

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

UT Southwestern Medical Center

**Increased Visibility of Resources Available - Creating a More Aware
Climate**

Relevant Rubric Area(s):

- Improved Communication and Increased Transparency; Leveraging the strengths of distinct stakeholder groups and creating partnerships between them

WISMAC (Women in Science and Medicine Advisory Committee) pushes to increase the Transparency and distribution of the Title IX Process and additional resources available to the UT Southwestern Medical Center Community.

In June of 2022, The Women in Science and Medicine Advisory Committee (WISMAC) met with the Title IX office's Assistant Vice President who provided an extensive presentation of the Title IX process, the different avenues UTSW Staff/Faculty/Students can take to report, and some statistics on reporting within the last year. From this meeting the Committee suggested ideas that could help enhance the transparency of the Title IX Process and additional ways to help our UTSW community feel supported if they report:

1. Ensure the investigations of allegations and resulting decisions are conducted by people outside of the Dean's Office and UTSW Leadership to avoid conflict of interest and strengthen confidence in the process
2. Provide additional education around campus in the form of standalone town halls, marketing campaign around campus with Title IX information, and enhancing transparency on how the process works and how parties are protected during investigations.
3. Finally, the committee suggested communicating other forms of support that the Title IX office can offer ad in psychological, psychiatric and/or legal help that the office can provide.

Next Steps: The Committee is working together with the Title IX Office to implement updates to their Title IX website to highlight the avenues and resources available to our Faculty, Students, and Staff. They are moving forward with meeting to discuss what feedback the Title IX office receives from the UT Southwestern Medical Center Community and provide examples of how to clean up their website so that it is easier to read and user friendly.

Website for further information (if applicable):

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