Addressing Culture Change at MIT	This course is designed to help you better understand common myths around sexual and gender harassment, MIT data on these topics, and how to develop skills in bystander intervention and personal accountability. This course was developed by MIT.	1.5 hours	All
B. How to Report Incidents at MIT	This course is designed to help you better understand common myths around sexual and gender harassment, raise awareness about the various reporting options and support resources available through MIT offices such as the Institute Discrimination and Response Office. This course was developed by MIT.	1 hour	All
C. Creating an Inclusive Workplace	This course is designed to help you better understand topics including stereotypes, unconscious bias, and generational-, gender-, and cultural diversity. This course was developed by Globesmart.	1.5 hours	Postdocs, graduating students, and newer faculty and staff.
D. Preventing Harassment (Managers)	This course is designed to help you better understand the impact of discrimination and the power of intervention as well as how to identify harassment (including sexual harassment and other forms of sexual misconduct). This course was developed by EverFi.	3 hours	Faculty, other academics, and staff who are managers/supervisors
E. Preventing Harassment (Non-Managers)	This course is designed to help you better understand the impact of discrimination and the power of intervention as well as how to identify harassment (including sexual harassment and other forms of sexual misconduct). This course was developed by EverFi.	2 hours	Graduate students, postdocs, and staff (non-managers/supervisors).

Rates of Completion as of 07-06-2021:

Rollout Group	Timing	Total	Total Complete	%	Incomplete	%
HR and IS&T Pilot	November 16, 2020 – December 11, 2020	278	273	98%	5	2%
All Schools (including faculty) and 48 unpaid PD Fellows	January 13, 2021 – February 17, 2021	4,127	4,035	98%	92	2%
		Faculty	981	99%		
		Staff	3,146	98%		
VP for Research includes 20 unpaid PD Fellows	February 22, 2021 – March 26, 2021	960	953	99%	7	1%
Graduate Students (3+ years) not on the June 2021 degree list	April 5, 2021 – May 7, 2021	2,430	2,248	93%	182	7%
Administrative areas (excluding HR, IS&T and 430 Facilities Service staff)	May 3, 2021 – June 11, 2021	2,817	2,654	94%	163	6%
Total	November 16, 2020 – June 11, 2021	10,612	10,163	96%	449	4%

The Preventing Sexual Harassment Implementation Team coordinated with Institutional Research to develop and administer a pre- and post-survey to better understand the impact and effectiveness of the different course options. There were eleven statements based on course learning outcomes repeated between the pre-course survey and post-course survey.

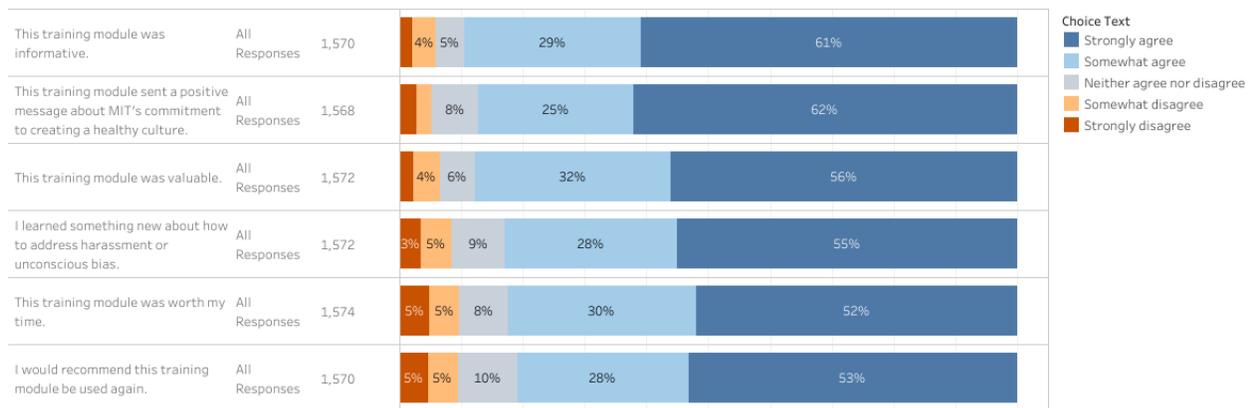
Pre-post difference



Δ is the change in the average response from the pre survey to the post survey
 * indicates that the difference is statistically significant at the $p < 0.05$ level.

All of the eleven learning outcomes evaluated by the training show growth from the pre-survey to the post-survey. The largest growth is in outcomes related to knowledge of resources (e.g. "I know about campus resources for reporting harassment" and "I know about campus resources for victims of harassment"). Additionally, responses to questions about satisfaction with the courses showed strong agreement across the five course options and different learner groups.

Training Evaluation Course: All Courses



Jon Daries from the Office of Institutional Research (who analyzed the data) stated that "the evaluations of this training showed the clearest example of statistically significant growth in learning as compared to other projects."

The Implementation Team will use this data - and the qualitative data collected alongside it - to assess which course options could be offered again in the future, and to further refine content that was developed at MIT for the training requirement.

Summary of Other Committee Discussions:

The CSMPR had several productive discussions and reviews with campus leaders and outside experts, including:

- Annual review regarding Institute Discrimination and Harassment Response Office (IDHR), led by Sarah Rankin, Director of IDHR
- Annual review regarding Violence Prevention and Response (VPR), led by Kelley Adams, Director of VPR
- Updates on new Title IX Regulations and MIT Policies, led by IDHR and Office of General Counsel
- Update on the RISE Campaign, led by Kara Rodby and Miranda Dawson
- Update on the NASEM Working Groups Recommendations
- Student Peer Education update, led by PLEASURE representatives
- Overview of lab-based workshops on professional conduct, led by Bianca Kaushal-Carter, IDHR
- EverFi data presentation and discussion, led by EverFi staff
- Disclosures Working Group recommendations, led by Mark DiVincenzo and Tim Jamison
- ICEO Strategic Plan, led by Alyce Johnson and Maryanne Kirkbride
- Evaluation data from on-going training for grad students/staff/faculty, led by Jon Daries, Institutional Research

Recommendations

1. Continue requiring that ongoing training be deployed to all faculty, staff, and graduate students 3+ years every other year (next training rollout will be January 2023). Utilize pre- and post-survey data from this year's *Preventing Sexual Harassment* training project to inform the content of the next iteration of training material.
2. Required annual online training has been implemented for first year undergraduates, sophomores, and juniors. The CSMPR supports this annual training requirement for seniors as soon as the final booster module is available through EverFi. The undergraduate student body will thus be trained in each of their four years of study on the topic of preventing sexual harassment.

Committee Work Plan, Academic Year 2021-2022

The CSMPR will engage in the following activities, among others:

1. Consider and finalize recommendations proposed by the two sub-committees: *LGBTQ+ Campus Climate* and *Expanding In-person Training Opportunities for Students*.
2. Monitor State and Federal Title IX requirements and participate in any policy review committees as needed.
3. Review assessment data to provide guidance on the next iteration of sexual harassment prevention training for employees and graduate students 3+ years.