

To: SSSP Board Members
From: Sarah Jane Brubaker, Chair
Date: June 29, 2022

Report from the Anti-Harassment Committee

The anti-harassment committee met virtually five times this past year, and conducted many conversations via email. We accomplished several tasks as described below.

Members

Continuing

- Sarah Jane Brubaker, Chair
- hephzibah strmic-pawl
- Wendy Simonds
- Adriana Bohm
- Alycia Wright

New

- Meghna Bhat

Reports

The committee received no reports of violation of the anti-harassment policy this year.

Climate Survey

The committee designed and administered a climate survey to solicit feedback from members regarding their experiences with harassment and recommendations for the committee's work. The survey was sent to all members and data were collected between October 19, 2021 - November 2, 2021. We received 113 responses to the survey and shared the findings with the membership in a report in early December 2021. We also incorporated many of the findings into examples for the Annual Meeting app (see below). Our hope is to conduct the climate survey on an annual basis.

Anonymous Reporting

The committee has added an anonymous reporting option to our violation reporting process to accommodate those who may be reluctant to identify themselves or others. This had been incorporated into the policy and updated on the website in two locations (on the main page here: <https://www.sssp1.org/> and on the Annual Meeting Information page here: <https://www.sssp1.org/index.cfm/m/879/index.cfm/m/879/pageID/2318/>).

Annual Meeting

The committee is implementing a number of strategies to further awareness of the anti-harassment policy, and to work toward a culture of respect, at the annual meeting including the following:

- ribbons identifying anti-harassment committee members
- ensuring that a committee member representative attends each major event
- including a reminder about the policy with links to policy and examples
- placing a flip chart at the registration table where people can share examples of harassment

Ombudsperson and Investigator

The committee has been informed that both our ombudsperson and external investigator who had contracted with the SSSP have left their positions and are no longer available. We are in the process of identifying replacements.

I would like to thank Hector, Michele, Rachel and Kelsey for their support and assistance this year and to thank all the members of the committee for their diligent and thoughtful work on this important topic, which we all view as critical to the mission of SSSP.

Respectfully Submitted,



Sarah Jane Brubaker, Chair, (on behalf of Adriana Bohm, Wendy Simonds, hephzibah strmic-pawl, Alycia Wright, and Meghna Bhat)