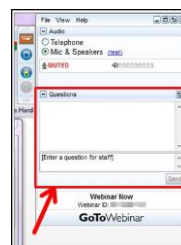


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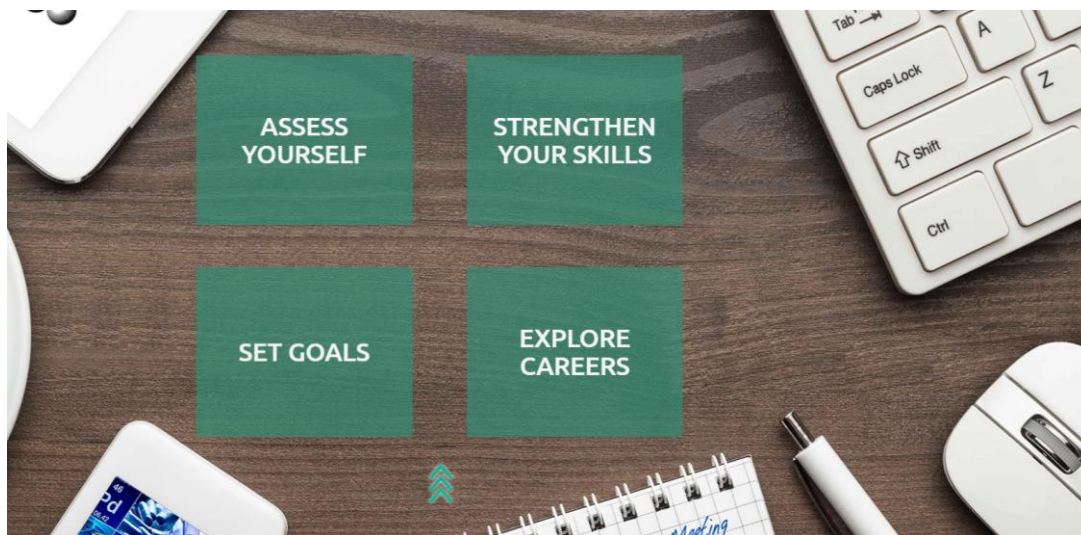
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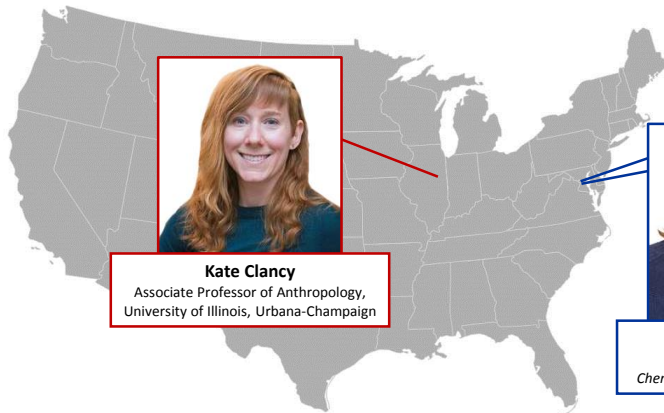
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Appalachian State University

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9



“Sexual Harassment in the Sciences: Steps Forward”



Kate Clancy
Associate Professor of Anthropology,
University of Illinois, Urbana-Champaign



Andrea Widener
Senior Editor,
Chemical & Engineering News



Linda Wang
Senior Editor,
Chemical & Engineering News

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10

Volume 95 Issue 37 | pp. 28-37
 Issue Date: September 18, 2017

COVER STORY

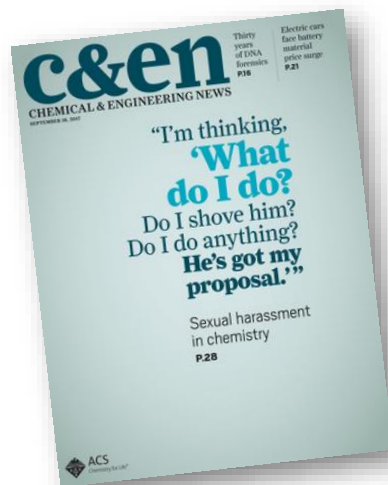
Confronting sexual harassment in chemistry

Awareness is growing among academic departments and scientific societies about the potential damage to individuals and the discipline

By Linda Wang, Andrea Widener

It started innocently enough. He was a prominent chemistry professor at a major research university, and she was eager to make a good impression. "I was a pretty insecure grad student in my early years, and the fact that he was paying attention to me and interested in my work and how I was doing in his class was kind of flattering," says Tara (not her real name).

The professor was not her adviser. Nevertheless, "He invited me to lunch a few times and just sought me out quite a bit. And then he invited me over to his house to watch a movie. He didn't do anything inappropriate. But after that night, I was like, 'Something's weird here; he has a family.' And his family was away for the weekend."



<http://bit.ly/CENsexualharassment>

11



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Sexual Harassment in the Sciences

Steps Forward



Featuring Dr. Kathryn Clancy
Associate Professor of Anthropology, University of Illinois



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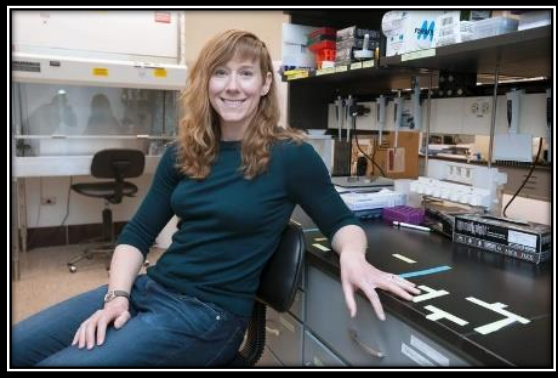
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Kathryn B. H. Clancy, Ph.D., Associate Professor of Anthropology

Program in Ecology, Evolution, and Conservation | Beckman Institute of Advanced Science & Technology | Women and Gender in Global Perspective, University of Illinois, Urbana-Champaign and Executive Board, Biological Seat, American Anthropology Association

12

What we will discuss



- What is **sexual harassment** and is it really such a **big deal**?
- Why does it seem to happen so much in **science & engineering**?
- How can we **create a better climate** to do “awesomer” science?

13



What it is & is it really such a big deal?

What is sexual harassment?

*It is unlawful to harass a person because of that person's sex. Harassment can include "sexual harassment" or **unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature....** Harassment does not have to be of a sexual nature, however, and can include **offensive remarks about a person's sex.** For example, it is illegal to harass a woman by making offensive comments about women in general.... Although the law doesn't prohibit simple teasing, offhand comments, or isolated incidents that are not very serious, harassment is illegal when it is so frequent or severe that it creates a hostile or offensive work environment or when it results in an adverse employment decision (such as the victim being fired or demoted). – Equal Employment Opportunity Commission*



15

Audience Challenge Question

ANSWER THE QUESTION ON BLUE SCREEN IN ONE MOMENT



What is the most common form of sexual harassment?

- Unwanted sexual advances
- Sexual coercion
- Sexist hostility
- Crude behavior

16

What is the most common form of sexual harassment?

- Unwanted sexual advances
 - Sexual coercion
- } “come ons”
- Sexist hostility
 - Crude behavior
- } “put downs”



17

Frequency of Inappropriate Comments at Field Site

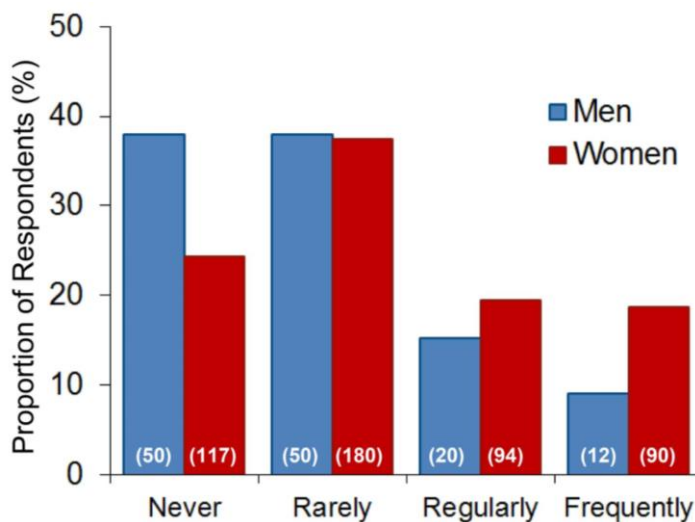


Figure 1. Proportion of survey respondents, by gender, who indicated that inappropriate or sexual comments occurred never, rarely, regularly, or frequently at their most recent or most notable field site (N).
doi:10.1371/journal.pone.0102172.g001

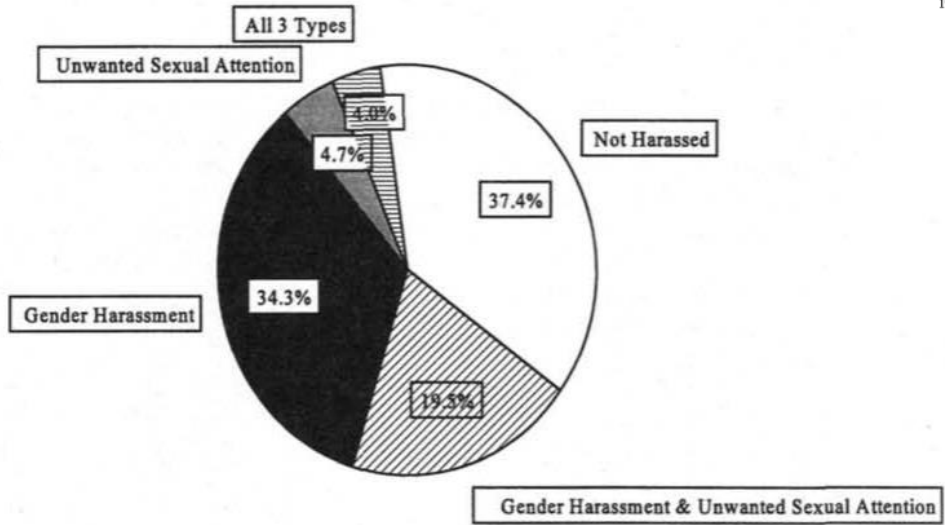


18

Clancy et al 2014 PLOS ONE

Percentages of Types of Sexual Harassment

Journal of Applied Psychology
1997, Vol. 82, No. 3, 401-415

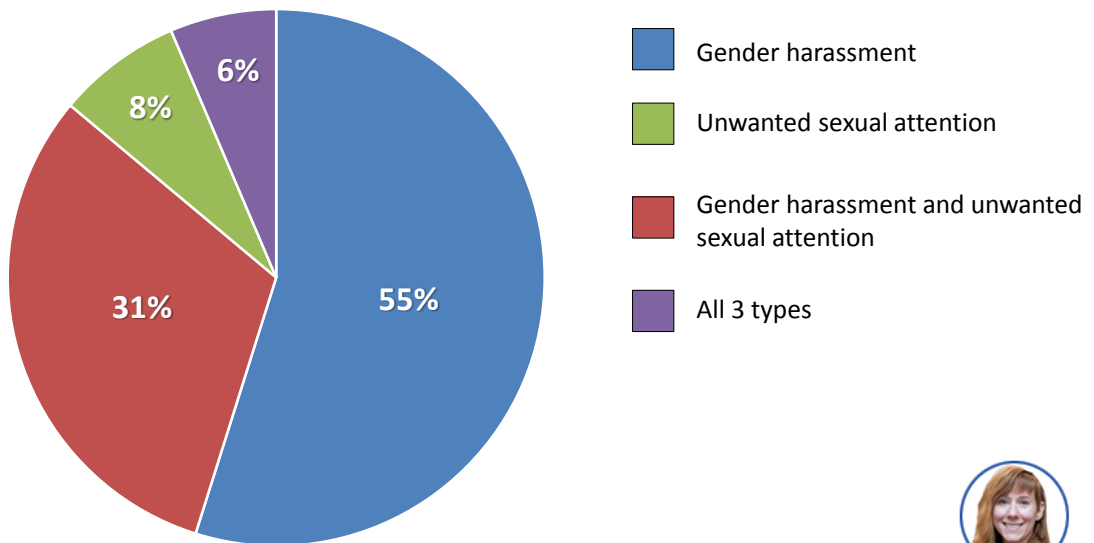


Schneider et al 1997



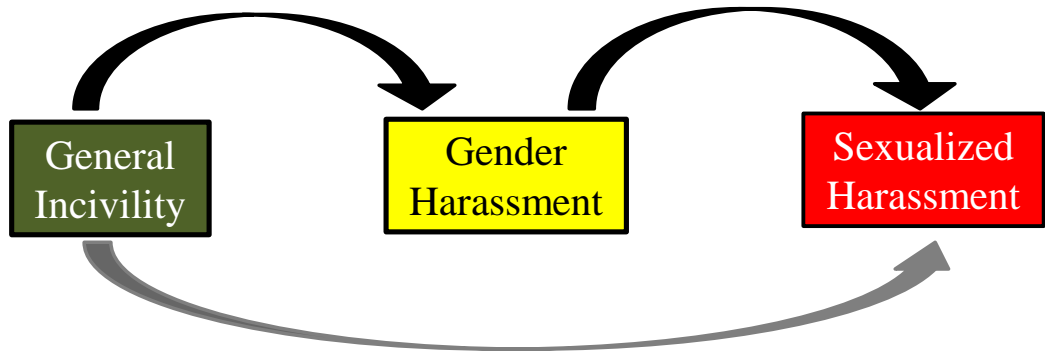
19

92% of Sexual Harassment Involves Gender Harassment



20

“Selective” Incivilities: Targeted at Certain Genders, Races, Sexualities



“Selective” incivilities:

Targeted at certain genders, races, sexualities

Cortina et al 2013



21

Lim and Cortina 2005

Sexual Harassment and Generalized Workplace Abuse by Gender Across Occupational Groups

TABLE 2—Prevalence of Sexual Harassment (SH) and Generalized Workplace Abuse (GWA), by Gender Across Occupational Groups^a: Unidentified Urban University, 1996

Harassment Type	Service, % (n)		Clerical, % (n)		Student Workers, % (n)		Faculty, % (n)	
	Women	Men	Women	Men	Women	Men	Women	Men
Overall SH	27.2 (25)	45.6** (77)	30.7 (116)	46.0** (57)	31.1 (121)	27.1 (110)	40.4 (141)	28.8*** (103)
Gender harassment	28.9 (28)	46.6** (81)	28.6 (110)	41.6** (52)	28.9 (114)	25.3 (104)	39.5 (140)	26.2*** (95)
Unwanted attention	14.6 (14)	20.0 (35)	13.9 (54)	18.4 (23)	10.3 (41)	8.5 (35)	7.9 (28)	5.3 (19)
Sexual coercion	5.2 (5)	6.3 (11)	3.1 (12)	1.6 (2)	1.3 (5)	2.2 (9)	1.7 (6)	1.7 (6)
Sexual assault	1.0 (1)	0.6 (1)	0.5 (2)	0.0 (0)	0.2 (1)	0.0 (0)	0.0 (0)	0.0 (0)
Overall GWA	64.3 (54)	69.9 (114)	73.0 (260)	77.6 (90)	58.8 (221)	59.7 (243)	67.7 (214)	52.3*** (171)
Verbal aggression	51.6 (47)	56.1 (97)	56.8 (217)	58.5 (69)	44.3 (171)	49.2 (207)	53.0 (178)	39.3*** (133)
Disrespectful behavior	57.9 (55)	58.0 (101)	60.9 (237)	69.2 (83)	45.2 (184)	45.4 (194)	45.5 (160)	32.3*** (117)
Isolation/exclusion	41.9 (39)	48.6 (84)	46.4 (182)	51.2 (63)	26.1 (107)	29.0 (124)	45.7 (159)	32.9*** (117)
Threats/bribes	27.4 (26)	24.4 (44)	17.2 (70)	29.8** (36)	11.7 (48)	16.5* (71)	16.7 (60)	15.8 (58)
Physical aggression	11.3 (11)	13.0 (24)	5.3 (22)	8.0 (10)	2.4 (10)	3.7 (16)	1.6 (6)	1.3 (5)

^aPercentage experiencing at least 1 item more than once, except for sexual coercion, sexual assault, and physical aggression, which need occur only once because of their severe nature.

P* < .05; *P* < .01; ****P* < .001 (2-tailed tests).



22

Alienation

Then, finally, he is driving me home drunk and finally gives me this admission that . . . **“you know, what you and your boyfriend did in the field is really significant.”** And [the boyfriend] is the guy who stayed with me in the field for two or three months out of eighteen. [My boss] could not admit that it was me who did this work.

Nelson et al 2017 *Am Anth*

23

Testing

We would do these really, really long days but we wouldn't be warned when they were coming, they would just happen and so I wouldn't bring enough food. . . . And I would try to vocalize, **“I am tired. I can't go any further. I need to eat.”** . . . The second time I spoke up, there were the other two girls who were quick to say, **“Yeah, we've been out a really long time, it's 8:00 p.m., let's go eat.”** We started getting snide comments like, **“Oh, well the ladies are hungry so I guess we have to leave.”**

Nelson et al 2017 *Am Anth*

24

Division of Labor

Men always want to use the equipment. Using radiometers, I always get to write the numbers and they get to twiddle the knobs. (postgraduate)

Yes, in undergraduate fieldwork men always got to do all the measurements and I wrote down the numbers and did the talk afterwards. (postgraduate)

Madge and Bee 1999

25

Who Gets Sexually Harassed the Most:



26

Inappropriate Comments (harassment) or Unwanted Physical Contact (assault) by Gender and Professional Status

Table 2. Distribution of survey respondents who experienced inappropriate comments (harassment) or unwanted physical contact (assault) by gender and professional status at the time of the event.

Experienced	Gender	All % (N)	Respondent's Status at Time of Experience*		
			Trainee % (N)	Employee % (N)	Faculty % (N)
Harassment	Women	71% (361/512)	84% (305)	12% (42)	2% (8)
	Men	41% (56/138)	68% (38)	20% (11)	13% (7)
Assault	Women	26% (131/504)	86% (113)	11% (14)	2% (3)
	Men	6% (8/133)	75% (6)	0% (0)	25% (2)

*Not all respondents provided an answer to these questions.
doi:10.1371/journal.pone.0102172.t002



Clancy et al 2014

27

Remarks Observed by Gender and Race

Table 6. Comparison of Remarks Observed by Women of Color, White Women, White Men, and Men of Color

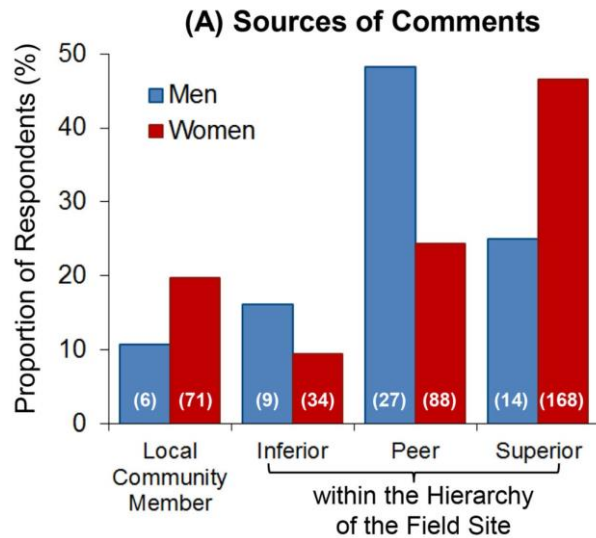
Category		Never	Rarely	Sometimes	Often	p	
<i>Remarks From Peers</i>	Racist remarks	WW (n = 237)	52% (124)	38% (90)	8% (19)	2% (4)	0.0001*
		WOC (n = 47)	34% (16)	34% (16)	30% (14)	2% (1)	
		WM (n = 114)	68% (77)	25% (28)	8% (9)	0% (0)	
		MOC (n = 17)	71% (12)	18% (3)	12% (2)	0% (0)	
Sexist remarks	WW (n = 236)	22% (52)	37% (87)	35% (83)	6% (14)	<0.001*	
	WOC (n = 47)	17% (8)	47% (22)	26% (12)	11% (5)		
	WM (n = 114)	37% (42)	43% (49)	19% (22)	1% (1)		
	MOC (n = 17)	53% (9)	24% (4)	24% (4)	0% (0)		
Comments not masculine/feminine enough	WW (n = 234)	51% (120)	28% (65)	18% (42)	3% (7)	<0.001*	
	WOC (n = 46)	41% (19)	37% (17)	15% (7)	7% (3)		
	WM (n = 114)	72% (82)	25% (28)	4% (4)	0% (0)		
	MOC (n = 17)	71% (12)	24% (4)	6% (1)	0% (0)		
<i>Remarks From Supervisors</i>	Sexist remarks	WW (n = 235)	56% (131)	23% (55)	16% (37)	5% (12)	0.0001*
		WOC (n = 47)	55% (26)	21% (10)	19% (9)	4% (2)	
		WM (n = 114)	76% (87)	19% (22)	4% (5)	0% (0)	
		MOC (n = 15)	67% (10)	27% (4)	7% (1)	0% (0)	
Comments not masculine/feminine enough	WW (n = 235)	79% (185)	12% (29)	7% (16)	2% (5)	0.01*	
	WOC (n = 46)	67% (31)	20% (9)	7% (3)	7% (3)		
	WM (n = 114)	92% (105)	6% (7)	2% (2)	0% (0)		
	MOC (n = 15)	100% (15)	0% (0)	0% (0)	0% (0)		



Clancy et al 2017

28

Who does the sexually harassing behavior?

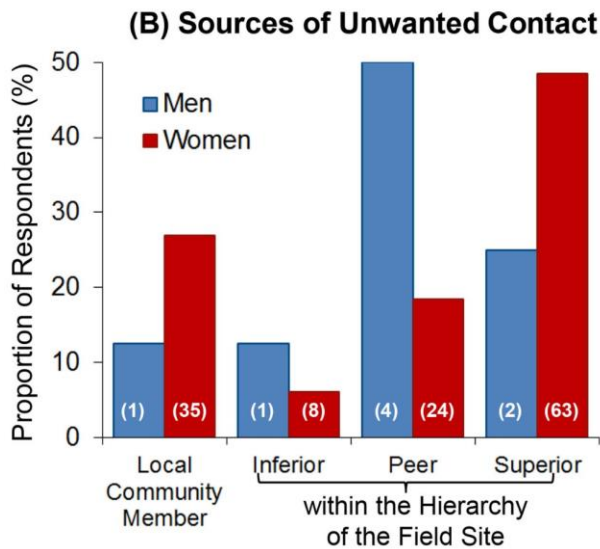


Clancy et al 2014 PLOS ONE



29

Who does the sexually harassing behavior?

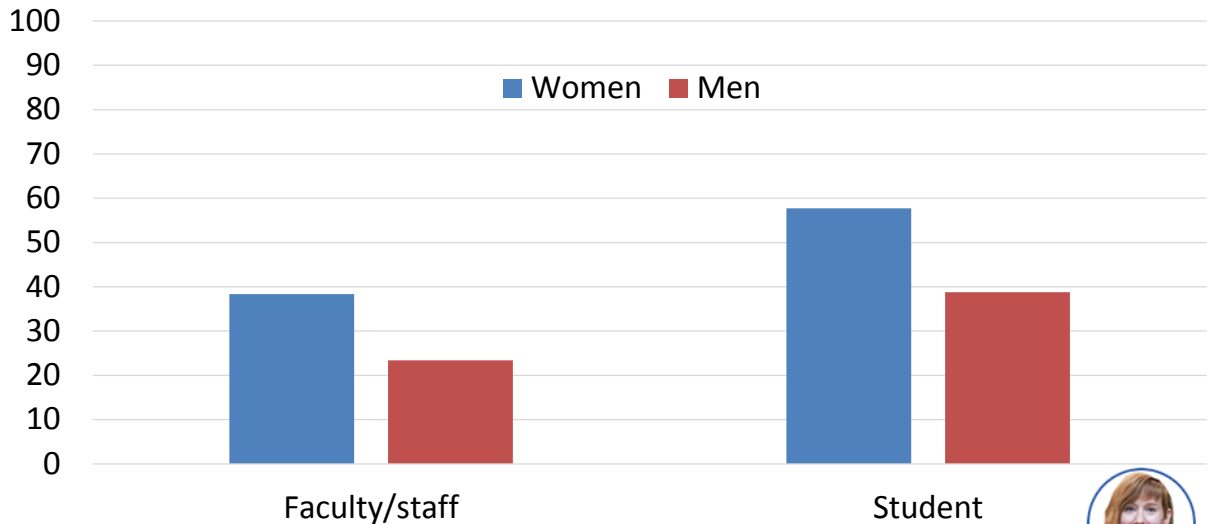


Clancy et al 2014 PLOS ONE



30

In General Peers Harass Peers



Rosenthal et al 2016



31

Yeah, but is it a *problem* problem?

Table 7. Number of Events at Current Position Skipped Due To Feeling Unsafe

	0	1-2	2-3	4-5	6 or More
WW (<i>n</i> = 230)	88% (202)	9% (21)	2% (4)	0% (1)	1% (2)
WOC (<i>n</i> = 44)	82% (36)	9% (4)	2% (1)	0% (0)	7% (3)
WM (<i>n</i> = 112)	98% (110)	1% (1)	1% (1)	0% (0)	0% (0)
MOC (<i>n</i> = 17)	94% (16)	6% (1)	0% (0)	0% (0)	0% (0)

Clancy et al 2017



32

Hostile work environment led to worse career outcomes

And it did prevent me from even thinking about my sites for about a year after returning from the field because of the proximity of the incident to my field site. Any time I tried to think about [my project], it put me back in that field and back in that incident.

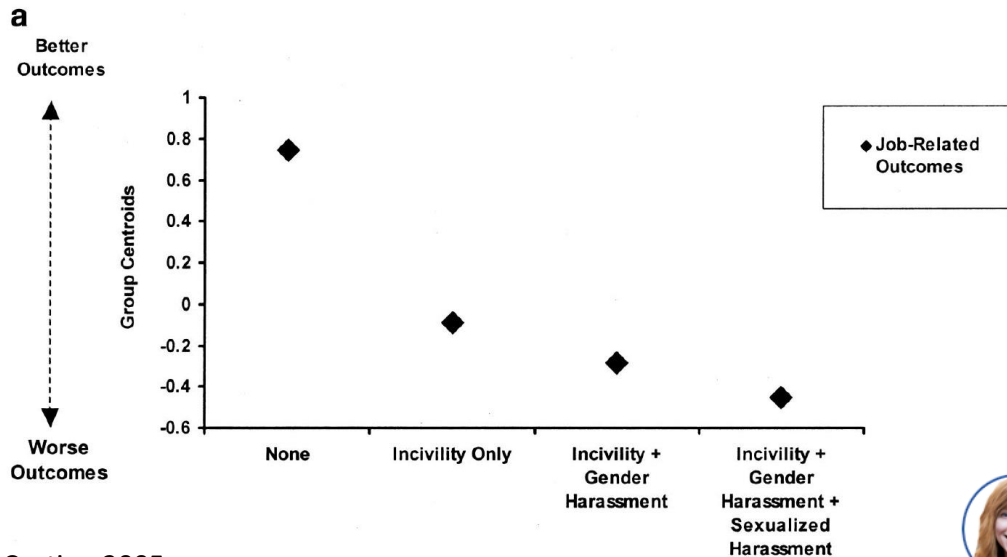
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Hostile work environment led to worse career outcomes

The result of this was that he is now professionally black balling me—for lack of a better word. I went to [country] to do my dissertation work and he had contacted people to refuse me access to material that I had excavated and was kind of doing things to, I don't know, to be an inconvenience to me because I slighted him or burned his advances or whatever.

34

Job-Related Outcomes...

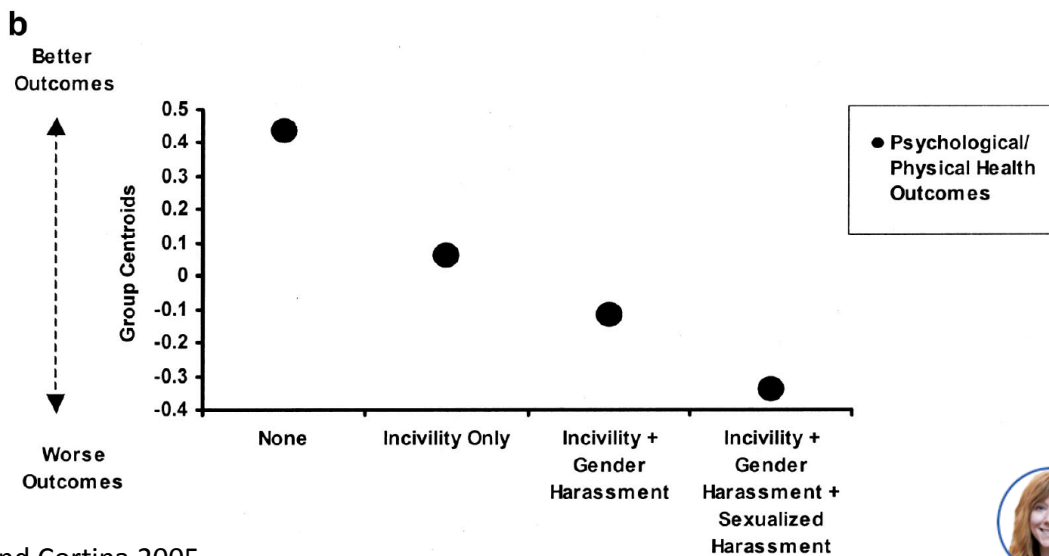


Lim and Cortina 2005



35

Psychological / Physical Health Outcomes...



Lim and Cortina 2005



36



Audience Challenge Question

ANSWER THE QUESTION ON BLUE SCREEN IN ONE MOMENT



What are some of the PRIMARY ANTECEDENTS of sexual harassment? (multiple correct answers possible)

- Too few women in the workplace
- A few bad apples spoiling the barrel
- Misunderstandings between men and women
- Tolerance of or permissiveness towards sexual harassment
- None of the above

Male-dominated Workplaces

- More men than women
- More men in leadership
- Historically male job



39

Organizational Tolerance

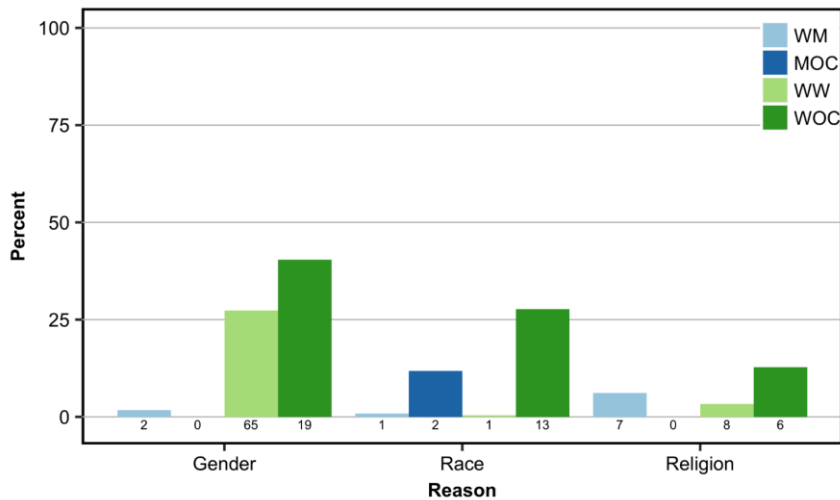
The organization:

- Fails to take complaints seriously
- Fails to sanction perpetrators
- Fails to protect complainants from retaliation



40

40% of women of color felt unsafe in their workplace



Clancy et al in 2017



41

If you don't trust your workplace, you'll be the one who changes

I like being in the dirt. I like being in the sun. I love discovery. I love all those things.... I may be able to drink and swear with the rest of them, but in the end I still have a certain vulnerability that I have to take into account.

If you don't trust your workplace, you'll be the one who changes

This is one I'm having—well, I've had to redefine who I am, I wanna say because of it. I don't wanna say I can't do the things that I used to do, but I have to change the way that I do the things I used to do. I haven't really gotten good at doing that yet. It has certainly affected my career. I can't put a finger on it necessarily.

Rodrigues and Clancy in prep

43



Audience Challenge Question

ANSWER THE QUESTION ON BLUE SCREEN IN ONE MOMENT



What are the best ways to address sexual harassment in the workplace? (multiple correct answers possible)

- Sexual harassment training
- Punishments for perpetrators
- Respectful workplace training
- Pre-screening workers for perpetrator behaviors
- None of the above

45

What does a respectful workplace look like?

- Values-driven
- Hierarchy that's justified
- Victim-led resolution and rehabilitation
- Swift justice
- What does it look like to you?



46

How do I get me one of those?

- Identify the workplace you have
- ...and the workplace you want
- Create regular ways to train, remind, encourage that culture



47

Thank you! Any questions?

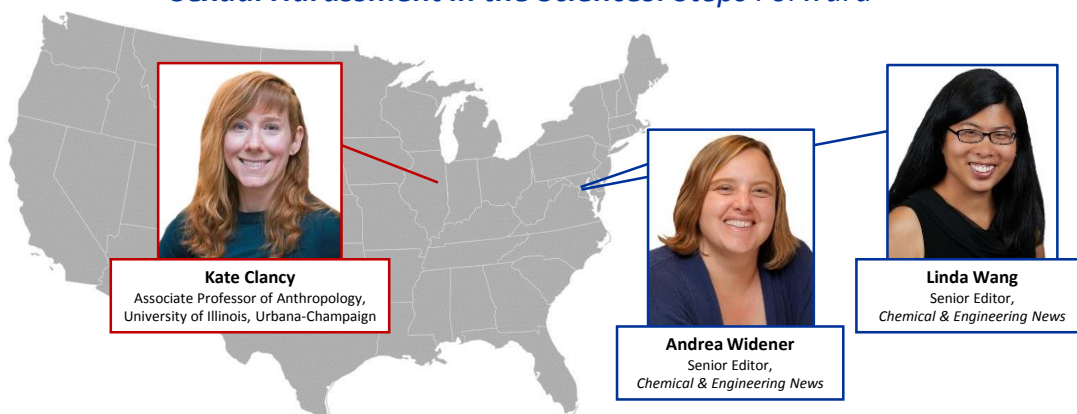
Period.
with Kate Clancy

Kate Clancy
@KateClancy
Associate professor at the University of Illinois. Bioanth, repro health, sexual harassment in science are my jam. Roller derby & @periodpodcast2 in spare time.
📍 Urbana, IL
🌐 kateclancy.com
📅 Joined May 2008

48



“Sexual Harassment in the Sciences: Steps Forward”



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Astraea Therapeutics



Annette Bak
Astra Zeneca



Erika Vieira Araujo
Bristol-Myers Squibb



Donna M. Huryn
University of Pittsburgh's School of Pharmacy



Thursday, March 8, 2018

Reshaping Chemical Safety: Creating a Dynamic and Adaptive Safety Environment in Your Lab

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Experts



Ralph Stuart
Keene State College



Samuella Sigmann
Appalachian State University

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50

Grand Salon C Sec 13, Hilton New Orleans Riverside



The Psychology & Sociology of Sexual Harassment

	9:00 AM WCC 1: Sexual harassment on college campuses
	9:15 AM WCC 2: The whys and hows of sexual harassment: What organizations should be doing
	9:35 AM WCC 3: Gender science and racial frames, potential potholes for women in science: Understanding the context before and the potential consequences of sexual harassment
	9:55 AM WCC: Intermission
	10:05 AM WCC 4: The cost of cosmetic
	10:25 AM WCC 5: From the personal to the profession: Steps we must take to end sexual harassment
	10:45 AM WCC: Panel Discussion

Description: Sexual harassment is as pervasive in chemistry as it is in other fields. However, more women have come forward recently to discuss their harassment experiences, including in a recent story in Chemical & Engineering News. This two-part session will examine sexual harassment and what communities are doing to stop it in chemistry and beyond. In the first session, experts will explore the psychology and sociology of sexual harassment, including what prevents many people who are harassed from reporting it. The second session will focus on what chemistry departments and associations are doing—or should be doing—to stop harassment. Panel discussions in both sessions will allow the audience to ask questions of those studying harassment or working to stop it.

<http://bit.ly/ScienceSH>

Working to Stop Harassment in Departments & at Meetings

	1:00 PM WCC 6: Taking back my power: My story of sexual harassment
	1:15 PM WCC 7: Mediating sexual harassment issues in science
	1:35 PM WCC 8: Redefining expectations: The role for scientific societies in addressing harassment in science and other work climate issues
	1:55 PM WCC: Intermission
	2:05 PM WCC 9: Preventing sexual harassment: Some experiences with a program aimed at graduate students, faculty, and staff
	2:25 PM WCC 10: GRC Power Hour: Culture-change begins at the frontiers of science
	2:45 PM WCC: Panel Discussion

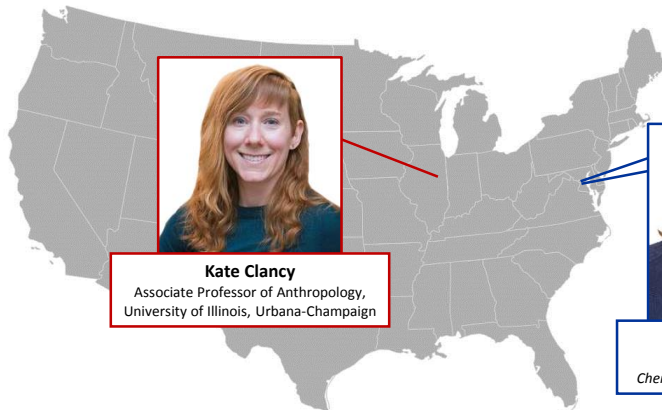
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<http://bit.ly/WorkshopSH>

51



"Sexual Harassment in the Sciences: Steps Forward"



Kate Clancy
Associate Professor of Anthropology,
University of Illinois, Urbana-Champaign

Andrea Widener
Senior Editor,
Chemical & Engineering News

Linda Wang
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56

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57