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

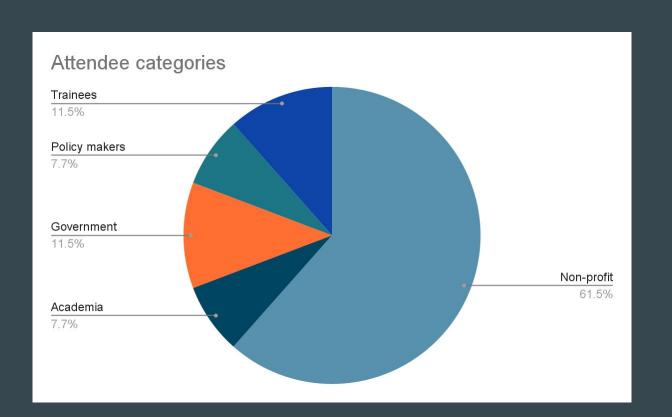
- 1) 10 minutes Introduction, Overview and Reflection: 2024 Convening on Bullying and Harassment, hosted by the Doris Duke Foundation
- 2) 5 minutes Logic Model: Brief Description
- 3) 15 minutes Breakout groups: Like, Change, Add Activity
- 4) 10 minutes Share & Discussion
- 5) 15 minutes National Meeting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



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.

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Input

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

Activities

- Convening crosssectors
- 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/opport unities for environmental assessments

Outputs

- 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 and harassment for funders
- Developed privacy reporting process and/or reporting service
- Developed resource library, listsery
- Establish network of ongoing and existing efforts

Immediate Outcomes

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
- Consistent language and policies are used across funders

Intermediate 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 antiharassment practices at institutions

Long-Term Impact

Systems

- Alternative paths to action (funder driven)
 Increased institutional
- 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

Resources & Investments

What is done

Tangible results or materials

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?