

Session #4: Addressing Sexual Harassment

Karen G. Fleming
Professor of Biophysics

#NDEW2019

#WomenInSTEM

#WeMustDoBetter

#WeMustBeBetter

#WeCanAllBeAllies

How will you be an ally today?

@KarenFlemingPhD

GenderEquityinScience.Wordpress.com

Rigoberto's Task To Me:

...provide a perspective on how this affects women in academia and what can (and should) be done to reduce it as well as protect and support its victims....

An anecdotal talk requires wine...



58%

of female
academic faculty & staff
have experienced sexual or
gender harassment

2018 NASEM Report PDF, page. 56

Below the Waterline Insults



What just
happened?

Did I do
something
to deserve
this?

Am I being
sensitive?



Why is
someone else
receiving
credit for my
ideas?

Why are my
contributions
marginalized
?

Do I belong?

Should I
report?

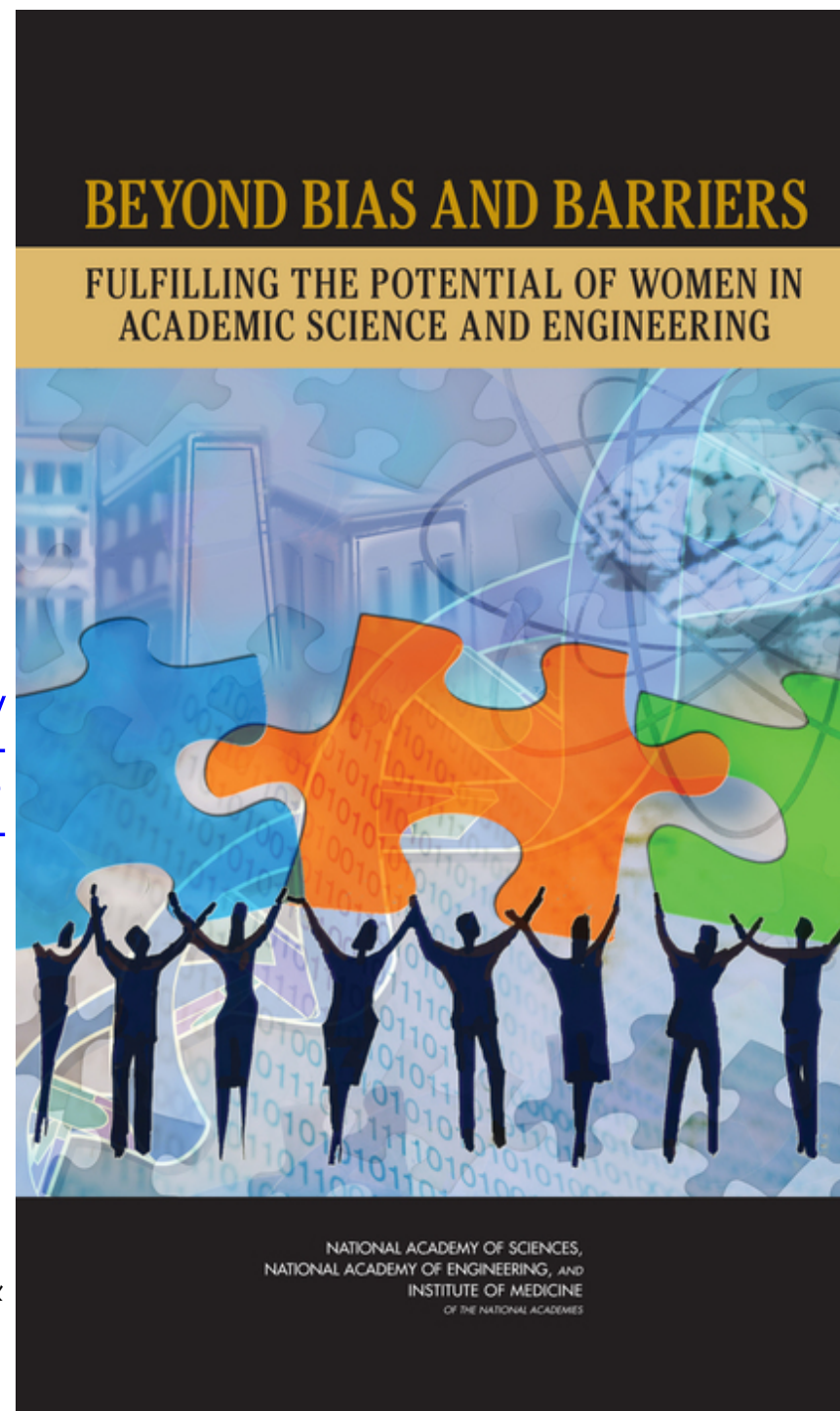
2007 National Academies Study

Beyond Bias & Barriers

Read Online for Free

[http://www.nap.edu/
openbook.php?
record_id=11741](http://www.nap.edu/openbook.php?record_id=11741)

Authored by: Committee on
Maximizing the Potential of Women
in Academic Science and Eng, Com.
of Science Eng and Public Policy,
Inst. of Medicine, Policy and Global
Affairs, National Acad. of Sciences, &
National Acad. of Engineering,
Washington, DC: National
Academies Press.



2007 NAS #4. Women in Junior Positions Felt that Gender Bias Would not Threaten their Future Careers



http://www.nap.edu/openbook.php?record_id=11741



... Darkness cannot drive out
darkness; only light can do
that

Task 1 as Chair:
Keep the
conversation
going....

Task #2 as Chair
Listen & Reflect

Do Not React; Do Not Retaliate
Keep Your Biases Checked

When it comes to evaluating people...

T We don't
hink
the way
we think
we think

Task #3 as Chair

Check Your Biases

(Gender-Science IAT; Skin Color IAT)




We are all biased.
We are all biased.
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Even a **tiny** bit of bias
can have **big** consequences

50/50

35/65

1%  ?

RF Martell, DM Lane, C Emrich (1996) "Male-Female Differences: A Computer Simulation"
American Psychologist 157.

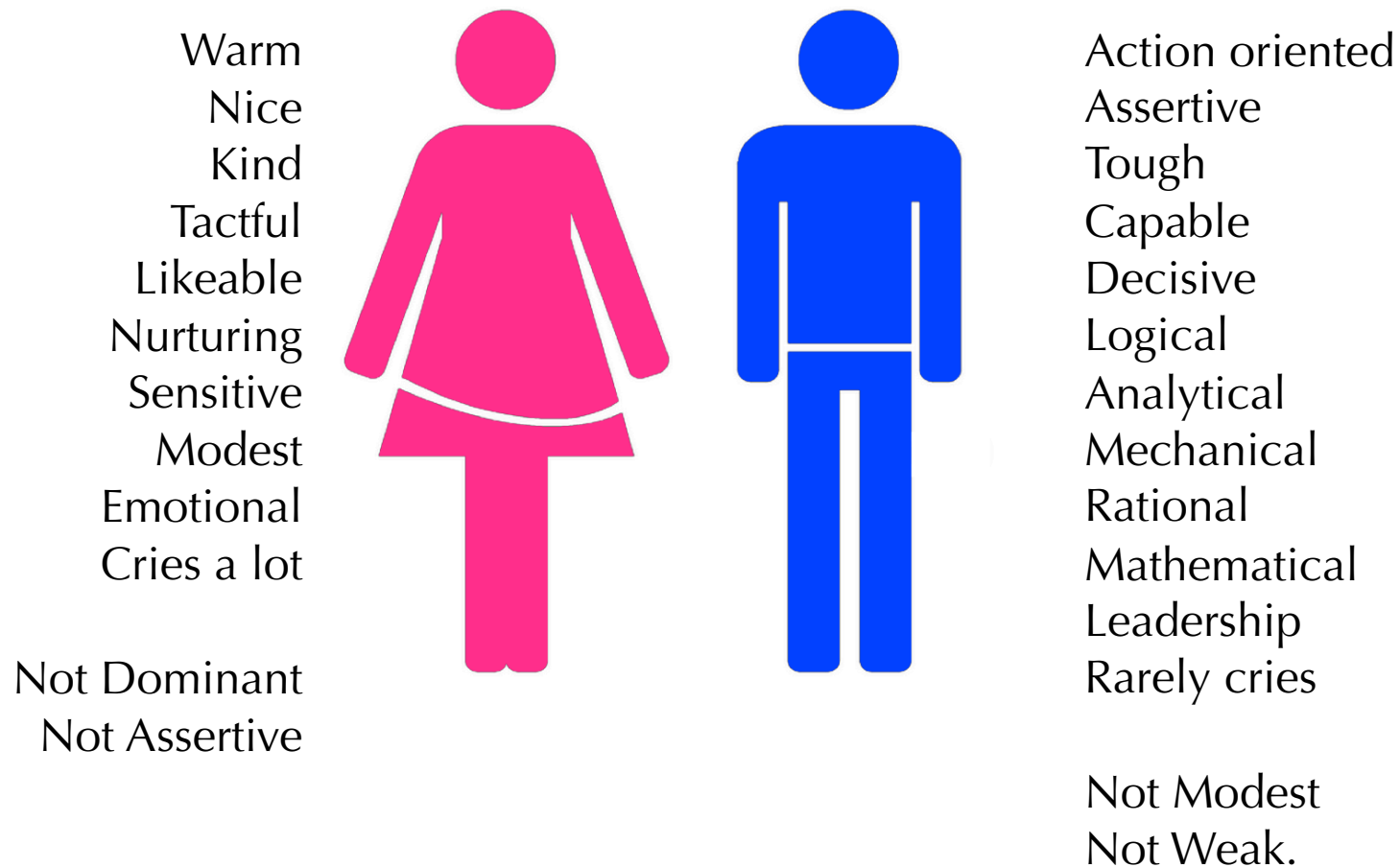
Even a **tiny** bit of bias
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Death by a thousand little
cuts...?

Discrimination by a
thousand little acts of
bias...?


RF Martell, DM Lane, C Emrich (1996) "Male-Female Differences: A Computer Simulation"
American Psychologist 157.

The stereotype of a scientist conflicts with female gender stereotypes



Dr. Shelley Correll, Professor of Sociology at Stanford University, Director of the Michelle R. Clayman Institute for Gender Research, From Education video at LeanIn.org





Female Faculty Discriminated Against a Young Female Candidate Just as Much as Male Faculty

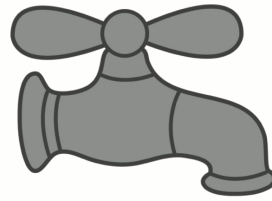
Moss-Racusin et al. (2012) "Science faculty's subtle gender biases favor male students" *PNAS* **109**: 16474-79.

Sexual and Gender Harassment is a

Community

Problem

We have a shared responsibility to plug the leaks in the STEM Pipeline



http://www.nap.edu/openbook.php?record_id=11741

Top Ten Tasks for Chairs

1. Keep the conversation going...
2. Listen and reflect. Do not react or retaliate.
3. Check your own biases.
4. Arm yourself with data
5. Learn bystander skills so you can be an ally
6. Establish processes that are transparent and clearly communicated
7. Promote and practice Inclusive Pedagogy
8. Normalize the conversations around biases, inclusion and equity.
9. Do not underestimate the agency you bring as chair
10. Nurturing an inclusive community starts with you.

Thank You for listening!

