

Division of Mathematical and Physical Sciences

Statement about Sexual Harassment and Aggression and Creating An Equitable, Inclusive Educational Environment for All

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As Dean, I am committed to creating an equitable and inclusive educational environment for all. Events on campus this past fall heightened awareness of sexual harassment and aggression. These events generated a renewed determination in many members of the Division to improve policies and procedures to prevent, stop, and remedy sexual harassment and aggression, and to address the broader goal of an improved educational environment overall. Going into 2016, I invite all in the Division to join me in catalyzing constructive change both in our departments and on campus. I will both support and initiate efforts in our Division to:

1. Build community with a shared value of increasing equity and inclusion
2. Prevent harassment and facilitate open communication about professional conduct
3. Deal with any harassment infractions speedily and effectively

To accomplish these goals, during this upcoming semester, I intend, in collaboration with my Assistant Dean Colette Patt, to:

- Invite and consider the range of views and ideas expressed across the Division about better ways to tackle sexual harassment and aggression and to promote a more equitable and inclusive environment
- Gather best practices and activities already being developed in MPS departments, and collect best practices from other institutions, in order to identify and implement specific improvements to our policy and practice
- Establish a Division-wide advisory board of students, postdoctoral fellows, staff, and faculty to assist in collecting information, analyzing, and translating ideas into action; and communicate within our MPS community about our progress toward addressing sexual harassment and improving the environment over the course of the coming year
- Identify and act on specific improvements to policy and practice that already are within our purview, especially ways to prevent further harassment or aggression, protect the community from further violations, protect those who have been affected by harassment from retaliation, and provide them with assistance and timely remedies
- Work with campus offices to offer better sexual harassment education of all supervisors, including faculty, staff, and students, aimed at prevention as well as reporting of infractions
- Create increased transparency and clarity of policy and procedures so that in the event of a transgression, everyone affected and involved can make informed decisions knowing how the formal and informal processes work and what outcomes are possible, including what to expect regarding protection of their confidentiality and privacy

Our MPS community is already generating ideas and taking actions that will work. Together, we will make change where our Division and departments have the authority to do so, and will effectively advocate for improvements in UC policy where needed. I look forward to working with MPS students, postdoctoral scholars, staff, and faculty on all the above.

To join this effort, express your views, or send ideas, please contact me at: mpsdiversity@berkeley.edu.