

2023 Public Description of Work for Action Collaborative on Preventing Sexual Harassment in Higher Education

Icahn School of Medicine at Mount Sinai

Gender Equity Action Teams (GrEAT): The Next Phase of Building Gender Equity Together (BGET)

Relevant Rubric Area(s):

- *Leveraging the strengths of distinct stakeholder groups and creating partnerships between them*
- *Leadership Education and Skill Development*

Description of Work:

1. **Purpose and goals** (including how the work relates to a Rubric area and thus relates to the findings and recommendations of the 2018 NASEM report);

In 2022, the Icahn School of Medicine at Mount Sinai's (ISMMS) Office of Gender Equity in Science and Medicine (OGESM) launched the Building Gender Equity Together Facilitated Dialogues Initiative (B-GET), bringing stakeholders from across the institution together to identify tangible initiatives for fostering gender equity. The description of the B-GET initiative, including the purpose and goals, can be found in [this 2022 description of work](#). In the last phase of the B-GET initiative, we shared community-generated suggestions and initiatives with ISMMS senior leaders to develop three Gender Equity Action Teams (GrEAT) comprised of students, staff and faculty from across the institution that would work to operationalize and pilot these ideas in the institution.

The GrEAT program grew out of the initial B-GET initiative. Each GrEAT workgroup (described further in #2, below) is led by two co-leaders who applied to help facilitate the workgroups, ensuring that the proposed interventions are moving forward. Members of the GrEAT workgroups also applied to participate in this program and ranked the workgroups they were interested in participating in. During the application process, we asked candidates to share the skills they would be able to lend to the workgroups as well as their self-perceived [compass work style](#) (North – action; East – vision; South – empathy; West – analytical). Group members and their leaders were reviewed to ensure all work styles were represented in each workgroup, a nod to the goal of leveraging strengths of distinct groups and fostering partnerships in these spaces. Co-leaders of these GrEAT workgroups will receive virtual skills-based training (e.g., human-centered design, prototyping and innovating, data analysis, communication, etc.) and be a part of a powerful community of changemakers.

Our goal is that co-leaders and workgroup members will apply the skills they learn to ensure successful implementation while tracking progress to share with the larger school community.

The purpose of this work is to a) bring a diversity of stakeholders together from across the school community to work collaboratively on b) advancing the solutions identified in #2 (below) that have implications for gender equity and other areas of the Action Collaborative rubric.

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2. What you did and how it was done

In early March 2023, we announced that we were looking for Gender Equity Action Team (GrEAT) leaders who would receive training in effective practices for catalyzing successful micro-interventions, and GrEAT workgroup members who would help operationalize and implement a first round of interventions. We invited faculty, trainees, students, and staff of diverse backgrounds to learn how to mobilize forward movement on emerging ideas, encouraging people with growth mindsets to join us.

The three interventions people could register to support include:

- Build awareness of existing family-friendly policies and resources.
- Develop priority metrics for departments to track gender representation.
- Implement a campaign that normalizes and celebrates leaders with caregiving responsibilities who leverage their benefits.

We received over 50 applications. After a series of interviews for co-leaders and a review of the applications for skills and workstyles, we developed three teams with 2 co-leaders and a total of 15 members each. We held a kick-off meeting in early May that was required for all co-leaders and optional for members. At this in-person kick-off meeting, we reviewed some elements of human-centered design for change and discussed next steps for getting the teams off the ground. Workgroups are beginning to coordinate their first meetings and to set up ongoing weekly meetings to operationalize and implement the micro-interventions described above over the next 3-6 months.

3. How the work is new:

This is a new initiative built out of the B-GET initiative that we began last year.

4. Current status of the work:

A plan has been developed and is being implemented; the three workgroups will be meeting in the next two weeks to identify their SMART goals for piloting. They will be piloting their interventions for the next 3-6 months. In September, there will be a formal check-in with senior leaders at ISMMS to share updates on the GrEAT initiative and identify next steps.

5. Plans for evaluating the success, effectiveness, and/or impact of the work

In addition to having each of the workgroups identify a SMART goal and evaluation plan for identifying success of their pilot, we will be creating a process evaluation to understand the process of the GrEAT initiative and its value amongst the stakeholders involved.

6. Next steps for the work

The GrEAT workgroups will be meeting on a weekly basis to advance the work, with work done in between meetings. The co-leaders will be attending forums with one another and leaders of

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the GrEAT program from the Office of Gender Equity every three weeks to troubleshoot and engage in concrete skills development. We will continue to work with the Center for Transforming Culture as a consultant on this project.

Website for further information (if applicable): <https://icahn.mssm.edu/about/gender-equity>

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