

Committee on Sexual Misconduct Prevention and Response

Annual Report

August 23, 2023

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

Contents

Committee Membership.....	3
Charge of the Committee	4
Committee Accomplishments.....	5
Other Committee Activities	9
Recommendations.....	10
Committee Work Plan, Academic Year 2023-2024	10

Committee Membership

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

Sarah Rankin, Co-Chair, *Institute Discrimination and Harassment Response Office (IDHR)*

Asst. Prof. Sara Brown, *Music and Theater Arts*

Prof. Paul Dill, *DAPER Intercollegiate Sports*

Prof. Tami Lieberman, *Civil and Environmental Engineering*

Prof. Matthew Shoulders, *Department of Chemistry*

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

Prof. Amos G. Winter, *Mechanical Engineering*

Prof. Amos Winter, *Mechanical Engineering*

Rebecca Lizarde, Student '24, *UA Representative*

Emily McDermott, Student, '23, *PLEASURE Representative*

Annie Snyder, Student, '23, *UA Representative*

Helena Randolph Cheslack, Graduate Student, *GSC Representative*

Miranda Dawson, Graduate Student, *GSC Representative*

Jacqueline Valeri, Graduate Student, *IDHR Liaison Representative*

Dr. Suraiya Baluch, *Office of Graduate Education*

Barbara Bolich, *DAPER Administration*

Don Camelio, *Student Support Services*

Dr. Ashley Carpenter, *Office of Graduate Education HQ*

DiOnetta Jones Crayton, *Office of Minority Education*

Joan Fusco, *Human Resources*

Vera Grbic, *Institute Discrimination and Harassment Response Office*

Nina Harris, *Institute Discrimination and Harassment Response Office*

Elizabeth Jason, *Fraternities, Sororities, and Independent Living Groups (FSILGs)*

Maryanne Kirkbride, *Institute Community and Equity Office*

Kate McCarthy, *Student Support & Wellbeing*

Brandon Milardo, *Mind Hand Heart*

Loren Montgomery, *MIT Police*

Kwadwo A. Poku, *MIT Medical*

Rose Poyau, *Violence Prevention and Response*

Christiaan M. Stone, *Lincoln Laboratory*

Jaren Wilcoxson, *Office of the General Counsel*

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 31 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 2022-2023 academic year, the Committee on Sexual Misconduct Prevention and Response monitored implementation of the recommendations from the LGBTQ+ Campus Climate Sub-Committee and monitored the progress of the Educational Interventions Sub-Committee.

Libby Mahaffy and Gabriel Campos, Diversity Equity & Inclusion in Human Resources, attended the CSMPR meeting in February 2023 to provide updates on implementing the LGBTQ+ Campus Climate Sub-Committee’s recommendations in three main areas:

- Staffing & Education Efforts
- Collecting & Interpreting Data
- Creating a Welcoming Space

These efforts are outlined below.

Staffing & Education Efforts

Recommendation	Update (February 2023)
Hire a Full Time Equivalent (FTE) role to assist in supporting and addressing the needs of LGBTQ+ identified employees	HR Diversity, Equity, and Inclusion (DEI) Director was hired in 2021 and is committed to supporting the LGBTQ+ community, along with the LGBTQ Employee Resource Group
Perform an audit of the employee lifecycle for content and actions that exclude and/or communicate a negative bias against LGBTQ+ community members. Once the audit is complete, create a plan to fill gaps and address areas of concern.	Partially in process: see status of recommendation below
Align with hiring process best practices as they relate to LGBTQ+ identities.	In process: Director of HR DEI currently involved in discussions about a new certification for hiring managers to include recognition and awareness of various populations.
Encourage all MIT community members to participate in education around engaging and supporting members of the LGBTQ+ community. A particular emphasis should be placed on employees (staff, postdocs and faculty) who interface with clients and/or students.	<p>Trainings available through HR open enrollment: LGBTQ+ 101: You Are Welcome Here (run monthly and by request); Inclusive Practices for All Genders (frequency TBD)</p> <p>Trainings available through LGBTQ+ Services: LGBTQ+ 101: You Are Welcome Here, other trainings by request for students</p> <p>Required trainings: Preventing Sexual Harassment Training series roll-out 2023/2024 will include a module on LGBTQ+ topics</p>

Recommendation	Update (February 2023)
Ensure that the LGBTQ+ experience is represented in trainings and course syllabi.	In process: The ICEO has recently revived a Training Advisory Group through Molly McInerney, which will assess the DEI training landscape and suggest opportunities for greater alignment. The Teaching and Learning Lab is currently piloting an inclusive instruction audit within three departments in the spring/summer of 2023, which includes LGBTQ+ inclusion.

Collecting & Interpreting Data

Recommendation	Update (February 2023)
Make available to all community members various, timely options for self-identification and re-identification of gender identity and sexual orientation to inform institutional demographics and support resources.	In process—starting with gender identity. The MIT Office of the Vice Chancellor (OVC) has engaged Kate Trimble, Chief of Staff in the OVC, to lead a Gender Identity Working Group (GI-WG) to align the initiatives for students, faculty, and staff. Students: Undergraduate admissions has updated the gender options on their application; graduate student admissions varies by department, all departments have updated language available to them to use. Staff: As of January 2023, the GI-WG sponsors have signed off on the IT request—this is awaiting Vice President of IS&T to assign appropriate resources. All: Institutional Research (IR) updated its gender ID categories in August 2022; The Institute Community and Equity Office (ICEO) is taking sexual orientation up as part of the Strategic Action Plan.
Create and share best practices for inclusive language in survey questions	In process: IR has developed these practices internally, and is working to get them in a format to post to their externally-facing website.
Explicitly state limitations and the interpretative processes of any third-party-generated reports. As much access as possible should be offered to the data, and where not possible should be explicitly explained.	IR may include recommendations on its website.

Creating a Welcoming Space

Recommendation	Update (February 2023)
Provide resources and high-level advocacy for a group that is charged with expanding all-gender restrooms on campus to include multi-stall restrooms as well as ensuring all signage for single-stall	In process: ICEO has its All-Gender Restrooms Working Group. In the summer and fall of 2022, ICEO and the Office of Campus Planning engaged MIXdesign to increase stakeholder buy-in and provide a design template for existing and future buildings.

restrooms has been updated.	
Ensure all future buildings and renovations of current buildings include all-gender restrooms, inclusive of multiple stall designs.	In process: ICEO has its All-Gender Restrooms Working Group. In the summer and fall of 2022, ICEO and the Office of Campus Planning engaged MIXdesign to increase stakeholder buy-in and provide a design template for existing and future buildings.
Increase the profile and resourcing of spaces and the offices that host the spaces that are specifically welcoming of LGBTQ+ community members.	In process: The Cheney Room renovation was completed in February 2023; in 2022 the LGBTQ+ Services office was able to successfully hire an Assistant Director; Women and Gender Services (WXGS) is checking references for the Assistant Director position who is strong in intersectionality; No current changes to the GIB, but Lauryn McNair, Assistant Dean, Intercultural Engagement for LGBTQ+ Women and Gender Services is working with the Alumni Association about identifying potential donors; and You Are Welcome Here trainings partnering with HR has significantly increased the reach to staff.
Ensure that systems for all community members allow for chosen name to appear on MIT ID cards, course rosters, diplomas, and other official documentation in a centralized process that minimizes the number of needed interactions to make the change.	In process: The MIT Office of the Vice Chancellor (OVC) has engaged Kate Trimble, Chief of Staff in the OVC, to lead a Gender Identity Working group to align the initiatives for students, faculty, and staff. Students: MIT ID cards can reflect chosen first name and picture. Staff: MIT ID cards can reflect chosen first name and picture. For other systems, as of January 2023, the GII-WG sponsors have signed off on the IT request—this is awaiting Vice President of IS&T to assign appropriate resources.
Ensure that systems allow for a person’s correct pronouns to be used in communications with (e.g., mass mailings) or about (e.g., course rosters, inclusion on gender-specific mailing lists) them. Pronoun disclosure should be voluntary and via an easily accessible and editable platform.	In process: The MIT Office of the Vice Chancellor (OVC) has engaged Kate Trimble, Chief of Staff in the OVC, to lead a Gender Identity Working group to align the initiatives for students, faculty and staff. Students: Currently determining best list of pronouns Staff: As of January 2023, the GII-WG sponsors have signed off on the IT request. Awaiting VP of IS&T to assign appropriate resources.

The Committee will continue to invite staff from Human Resources DEI office to provide updates on the status of ongoing tasks.

The Educational Interventions Sub-Committee was formed in 2021-22 to review the current educational opportunities (both internal and external to MIT) for people accused of causing harm and develop recommendations on how to best access these resources when someone agrees to engage in educational interventions and/or as part of a resolution process after someone has been

found responsible for violating a policy. The Sub-Committee anticipates completing their work fall 2023 and presenting their recommendations to the CSMPR for consideration late fall 2023/early spring 2024.

Other Committee Activities

The CSMPR began the academic year with a lunch event that included representatives from the four community agencies MIT selected to donate the money from Jeffery Epstein (Boston Area Rape Crisis Center, My Life My Choice, the Urban League of Eastern Massachusetts, and EVA Center). MIT staff, faculty, and senior leaders attended the lunch in September 2022 to learn about the projects and services the funds supported.

The Committee continues to monitor 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*.

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)—presented by Sarah Rankin, IDHR Director
- Annual review regarding Violence Prevention and Response (VPR)—presented by Rose Poyau, Director of Violence Prevention and Response
- Sexual Misconduct Faculty and Staff Climate Survey updates—presented by Jon Schwarz and Greg Harris, Institutional Research (IR) and Sarah Rankin, IDHR
- Clery Crimes and Timely Warnings—presented by Sergeant David O’Connor, Captain Andrew Turco, and Eliana Kafantis, MIT Police
- MIT’s Strategic Plan and next steps—presented by John Dozier, Institute Community and Equity Office (ICEO)
- Pleasure Education program and activities—presented by Charlotte Zelle, Violence Prevention and Response (VPR) and Kyla Tucker, Office of Student Wellbeing
- Status updates on:
 - Faculty, Staff, and Graduate Students three years and above required training plans—presented by Simi Ogunsanwo, IDHR
 - Faculty background check policy—presented by Allison Romantz, Office of General Counsel (OGC) and Liz Cerrato, Human Resources
 - IDHR Data Dashboard project—presented by Vera Grbic, IDHR

Recommendations

1. The CSMPR endorsed the online training module topics that will be developed for the next iteration of the bi-annual training for faculty, staff, and graduate students three years and above: Power Dynamics; Responding to Disclosures, and LGBTQ+ 101: Education, Allyship, and Self-Advocacy.
2. The CSMPR supports the annual training requirement for all undergraduates and will continue to monitor the evaluation data for any needed modifications.
3. The CSMPR supports the IDHR Data Dashboard developed by Institutional Research (IR) and the Institute Discrimination and Harassment Response Office (IDHR).
4. After reviewing the Employee Sexual Misconduct Climate Survey, the CSMPR supports modifying the instrument to enable identifying a survey participant's Department/Lab/Center with a large enough cell size as to protect the identity of the participant.

Committee Work Plan, Academic Year 2023-2024

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

1. Consider and finalize recommendations proposed by the Educational Interventions Sub-Committee.
2. Monitor Federal Title IX requirements and participate in any policy review committees as needed. Anticipate new Federal Title IX regulations to be released AY 2023-2024.
3. Review assessment data of the sexual harassment prevention training for employees and graduate students three years and above.
4. Review assessment data on the required training for all undergraduates to identify areas for improvement or growth.
5. Develop recommendations to respond to the employee (September 2023) and student (April 2024) sexual misconduct climate survey data results.