

**Year 3 Public Description of Work for  
Action Collaborative on Preventing Sexual Harassment in Higher Education**

**Baylor College of Medicine**

**Visibility and Transparency Efforts Manifests into “Prevention Week”**

**Relevant Rubric Area(s):**

Improved Communication and Increased Transparency

**Description of Work:**

Baylor College of Medicine's responsibility is to provide a safe, supportive environment where learners can achieve academic success and personal growth. In 2021, the Office of Title IX implemented a climate survey to understand better students' perceptions, and experiences, identify strengths and areas for improvement and measure progress. 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 could file a report of harassment/discrimination. 80% of participants also understand and know where to access BCM harassment and discrimination policies.

With this knowledge, the office decided to continue with the goal of visibility to enhance the knowledge of policy for the community. As a new effort, the office designed and implemented “Prevention Week.” Through our prevention and outreach endeavors, we hoped to empower campus community members to join us in this mission. Prevention week is a time to increase support for our community while providing necessary education and resources. In an effort to educate and be more transparent, a fundamental event for Prevention week was the “Prevention Talk” which was a question and answer discussion. This discussion allowed for

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community members to join a Microsoft Teams meeting and have a candid conversation, allowing the Office of Title IX to answer any questions the community had. This talk ensued for an hour during the business day and allowed for participants to ask the question via video or via the chat option where they can type their questions.

Prevention Talk provided us the opportunity to clearly communicate to our BCM community who we are, where they can submit a report, and what specifically is necessary to report for our office. It also provided us an opportunity to discuss what our process looks like for a better understanding once we receive a report. Another significant event during Prevention Week was our resource fair, this fair was an hour and a half long and hosted via zoom. The resource fair allowed community members to log into zoom and witness presentations of the many organizations at Baylor as well as within the Houston community. As a result of Prevention Week, we have a surplus of organizations who request to be included in the next resource fair. Increasing our partnerships strengthens the support we can provide to our BCM community members. Although the week was beneficial for outside participants, the Office of Title IX did note a lack of participants that were BCM community members. During the post-event meeting, participation was lower than expected, thus creating the goal of a marketing plan to get more of our community members involved.

**Website for further information (if applicable):** <https://www.bcm.edu/education/academic-faculty-affairs/academic-policies/title-ix-and-gender-discrimination>

**Point of Contact Name:** Tanée Newby

**Email Address for Point of Contact:** [tanee.newby@bcm.edu](mailto:tanee.newby@bcm.edu)