

Committee on Sexual Misconduct Prevention and Response

Annual Report

August 31, 2020

Prepared by Professor Leslie A. Kolodziejki, Chair

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Committee Membership

Prof. Leslie A. Kolodziejski, Chair, *Electrical Engineering and Computer Science*

Prof. Jacopo Buongiorno, *Nuclear Science and Engineering*

Prof. Lerna Ekmekcioglu, *History Section*

Prof. Sally Haslanger, *Linguistics & Philosophy*

Prof. Katharina Ribbeck, *Department of Biological Engineering*

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

Ms. Madeline Abrahams, Undergraduate Student '20

Ms. Meriah Gannon, Undergraduate Student '22

Ms. Annie Miller, Undergraduate Student '22, *PLEASURE Representative*

Ms. Eesha Khare, Graduate Student, *Department of Materials Science and Engineering*

Ms. Jennifer Madiedo, Graduate Student, *Department of Electrical Engineering and Computer Science, TIXSAC Representative*

Ms. Elizabeth Qian, Graduate Student, *Aeronautics and Astronautics*

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

Ms. Kelley Adams, *Violence Prevention and Response*

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

Dr. Suraiya Baluch, *Office of Graduate Education Grad Support*

Ms. Barbara Bolich, *DAPER Administration*

Mr. Don Camelio, *Residential Life Programs*

Dr. Ashley Carpenter, *Office of Graduate Education, Diversity Initiatives*

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

Ms. Abigail M. Francis, *LBGTQ+ Services*

Ms. Raquel Irons, *Human Resources*

Ms. Maryanne Kirkbride, *Mind Hand Heart Department Support Project*

Ms. Kate McCarthy, *Student Support and Wellbeing*

Ms. Loren Montgomery, *MIT Police*

Mr. Kwadwo A. Poku, *School of Architecture and Planning*

Ms. Sarah Rankin, *Institute Discrimination and Harassment Response Office*

Mr. Christiaan M. Stone, *Lincoln Laboratory*

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

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

Ms. Bianca Kaushal, *Acting Staff to the Committee*

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 32 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 2019-2020, the Committee on Sexual Misconduct Prevention and Response embarked upon two significant efforts: (1) a recommendation to the Institute for the disbursement of an \$850,000 donation to benefit survivors of sexual assault, and (2) the creation of a menu of options to be used to continue sexual misconduct prevention training to graduate students, postdoctoral associates, staff and faculty. Although the committee worked exclusively on the first effort through much of the fall semester and IAP, a number of committee members collaborated with other key campus leaders in the development of a new set of trainings identified as *Preventing Sexual Harassment, AY20*. At the same time, on-going, or continual, training of the undergraduate body was recommended by CSMPR previously, and MIT thus extended sexual misconduct training to sophomores, and will ultimately be extended to undergraduates in each of their four years of study at MIT. A summary of these activities is provided below.

1. Selection of Nonprofits to Receive \$850K MIT Donation

In the early part of the fall 2019 semester, the CSMPR was requested¹ by MIT's President Rafael Reif to determine how to disburse the \$850,000 received from Jeffrey Epstein. MIT committed to contribute an equal amount to nonprofits benefiting survivors of sexual abuse. Importantly, recommendations were requested by the end of the calendar year. The CSMPR used three monthly meetings for full member discussion including November and December, 2019 and January 2020. Outside of the committee meetings, members were asked to talk with their constituents, their colleagues and coworkers; they were asked to conduct their own research to suggest organizations to consider and to offer their opinions regarding organizations under consideration. Organizations were suggested to the CSMPR by MIT community members and by CSMPR members, and through external solicitation to the senior leaders of MIT and to the chair of CSMPR. MIT leaders in the Division of Student Life, Violence Prevention and Response and the Title IX Office also made suggestions based on their knowledge of organizations working in the area of interest.

The November committee meeting focused on identifying the values, consistent with MIT's values, which should be used to guide decisions. The discussion was rich with comments, with ideas, with member agreements and with individual thoughts. CSMPR members were eager to contribute and attendance was appreciable with 85% of CSMPR members attending, along with the Special Advisor to the President and the Associate Provost of the Institute Community and Equity Office (ICEO). The values that resonated with the committee are as follows (in no particular order): (1) the funds should directly impact victims of Jeffrey Epstein, (2) the funds should provide impact and make a meaningful contribution to the organization, (3) the \$850K should be the start of MIT's effort to make a difference in this troubling and horrific societal problem, (4) both well-established organizations and smaller burgeoning organizations should be considered, (5) the recipient of the funds should address the original intent of MIT's donation (to support victims of sexual assault by offering support services and addressing sex trafficking as examples, and not lobbying for example), (6) the organization considers both prevention and response, (7) MIT should use caution in framing the final decisions so as to avoid re-victimization, and (8) finally, the committee

¹ <https://news.mit.edu/2019/mit-announces-updates-fact-finding-reviews-external-engagements-1031>

considers \$850,000 as a large sum of monies and strives to make wise decisions on disbursement of the funds.

The December meeting reminded committee members of the guiding principles for decision making and began looking at the appreciable number of organizations that were brought forth from community and committee recommendations. The number (36 in total), along with the diversity, of organizations suggested the following categorization: (1) local organizations, (2) global or national organizations, (3) organizations that target underserved populations, and (4) an organization that directly provides support to the victims of Jeffrey Epstein. Using the guiding principles, 18 organizations were ultimately considered for possible donation.

The committee gathered data on all of the 18 organizations and presented that data for consideration by all members of CSMPR. Following a period of review, a survey was administered to the committee membership to gather information regarding their opinions of which charities should be funded with a MIT donation. An extensive survey asked members to offer any concerns regarding any of the 18 organizations. The survey asked for each member to rank-order the organizations listed in the four categories. The survey asked for organizations to be divided into (i) organizations to be funded, (ii) organizations to receive no funding, and (iii) organizations about which committee members offered a neutral or unsure response. Seventeen committee members (61%) offered their opinions and concerns.

The committee members rank-ordered all organizations that were added to the category of “provide funding” with all 18 organizations included in the ranking. The committee discussed these survey data and rankings at their January 2020 committee meeting; those in attendance (18 members) agreed unanimously to the final selection of four organizations to support and also to the amount of the donation to each charity. [Note: The total amount of the donation was changed from \$800,000 to \$850,000 subsequent to the committee’s January meeting following release of the fact-finding report.]

The CSMPR recommended four organizations to receive the following monies to support their efforts in aiding victims and survivors of sexual assault and to affect the serious societal impact of sex trafficking. The organizations and corresponding donation amounts are provided below.

Organization	Website Address	Amount of Donation
Boston Area Rape Crisis Center	www.barcc.org	\$250,000
EVA Center, Casa Myrna	www.evacenter.org	\$250,000
My Life, My Choice	www.mylifemychoice.org	\$250,000
Urban League of Eastern MA	www.ulem.org	\$100,000

Additionally, the committee recommended that [Community Giving at MIT](#) add these four organizations to their list of charities for faculty and staff to also contribute, similar to the manner that community members donate to the United Way, our Community Service Fund or other charities of their choice. To augment the impact of MIT's donations to these four organizations, CSMPR proposes highlighting them on the Community Giving web pages and in the annual drive communications. For community members desiring to make a difference with this issue in general, or at this inflection point in particular, promoting the use of these excellent existing programs fosters community engagement and provides additional support to these worthy organizations supporting survivors of sexual assault.

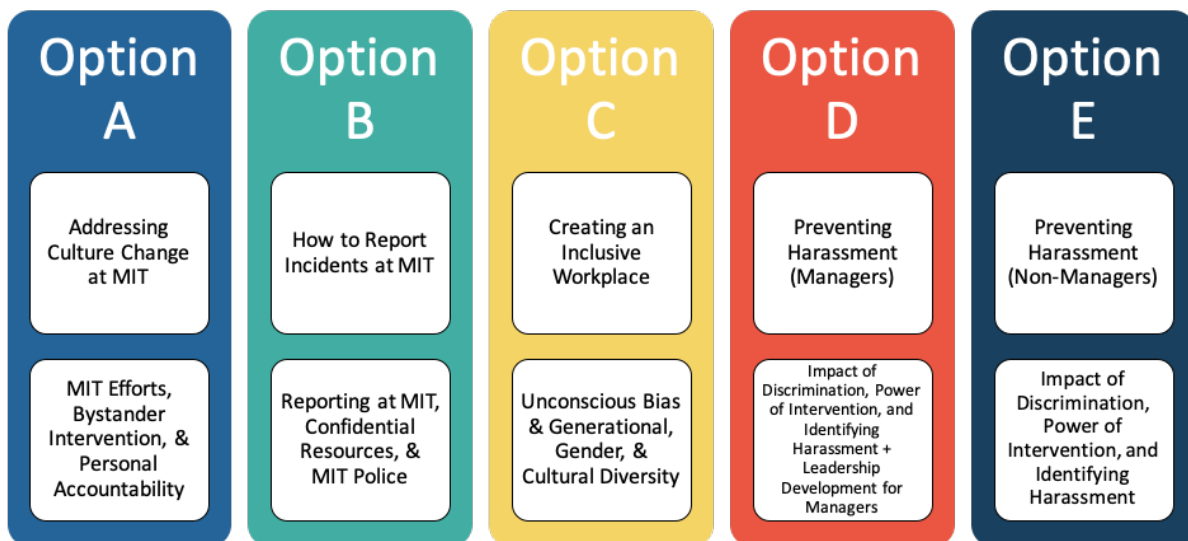
2. Ongoing Education for Faculty, Staff, Postdocs, and Graduate Students Update

In the 2018-2019 academic year at MIT, a proposal² was advanced to offer a ‘menu of options’ to satisfy a 2016 CSMPR recommendation for biannual training for faculty, staff, and graduate students. The CSMPR, along with campus partners, 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 request to the MIT community, to complete the training, was scheduled for April of spring 2020. However, due to the Coronavirus pandemic that gripped the US in early March, and the immediate and necessary transition to online and remote work at MIT, the *Preventing Sexual Harassment* training was postponed. Tentatively, the *Preventing Sexual Harassment* training is now scheduled to launch in November of 2020, and will be required for all groups to complete by May of 2021 (however, the current plan may be modified further depending on the evolution of the pandemic and its effects on campus).

Two major changes were made to the options in *Preventing Sexual Harassment AY20* since the 2018-2019 CSMPR Annual Report:

1. Option D Replaced: The EverFi Booster (referred to as Option D) in the 2018-2019 annual report was replaced by new options D & E that are in-depth training focused on preventing harassment for managers and non-managers. These courses were not available when the initial CSMPR working group reviewed available training options. The CSMPR felt that these new offerings were more engaging and valuable in comparison to the original selection.
2. In the 2018-2019 annual report, the CSMPR planned to also offer in-person workshops to satisfy the requirement for biannual training. This has been paused due to in-person safety concerns with the COVID-19 pandemic. Instead, an evaluation question for the online trainings will ask if individuals are interested in participating in in-person training once it is safe to do so again and a mailing list will be created to inform members of the community of training opportunities as they arise.

The menu options of *Preventing Sexual Harassment AY20* and brief descriptions of the content they cover are included below:



² See CSMPR Annual Report, 2019 at <https://idhr.mit.edu/our-office/CSMPR>

The CSMPR would especially like to thank the members of the community who participated in developing content and filming videos for Options A and B including President Rafael Reif, Provost Martin Schmidt, Chancellor Cynthia Barnhart, Vice President of Human Resources Ramona Allen, Associate Provost Timothy Jamison, Vice President of Student Life Suzy Nelson, Sean Durst, Professor Maria Yang, Chris Bourg, Libby Mahaffy, Professor Paula Hammond, Judi Segall, Nick Diehl, Jason McKnight, Meg Chuhra, Kelley Adams, Sarah Rankin, Bianca Kaushal, the team at Audio Visual Productions, and members of the Institute Discrimination and Harassment Response team.

3. 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. The Sexual Assault Prevention-Ongoing booster course was deployed alongside the Diversity, Equity, and Inclusion online course for sophomores in the fall semester of 2019 with 1140 sophomores completing the mandatory trainings. A course for juniors will be deployed in the upcoming fall semester of 2020. The plan is to also deploy a module for seniors in the fall semester of 2021 as it becomes available through EverFi, ensuring that there is continuous refresher content for undergraduate students throughout the duration of their studies at MIT.

Additionally, the CSMPR underscores its recommendation to create a working group dedicated to developing a strategic plan for how to engage undergraduate students in topics of sexual assault prevention, bystander intervention, and culture change through in-person, intact community level initiatives and educational opportunities.

Other Committee Activities

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

- Annual review regarding Title IX and Bias Response Office, led by Sarah Rankin, Institute Title IX Coordinator
- Annual review regarding Violence Prevention and Response, led by Kelley Adams, Director of Violence, Prevention and Response
- Update from National Academies Science, Engineering and Medicine Consensus Report on Sexual Harassment MIT Response Group, led by Alyce Johnson and Maryanne Kirkbride (Leadership and Engagement Working Group), Libby Mahaffy and Sarah Rankin (Training and Prevention Working Group), Marianna Pierce (Policies and Reporting Working Group) and Mark DiVincenzo (Academic and Organizational Working Group)
- Review of the outcome of the American Association of Universities 2019 Campus Climate on Sexual Misconduct Survey, led by Jag Patel, Chancellor's Office
- Update on new activities and transition of Title IX and Bias Response Office to Institute Discrimination and Harassment Response Office, led by Sarah Rankin
- Progress Report regarding on-going trainings for undergrads at MIT, led by Bianca Kaushal, Title IX Education Specialist
- Progress report regarding on-going trainings for grad students/staff/faculty, led by Sarah Rankin, Institute Title IX Coordinator

- Outcome of Theater Delta Community support events offered to Electrical Engineering and Computer Science, led by Professor Leslie Kolodziejski
- Update regarding the Institute Community Equity Officer search and plans, led by Associate Provost Professor Timothy Jamison, Office of the Provost
- Update regarding Mind Hand Heart Departmental Support Project and departmental climates, led by Maryanne Kirkbride
- Progress report regarding annual prevention initiative in DAPER, led by Barbara Bolich, DAPER Administration
- Update regarding MIT 2020 Quality of Life Survey with comparison to prior Quality of Life surveys, led by Professor Amy Glasmeier and Dean Ken Goldsmith, Co-Chairs MIT Council on Family and Work

Recommendations

1. Through the work of the CSMPR, initial, or orientation, training has been implemented for the entire MIT community (undergraduate and graduate students, postdoctoral associates, staff and faculty) to educate all community members in the prevention of sexual harassment. This academic year, additional or on-going training was implemented for the sophomore class of undergraduates. Through the work of the CSMPR, on-going training was recommended for the entire community and in this past academic year, the *Preventing Sexual Harassment AY20* menu of training options is now ready to be deployed. Additionally, beginning in fall 2020, the junior class of undergraduates will receive their third training on sexual misconduct prevention. The CSMPR recommends that the new training to be mandated for completion to all graduate students, postdoctoral associates, staff and faculty in the upcoming AY2020-2021. Depending on an individual's prior knowledge and interests, five training options are available offering a greater breadth of education in the important topic of sexual misconduct prevention and response. Additionally, in AY2021-2022, a fourth training is recommended for the senior class of undergraduates. The undergraduate student body will thus be trained in each of their four years of study on the topic of preventing sexual harassment.
2. A working group should be created and charged with addressing in-person training of the MIT community: what kind of training is needed and wanted, who will complete the training, what is the frequency of offering in-person training, and what is the cost to deliver the training. Finally, assessment and tracking of the in-person training is important to consider.

Committee Work Plan, Academic Year 2020-2021

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

1. Extend invitation to Institute Community Equity Officer John Dozier to understand current and planned activities of the MIT Institute Community and Equity Office.
2. Consider ways and manners to consolidate institute resources and improve visibility of such resources to the community.
3. Continue discussions with relevant campus groups, including the Committee on Discipline, Police, Ombuds, MIT Medical, and student-led groups.

4. Determine ways for CSMPR knowledge and impact to have more outreach to other entities/groups on campus.
5. CSMPR will engage with the four working groups created as part of the campus response to the National Academies Science, Engineering and Medicine Consensus Report on Sexual Harassment. The working groups are: Leadership and Engagement Working Group, Training and Prevention Working Group, Policies and Reporting Working Group and Academic and Organizational Working Group.