

Student Committee on Campus Climate and Policies around Discrimination and Misconduct

In response to the October 2019 Student Forum on MIT & Epstein and the results of the 2019 Association of American Universities (AAU) Campus Climate Survey on Sexual Assault and Misconduct, the Undergraduate Association and Graduate Student Council will convene the Student Committee on Campus Climate and Policies around Discrimination and Misconduct. The charge of this Committee is to investigate the structural and cultural issues that perpetuate discrimination and misconduct against women, LGBTQ individuals, racial minorities, and other marginalized groups on campus. The Committee will examine and provide recommendations on the following —

- Information collection and publicization for understanding the nature and frequency of issues, as well as tracking progress over time
- Power imbalances between students and faculty members, particularly ones that arise from student-mentor relationships and departmental structure
- Transparency and accountability within the administration, including democratization of governance structures and decision-making processes
- Trainings and educational resources as provided by Institute offices and student groups to administrators, faculty, the general student body, and particular living groups
- Reporting processes for all forms of discrimination and misconduct, including procedures for investigation and follow-up, ease of access to reporting, and protections for reporting parties
- Support resources for survivors of sexual assault and members of marginalized groups
- Broader social and cultural norms surrounding discrimination and misconduct on campus

The Student Committee will comprise of twelve members: six undergraduate students to be convened by the Undergraduate Association (UA) and six graduate students by the Graduate Student Council (GSC). Two of the twelve members will be co-chairs, to be appointed by the UA and GSC Presidents. The Committee will consult with faculty, staff, administrators, post-docs, alumni, and other stakeholders through individual meetings and community-wide forums. It will also consult external experts and existing literature.

The Committee will issue a report to the MIT community in Spring 2020 with its findings and recommendations. It will also provide a mechanism to execute its recommendations and track Institute progress on implementation of the recommendations, in coordination with the Undergraduate Association, Graduate Student Council, faculty, staff, and administrators.