



MIT Public Commitment Statement 2023 – NASEM Action Collaborative

September 5, 2023

As part of the Massachusetts Institute of Technology’s (MIT) commitment to building an inclusive and safe environment where all members can thrive, we are submitting this public commitment statement on behalf of all Institute senior leaders to the National Academies of Sciences, Engineering, and Medicine’s Action Collaborative on Preventing Sexual Harassment in Higher Education. MIT is a founding member of the Collaborative and we share a common set of goals for addressing and preventing sexual harassment.

In recent years, MIT has made significant progress toward eliminating behaviors that cause harm to community members. Various examples of MIT’s efforts include:

- An extensive community engagement process that resulted in the **adoption of an [Institute values statement](#)** to “make our community a humane and welcoming place where people from a diverse range of backgrounds can grow and thrive.”
- The **development and release of a [Strategic Action Plan for Belonging, Achievement, and Composition](#)**. The plan, which was also the end result of a robust dialogue with the MIT community, aims to coordinate, assess, and elevate new and existing activities, and specifies Institute commitments related to three priorities: belonging, achievement, and composition.
- **MIT’s continued advancement of its [recommendations](#) in response to the National Academies report on sexual harassment in academia**. MIT has fulfilled many of its commitments, including:
 - Releasing the aforementioned values statement;
 - Revising policies for handling complaints of discrimination or harassment by employees;
 - Increasing staffing in MIT’s harassment prevention advocacy and response offices;
 - Hiring assistant deans for DEI in our schools and college;
 - Developing an array of new harassment prevention trainings for students and employees; and
 - Putting in place vital initiatives for graduate student mentoring and transitional funding.
- An additional MIT recommendation following the National Academies report—**disseminating a sexual misconduct survey to faculty and staff—will be acted on in fall 2023**. Students will be surveyed in spring 2024. The surveys will provide critical data about community climate and inform MIT’s assessment of existing policies and prevention programs.



Massachusetts Institute of Technology

Also in fall 2023, the Institute will launch its latest cycle of mandatory sexual harassment prevention trainings for faculty, staff, and graduate students in their third year or above. These online trainings focus on promoting an inclusive MIT community and preventing harassment, and complement required trainings administered to undergraduates and first-year graduate students. Additionally, MIT's Institute Discrimination and Harassment Response Office (IDHR) continues to respond to reports of discrimination and harassment in a timely way and produces an [annual report](#) of data from the past academic year to shed light on campus issues. IDHR will soon begin publishing an interactive data dashboard to provide a more accessible format to view annual report insights.

Finally, at the Institute's annual [Change-Maker Awards](#), MIT continues to acknowledge the steadfast work of community members who go above and beyond to prevent harassment and support survivors.

MIT is proud to share research-driven ideas and outcomes with our partners in the Action Collaborative. And the Institute will continue its efforts to create a welcoming, respectful, and safe MIT environment for all.

A handwritten signature in blue ink, appearing to read "Melissa Nobles".

Melissa Nobles, Chancellor

A handwritten signature in black ink, appearing to read "Sarah Rankin".

Sarah Rankin, Director, Institute Discrimination and Harassment Response Office and Institute Title IX Coordinator