Ethics and Misconduct Learning
Community Meeting

April 29, 2024
Welcome!

*Please make sure you name, affiliation, and pro-nouns are included in your Zoom name

Chat Opening Question: What was your dream job when you were a child?

**Agenda**

1) 10 minutes – Introduction, Overview and Reflection: 2024 Convening on Bullying and Harassment, hosted by the Doris Duke Foundation
2) 5 minutes - Logic Model: Brief Description
3) 15 minutes - Breakout groups: Like, Change, Add Activity
4) 10 minutes – Share & Discussion
5) 15 minutes – National Meeting
6) 5 minutes – Next Steps
2024 Convening on Bullying and Harassment

Program objective:
explore ways in which funders can prevent and address inappropriate behaviors, including bullying, harassment, and discrimination, both independently and in partnership with other sectors.
Target audience

Attendee categories

- Trainees: 11.5%
- Policy makers: 7.7%
- Government: 11.5%
- Academia: 7.7%
- Non-profit: 61.5%
Understanding the problem

Making change through cross sector partnerships

- Heard examples of cross-sector collaborations that aim to address large, sector-spanning issues related to research culture and research environments

Lessons learned and recommendations from existing policies

- Heard lessons learned and recommendations for funders to consider as they work to develop policies, practices, and resources to prevent or address toxic behavior

Working session: Developing a theory of change

- Participants began working on a theory of change to address the following goal

- Funding organizations contribute to and support culture, systems, and practices that prevent and address bullying and harassment in research environments.
Funder Coalition Against Bullying and Harassment in Research

**Resources & Investments**
- Staff time: agency level commitments & coalition program staff
- Technology: database, webpage, communication platforms
- Funding support: Travel, convening, staff, web development

**What is done**
- Convening cross-sectors
- Researching and sharing knowledge
- Supporting research on strategies and interventions that target bullying and harassment
- Designing award related templates and shared language
- Developing standards of ethics for grantees
- Developing a consensus strategy for funders
- Identifying supports for harassment
- Identifying avenues/times/opportunities for environmental assessments

**Activities**
- Established definition of bullying and harassment
- Research on impact of harassment on workforce and science
- Templates
- Presentations & webinars for funder use
- Roadmap for navigating bullying harassment for funders
- Developed privacy reporting process and/or reporting service
- Developed resource library, listserv
- Establish network of ongoing and existing efforts

**Outputs**
- Knowledge
  - Increased awareness of issue and reporting navigation (Researchers, Funders, ??)
  - Documentation of research on successful strategies & practices
- Implementation
  - Identification of bullying harassment
  - Templates by funders
  - Consistent language and policies are used across funders

**Immediate Outcomes**
- Policies
  - National reporting and protection processes between funders and institutions
  - Recognizing positive work culture
  - Transparency of policies and practice
- Practices
  - Climate surveys conducted at institutions (accreditation)
  - Expanded support by other funders and institutions
  - Support of anti-harassment practices at institutions

**Intermediate Outcomes**
- Systems
  - Alternative paths to action (funder driven)
  - Increased institutional and funder accountability
  - Established practice of sharing across stakeholders
  - Promotion and tenure decisions include mentoring criteria
- Culture
  - Success is not linked to single person (mentor, chair, etc.)
  - Empower those targeted (power shift)
  - Promotion of inclusive research environments
  - Collaboration across sectors

**Long-Term Impact**
- Changes in knowledge & skills
- Changes in behavior, practice & policies
- Changes in conditions, organization, etc.
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What would be the goal of a national meeting? How would it help you as a funder?

What might be some anticipated outcomes?

Who might you envision attending?

What would you hope for after the meeting?