

AMNH-RGGS Climate Survey Summary

In accordance with New York State law, the Richard Gilder Graduate School (RGGS) at the American Museum of Natural History (AMNH or the ‘Museum’) undertook its first climate survey of students enrolled in the Comparative Biology Ph.D. and Master of Arts in Teaching Programs. AMNH-RGGS is providing this overview of the survey results in accordance with New York State law, and in the interest of sharing openly with the RGGS community.

The goal of the survey was to better understand graduate students’ general comprehension of AMNH-RGGS’ gender-based misconduct policies and procedures, and their experiences with sexual misconduct while enrolled at AMNH-RGGS. The Museum engaged an independent third-party organization, the Yasamin Miller Group (YMG), to design and execute the survey. YMG has helped other New York colleges and universities conduct similar surveys, and, critically, could ensure that the survey results would be confidentially and anonymously communicated to the Museum.

Survey Population and Confidentiality

All students enrolled in the AMNH-RGGS Comparative Biology Ph.D. and Master of Arts in Teaching programs as of May 2018 (a total of 34 students, 18 from the Comparative Biology Ph.D. and 16 from the Master of Arts in Teaching) were invited to participate in the survey. Of those, 22 students – 65% of the student population – answered some or all of the questions, demonstrating a strong response rate. However, given the very small sample size, YMG did not provide the Museum with results categorized by student year in their program, gender, or any other identifying characteristic which would otherwise potentially enable the identification of a particular student.

Survey Results

As prescribed by New York State law, the survey asked questions in the following categories:

- Knowledge of resources and policies, including:
 - the role of the Title IX Coordinators;
 - campus policies and procedures addressing sexual assault;
 - how and where to report domestic violence, dating violence, stalking or sexual assault as a victim, survivor, or witness;
 - the availability of resources on and off campus, such as counseling, health, and academic assistance;
 - the general awareness of the difference, if any, between the institution’s policies and the penal law; and
 - the general awareness of the definition of affirmative consent.
- Experiences of Sexual and Gender-Based Harassment, Stalking, Domestic and Dating Violence, and Nonconsensual Sexual Contact, including:
 - the prevalence of victimization and perpetration of domestic violence, dating violence, stalking, or sexual assault on and off campus during a set time period; and
 - whether reporting individuals disclosed to the institution and/or law enforcement, experiences with reporting and institution processes, and reasons why they did or did not report.
- Bystander Experiences, including bystander attitudes and behaviors.

Attached to this memo are charts illustrating the survey results.

Conclusion and Actions to be Taken

The survey results make clear that students have experienced some misconduct which has not been reported to AMNH-RGGS. AMNH-RGGS is committed to improving students' experiences by broadly training students, faculty, and staff, to avoid incidents of misconduct and by implementing procedures and offering resources to students experiencing sexual misconduct. In the coming months, AMNH-RGGS will be examining ways it can continue its commitment to fostering an educational environment free of harassment and discrimination, including through policy changes and additional training, such as in how to avoid engaging in misconduct and report misconduct witnessed or experienced, and techniques for intervening as a bystander to prevent or stop misconduct.

AMNH-RGGS also will conduct annual training for faculty and staff about the student-focused Gender Based Misconduct Policy and their responsibilities in interacting with and supporting students, and annual training for students to improve their understanding of reporting procedures. During training, the AMNH-RGGS will continue to highlight the resources available to students who have experienced gender-based misconduct, both internally (such as the Title IX Coordinators) and externally (such as the New York Police Department and the Crime Victim Treatments Center).

Additionally, since the survey was conducted, AMNH-RGGS has undertaken the following:

- 1) Held Mental Health Awareness Day event for RGGS Comp Bio and affiliate students, which included the opportunity to meet the Museum's confidential counselor.
- 2) Hung posters throughout the non-public areas of the Museum about stopping bullying and anti-harassment. The posters include contact information for the Deputy Title IX Coordinator.
- 3) Conducted anti-harassment training for all new students.

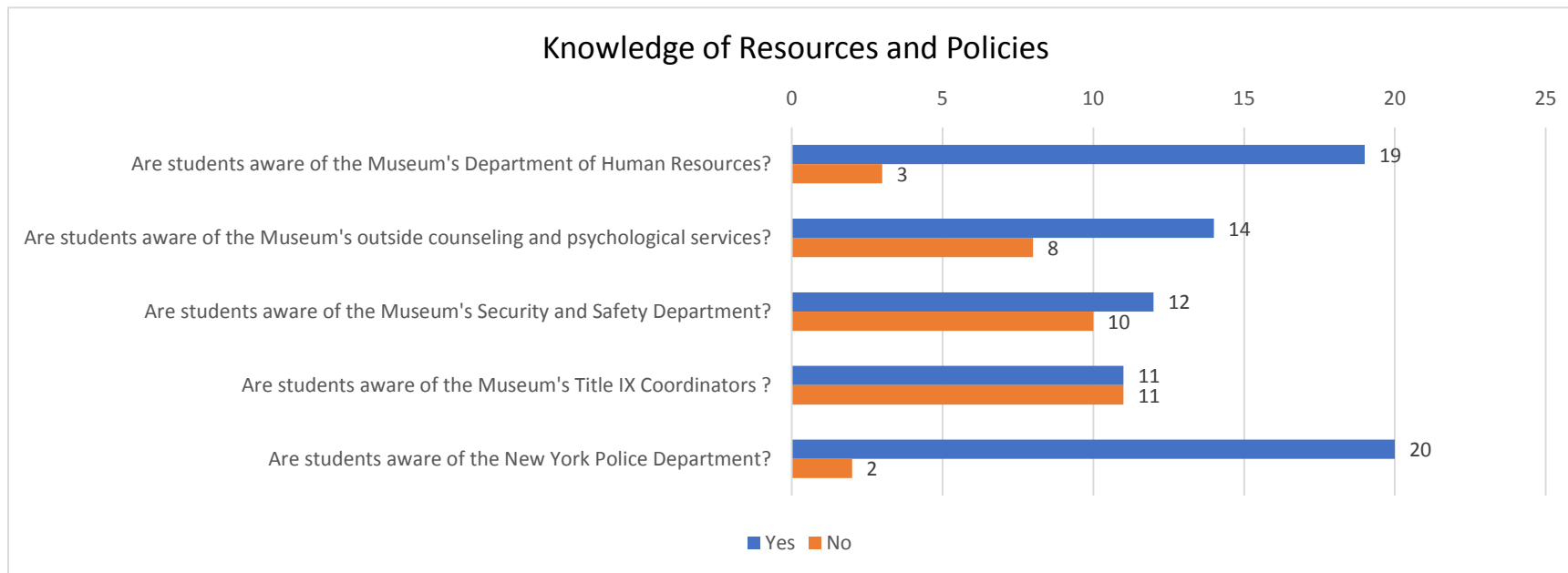
As always, AMNH-RGGS strongly encourages individuals to report their experiences to the Title IX Coordinators, a trusted faculty or staff member, or even anonymously through the Compliance Hotline, at 1-800-620-5571. In addition to investigating and resolving the matter, AMNH-RGGS can provide support and resources to students.

Contact Information

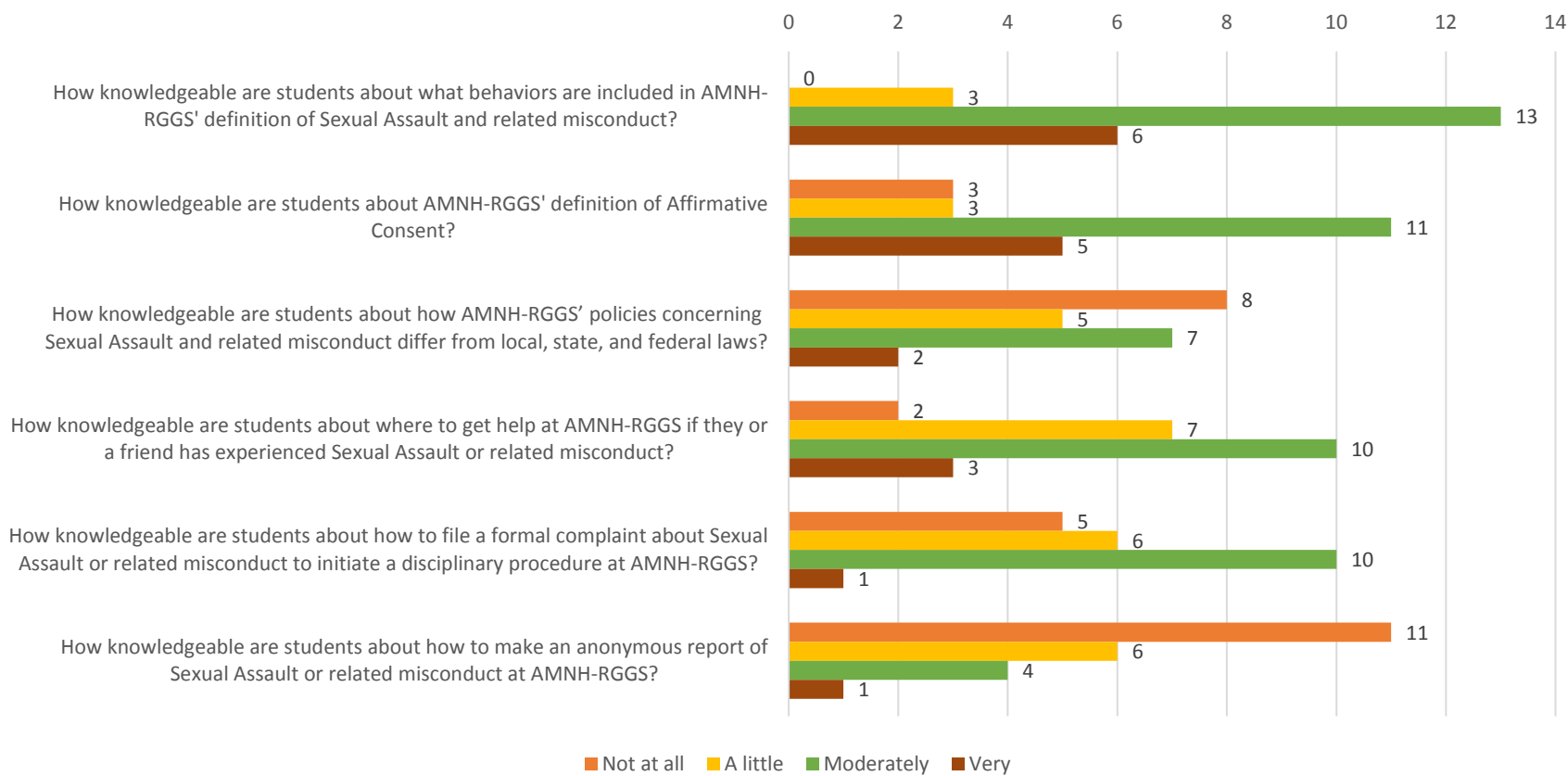
Daniel Scheiner, Title IX Coordinator, (212) 769-5109, dscheiner@amnh.org

Kala Harinarayanan, Deputy Title IX Coordinator, (212) 769-5226, kala@amnh.org

Knowledge of Resources and Policies



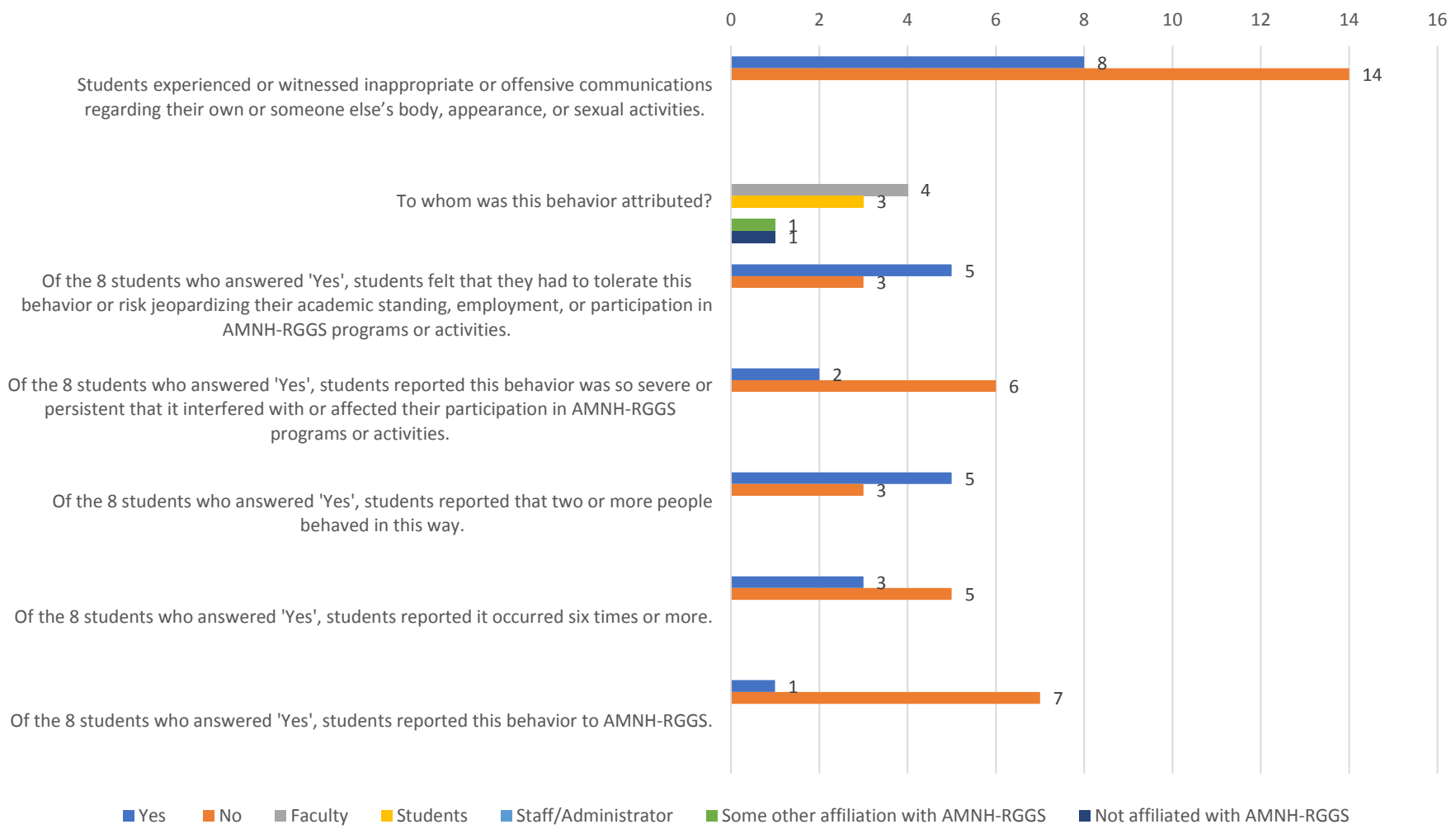
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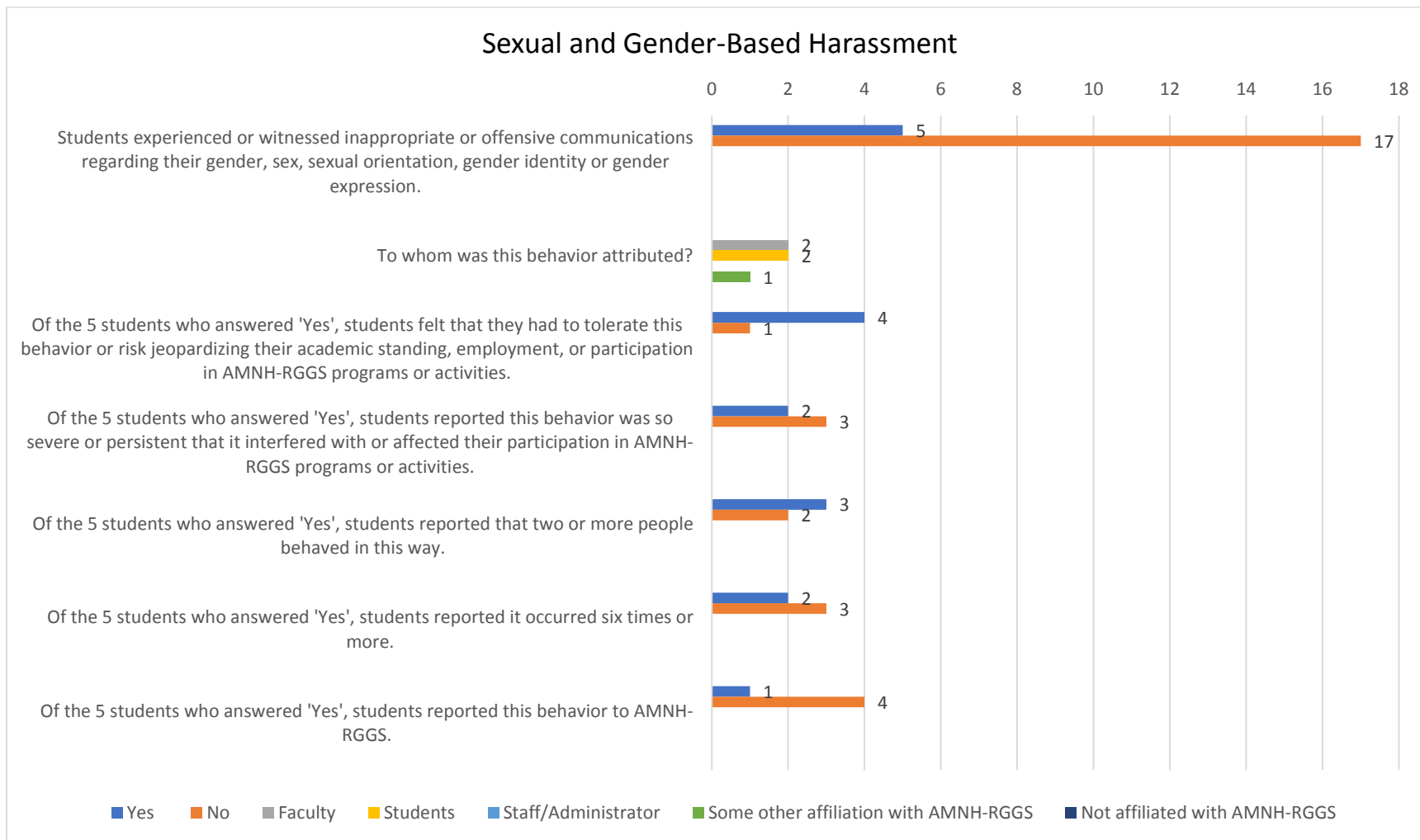


Sexual and Gender-Based Harassment

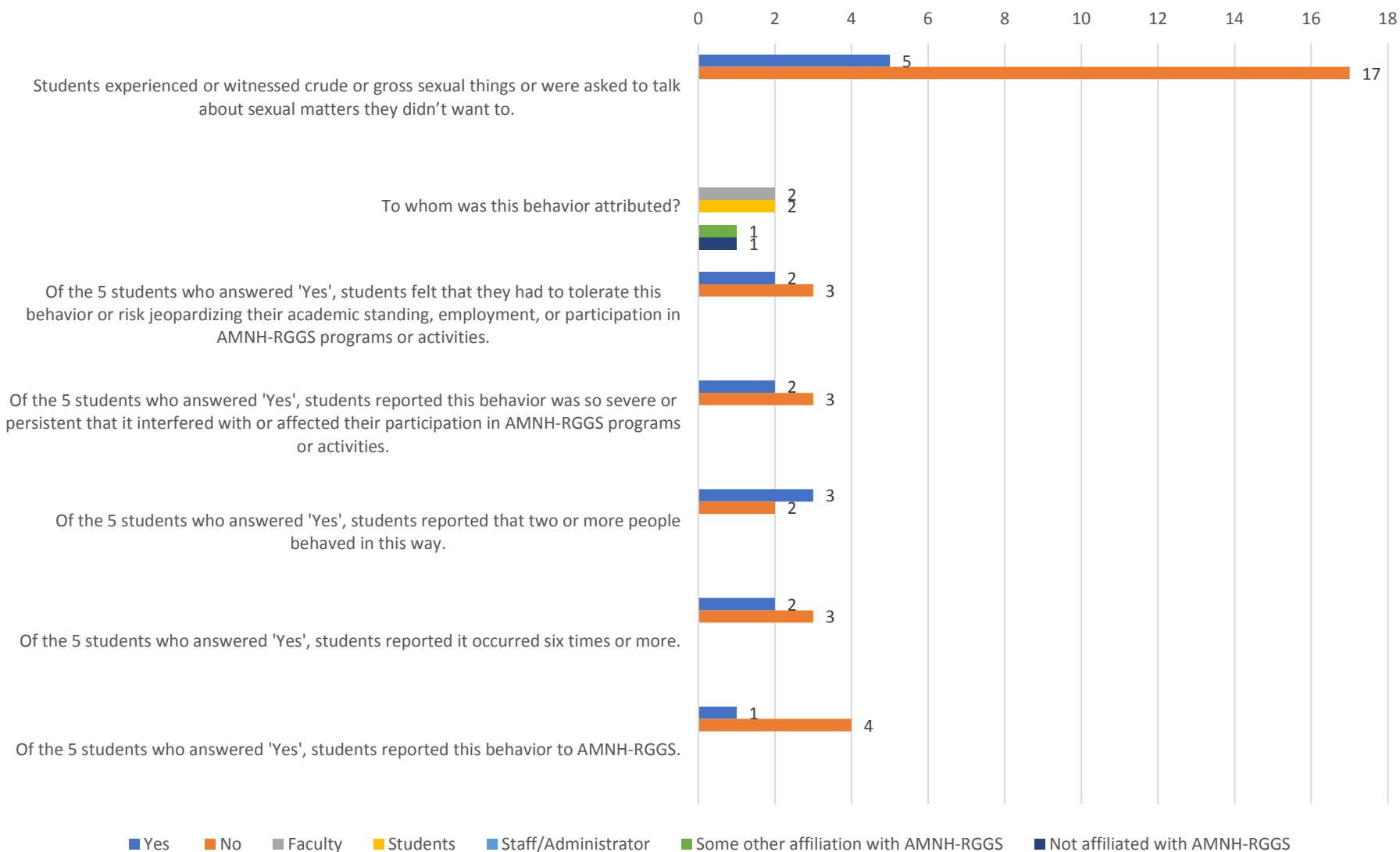


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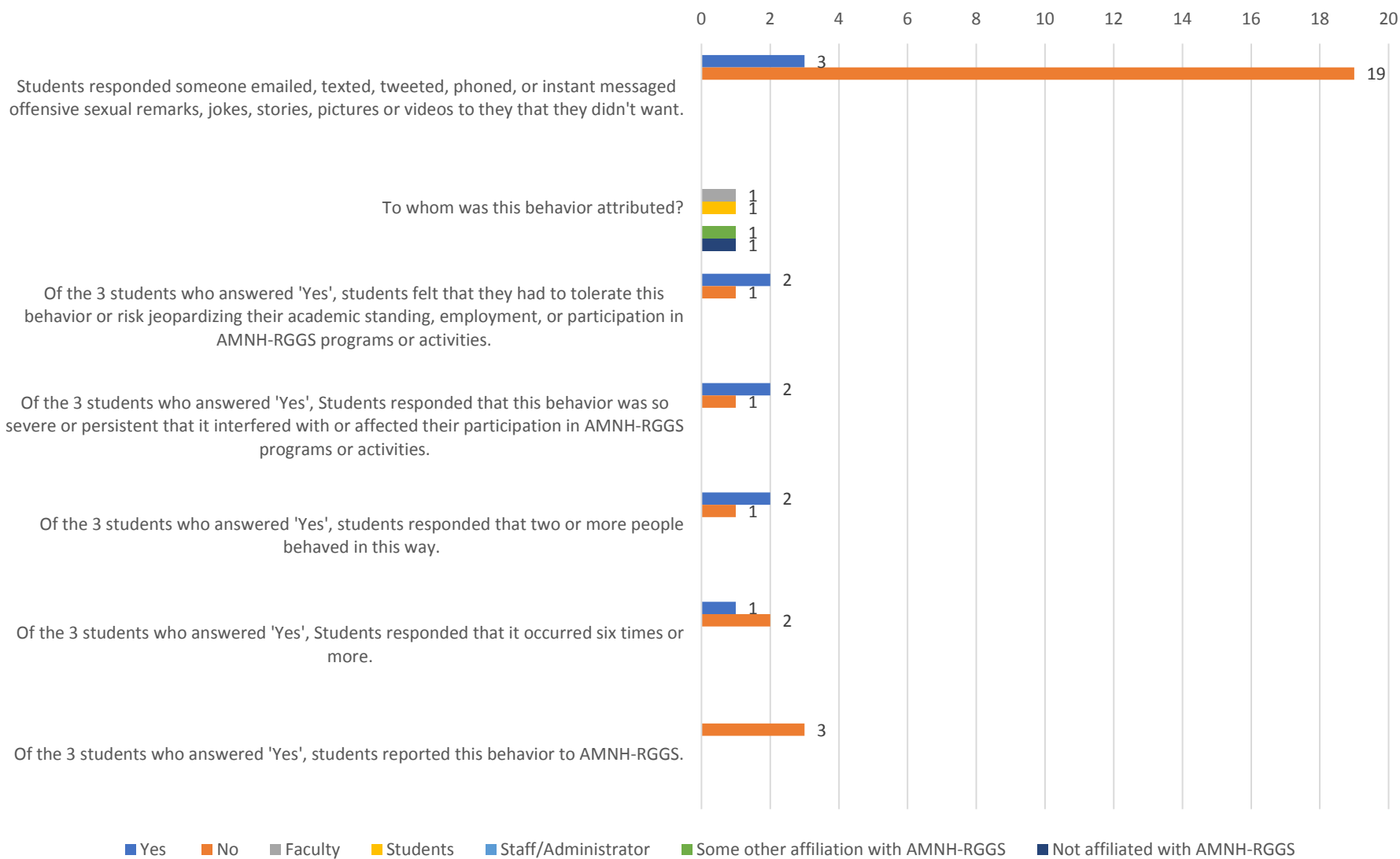




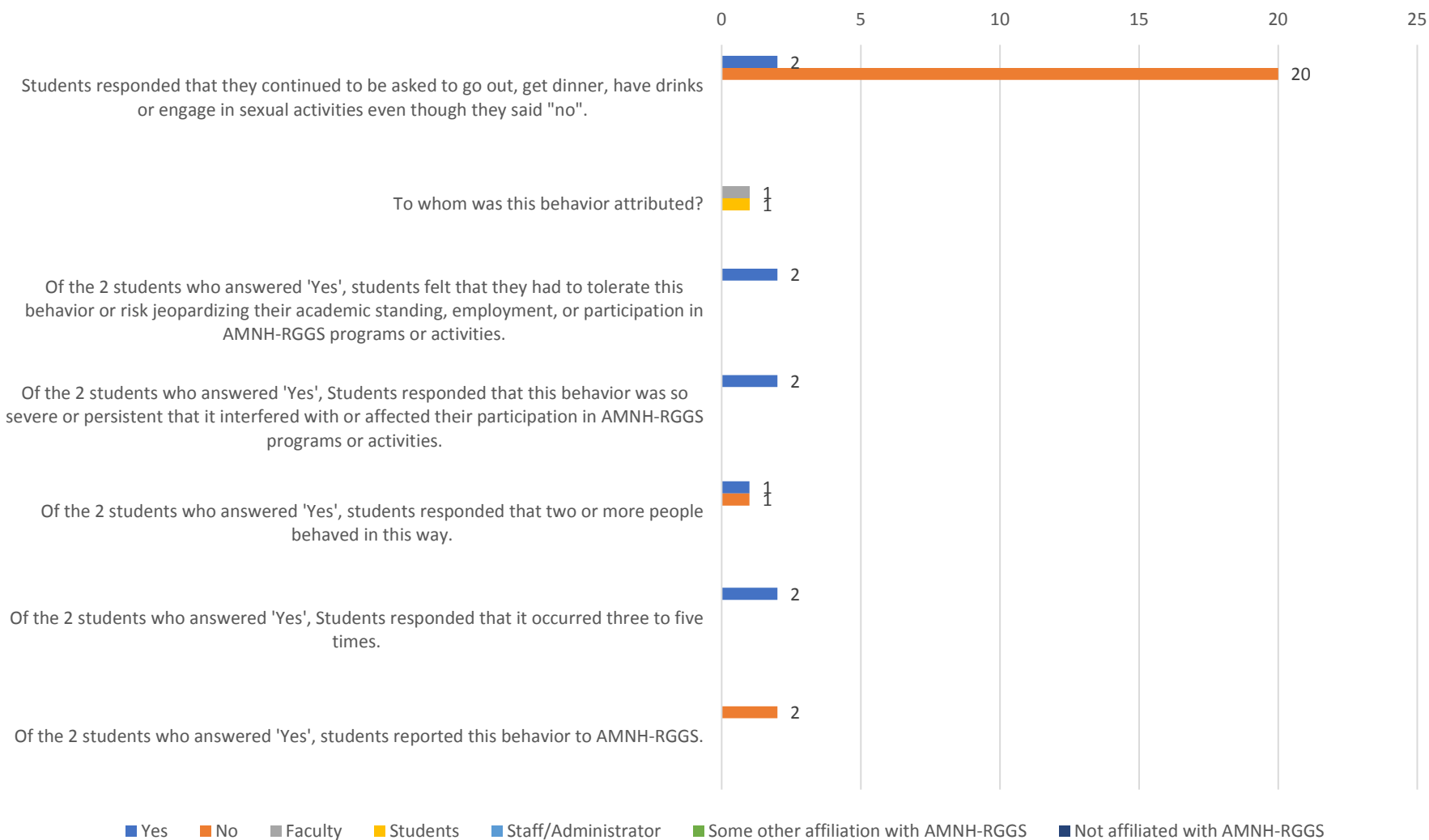
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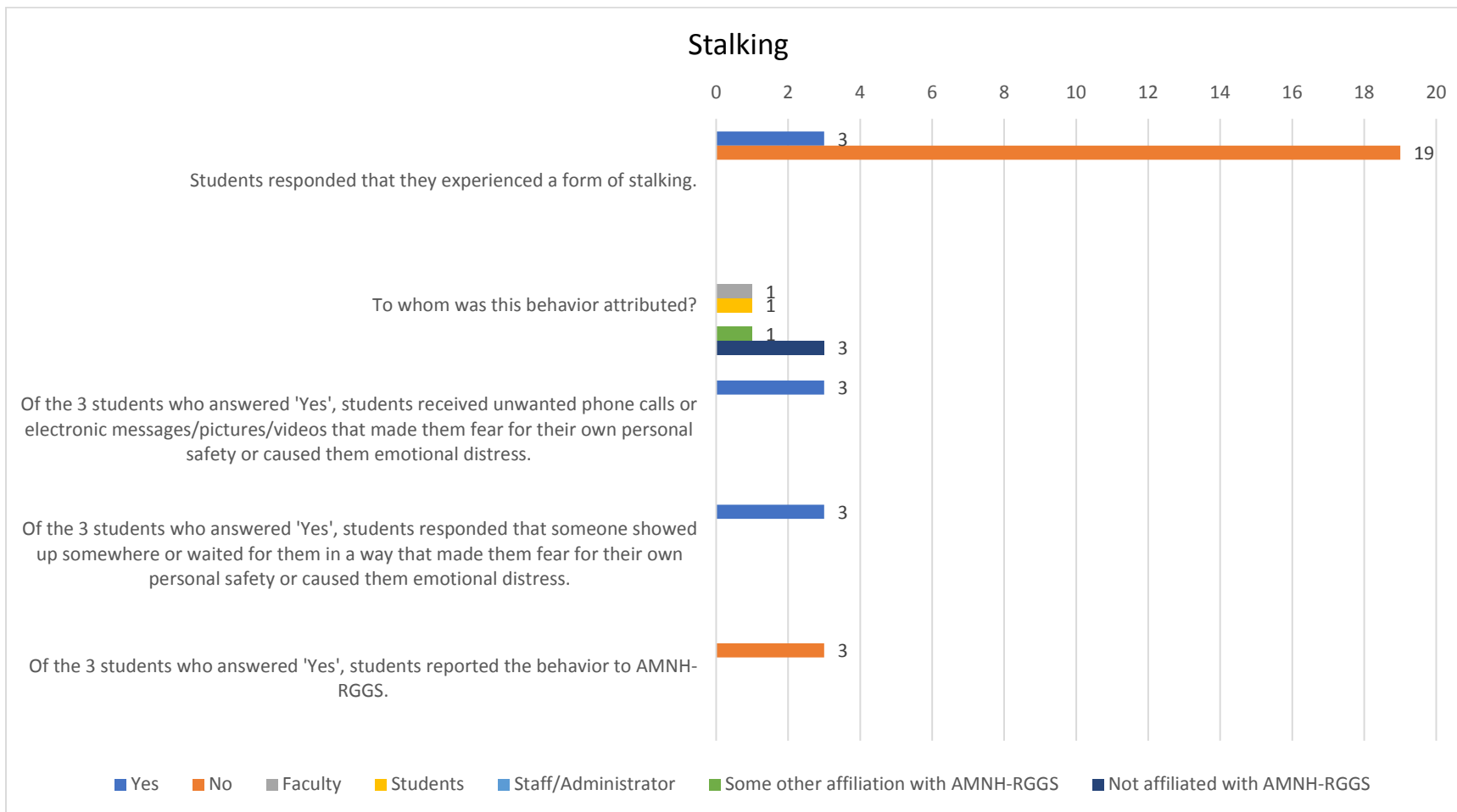
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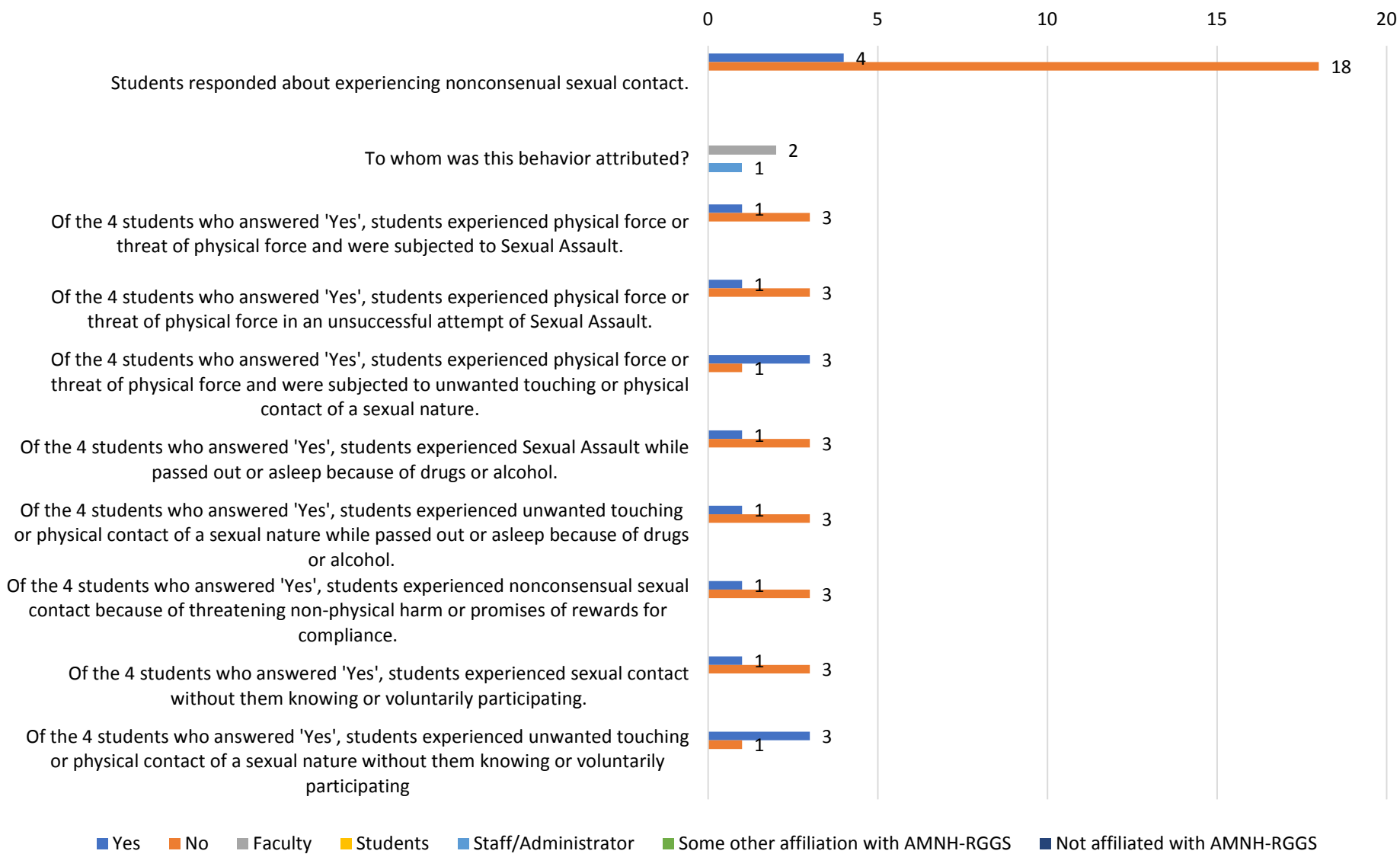


Stalking, domestic violence and dating violence



Nonconsensual sexual contact

Nonconsensual Sexual Contact



Bystander Experiences