

# BEST PRACTICES TO CREATE A PROACTIVE CULTURE

## STRATEGIES AT THE DEPARTMENT LEVEL

An ounce of prevention is worth a pound of cure  
– Ben Franklin



# DISCLOSURES

No relevant commercial interests to disclose at this time.

# INTRO

What is a proactive culture?

Prepare

Prevent

Respond

Transform

Maintain

# PREPARE

Know your university policies

Understand the nuances of harassment...it isn't always obvious

It happens in your department and it happens in mine

*“If there is a denial of the problem, then there is no path forward to fixing it.”* – from Erin Thomas, a partner at Paradigm, a consulting firm that focuses on diversity and inclusion.

# PREVENT

Cultivate a zero tolerance policy – lead by example (even behind closed doors)

Know your department's climate

Don't assume everyone knows what you mean by harassment

Call out inappropriate behavior as it occurs; addressing the issue immediately

Work towards gender parity at all levels of power

# RESPOND

Every accusation has to be investigated (within the process/policies of your institution)

Act quickly

Protect the accuser from retaliation

# TRANSFORM

Create an environment of  
psychological safety

Engage faculty and staff

Understanding recidivism

Wellness is important

Do not overlook trainees

Invest in professional  
development

# MAINTAIN

Continually refresh and reassess

An annual checklist style training does not suffice

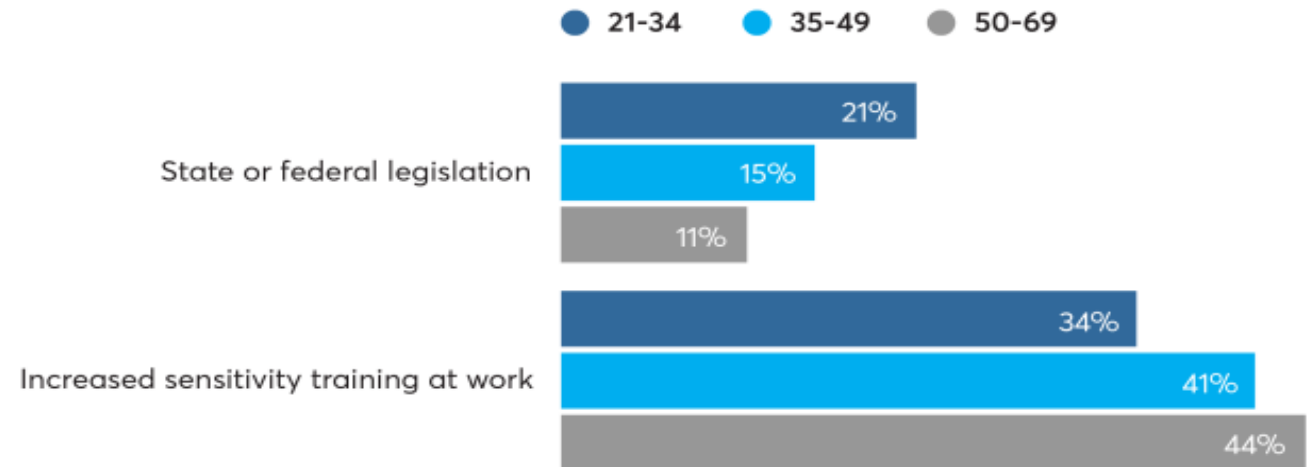


# WHAT IF WE DON'T MAKE CHANGES...

The next generation is likely to be less tolerant of demonstrative efforts and more likely to pursue alternative means for adjudication.

## Millennials are more supportive of government intervention, more dismissive of sensitivity training

Perceived solutions to prevent workplace sexual harassment, by age



Notes: Respondents were asked to select from a list of 6 potential solutions for changes needed to prevent exual harassment. Not all choices are shown. Respondents could select more than one choice.  
Source: "Sexual Harassment in the Professional Workplace," a SourceMedia Research survey, Feb.-Mar. 2018

## QUESTIONS OR FEEDBACK....

*We rise by lifting others. We fall when we push others down or hold them back and keep them from reaching their full potential.*

– Robert Ingersoll