

**Year 2 Public Description of Work for
Action Collaborative on Preventing Sexual Harassment in Higher Education**

Baylor College of Medicine

**A New Approach to Understanding Our Community: EAB Climate
Survey for Learners**

Relevant Rubric Area(s):

Evaluation: Measuring the Prevalence of Sexual Harassment

Description of Work:

It is the Baylor College of Medicine's responsibility to provide a safe, supportive environment where learners can achieve academic success and personal growth. BCM has not conducted a climate survey since 2016 and felt the need to reincorporate this type of data for the office's evaluation and progression. The purpose of the survey was to assess the knowledge, perceptions, and experiences of Baylor learners in relation to Title IX and diversity, equity, and inclusion. The scope of the survey was expanded to include diversity, equity, and inclusion items in 2020.

EAB, formally known as the Education Advisory Board, partners with education leaders, practitioners, and staff to accelerate progress and drive results. The EAB Campus Climate Survey Instrument assesses students' perceptions of and experiences with diversity and inclusion and/or campus sexual violence. The Campus Climate Survey instrument was developed by the Education Advisory Board (EAB), a best practice research, technology, and data-enabled enrollment services firm located in Washington, DC. Baylor College of Medicine is a member of EAB's best practice research services, which provides its partner executives with expert advice and innovative strategies and practices—tested and proven to work by their peers at other universities across the country—for tackling their most pressing issues.

EAB designed the Campus Climate Survey Template Instrument to assist partner institutions with the significant challenge of collecting systematic information about students' experiences, attitudes, and behaviors with respect to diversity, inclusion, and sexual violence on campus. Baylor College of Medicine customized EAB's template instrument as appropriate for the institution's context and goals. To design the EAB Campus Climate Survey, researchers conducted an extensive literature review that included empirical research studies, relevant legislation, existing surveys, White House task force and Department of Education guidance, and news articles about the most current issues related to diversity, inclusion, and sexual violence across university and college campuses in the U.S. and Canada.

The Office of Title IX has recently expanded to include a Deputy Title IX Coordinator and Title IX Investigator. As a new fixture in the Baylor community, we sought to better understand

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students' perceptions, experiences, identify strengths and areas for improvement, and measure progress between the 2016 data and this year's data. The survey was distributed by the Provost's office to all BCM learners, and Survey Monkey was used as the platform for which the survey was housed.

The dissemination of the climate survey is consistent with the Evaluation Rubric as it is our method of choice to monitor the climate of our community on an ongoing basis. Due to the low participation in our survey we did not have sufficient data to fuel an action plan. As we compare our data from years past, we hope to implement climate surveys more frequently. Specifically, we hope to implement them annually to ensure we are closing any gaps and exceeding all goals we create due to the data we receive.

The status of our climate survey is complete. It was issued on April 27th, 2021, and closed on May 18th, 2021. The results were drafted and presented to stakeholders in November 2021. BCM is evaluating the success of the survey by the results we have received, unfortunately our participation was lower than expected. Dropping from 15% to 13%, BCM found that in order to accurately form an action plan for our growing population, we will work to gain better participation.

Based on the limited data from our climate survey, we have made some positive first steps in understanding under-represented groups as we have made some efforts to widen our demographic options. Since our expansion, the Office of Title IX has worked tirelessly to become more visible for our BCM community, and the impact of our efforts was proven in the increase of participants who stated they knew where they could find confidential resources and where they can file a report of harassment/discrimination. There was also an 80% of participants who understand and know where to access BCM harassment and discrimination policies.

During the creation, implementation, and evaluation of the climate survey, the office has included key stakeholders, including the President/CEO, the Vice Presidents of Human Resources and Communication, the Provost's Office as well as the Office of Diversity, Equity, and Inclusion. We solicited their feedback on the appropriate commencement of the survey and addressed any additional concerns or questions they may have had. In the future, we hope to have more engagement in the survey. We hope to launch more marketing strategies in the upcoming year to garner more learner participation.

Website for further information (if applicable):

<https://www.bcm.edu/education/academic-faculty-affairs/academic-policies/title-ix-and-gender-discrimination>

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