BEST PRACTICES TO CREATE A PROACTIVE CULTURE

STRATEGIES AT THE DEPARTMENT LEVEL

An ounce of prevention is worth a pound of cure
– Ben Franklin
No relevant commercial interests to disclose at this time.
What is a proactive culture?

Prepare

Prevent

Respond

Transform

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