

Botany Allies Training

Background:

At the August 1, 2019 Board meeting, the Board discussed ways to improve the visibility of our Code of Conduct in the future. In addition, the option of having trained allies at our meeting was brought up. Allies were employed at the Evolution 2019 meeting in Providence and positive comments from those that attended that meeting prompted us to investigate what it would take for Sherry Marts to hold an Allies/Bystander training for our next conference. The idea is not only to have bystanders who can assist with reporting Code violations, but to have a culture of safety and non-tolerance for harassment at the meeting.

Due to the expensive nature and travel costs for the consultant to host an in-person training prior to Anchorage, we decided to seek a bid for a webinar to train a small group of Allies prior to Botany 2020.

Proposal:

Sherry Marts, our Code of Conduct ombudsperson, has provided a proposal for a 2-hour workshop training to be conducted remotely via a webinar. The cost is \$2000. Per my questions on who should be identified to be trained as an Ally, she recommends that we:

- draw from attendees who have some kind of leadership role (Board, Code of Conduct Committee, sectional/committee leaders, etc.).
- aim for mostly fairly senior (preferably tenured if they are academics) people for this, mostly because of the risk of retaliation and other negative repercussions for students and postdocs
- Attempt to identify 10-12 people for this first year (perhaps at least one from each partner society)

Decision:

The Board needs to decide if they are in favor of conducting an Ally training and if we are willing to share the cost of this with our partner societies and how much BSA is willing to pay. Or do we lump this in with the expenses for the meeting which ultimately affect whether the Conference makes a profit or takes a loss.