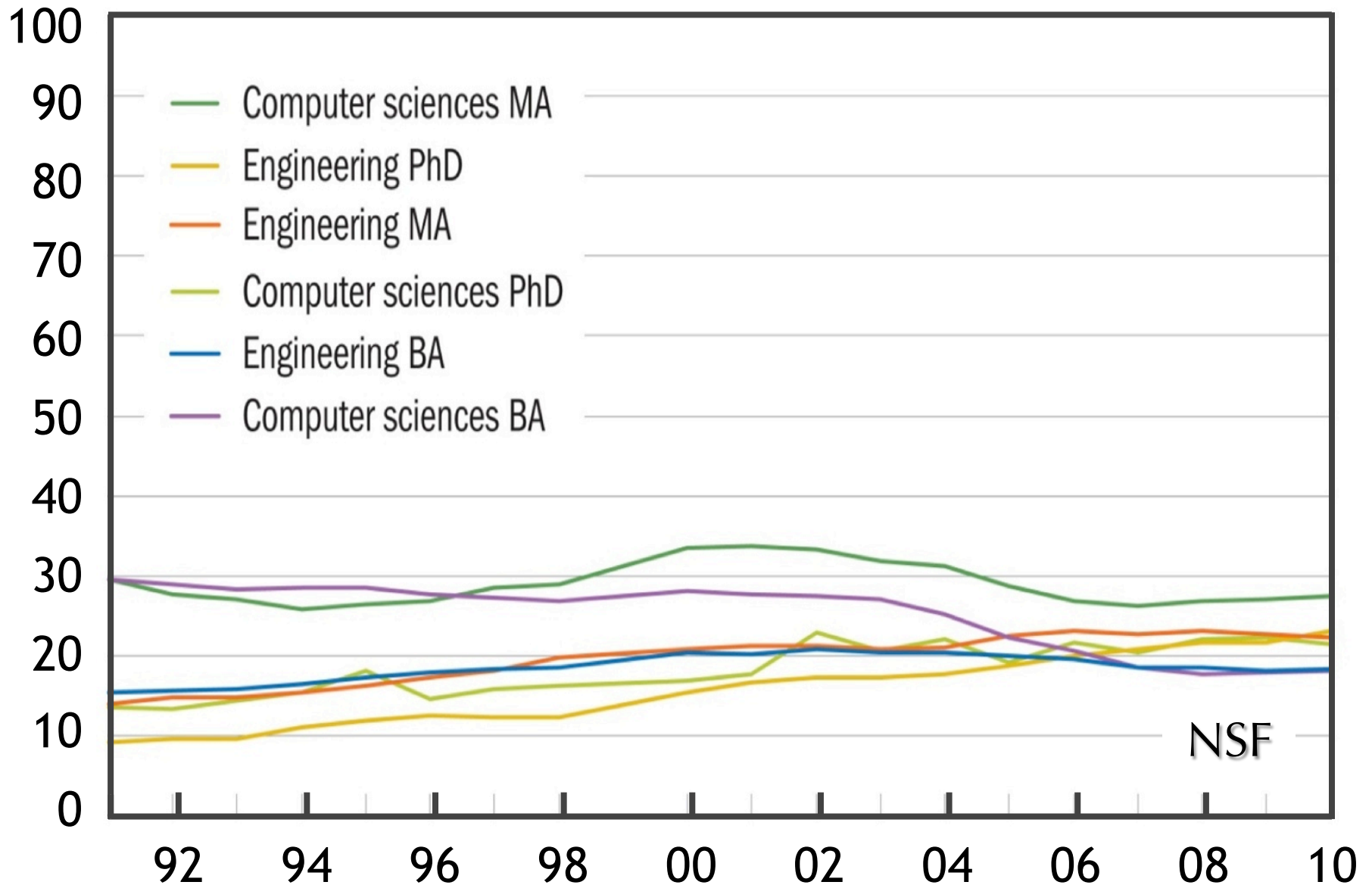


Sexual Harassment of Women in Science

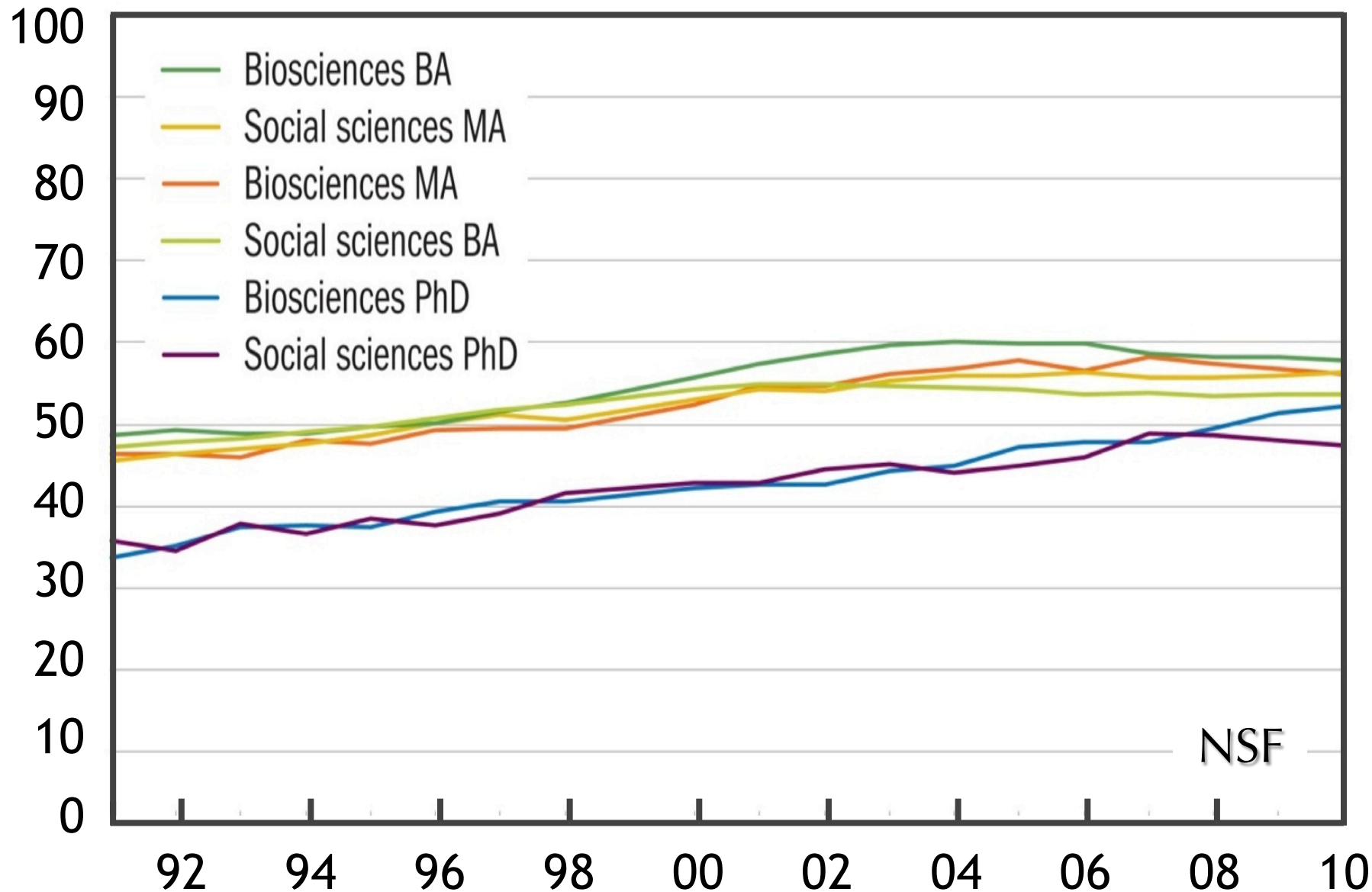


Meg Urry
Yale University

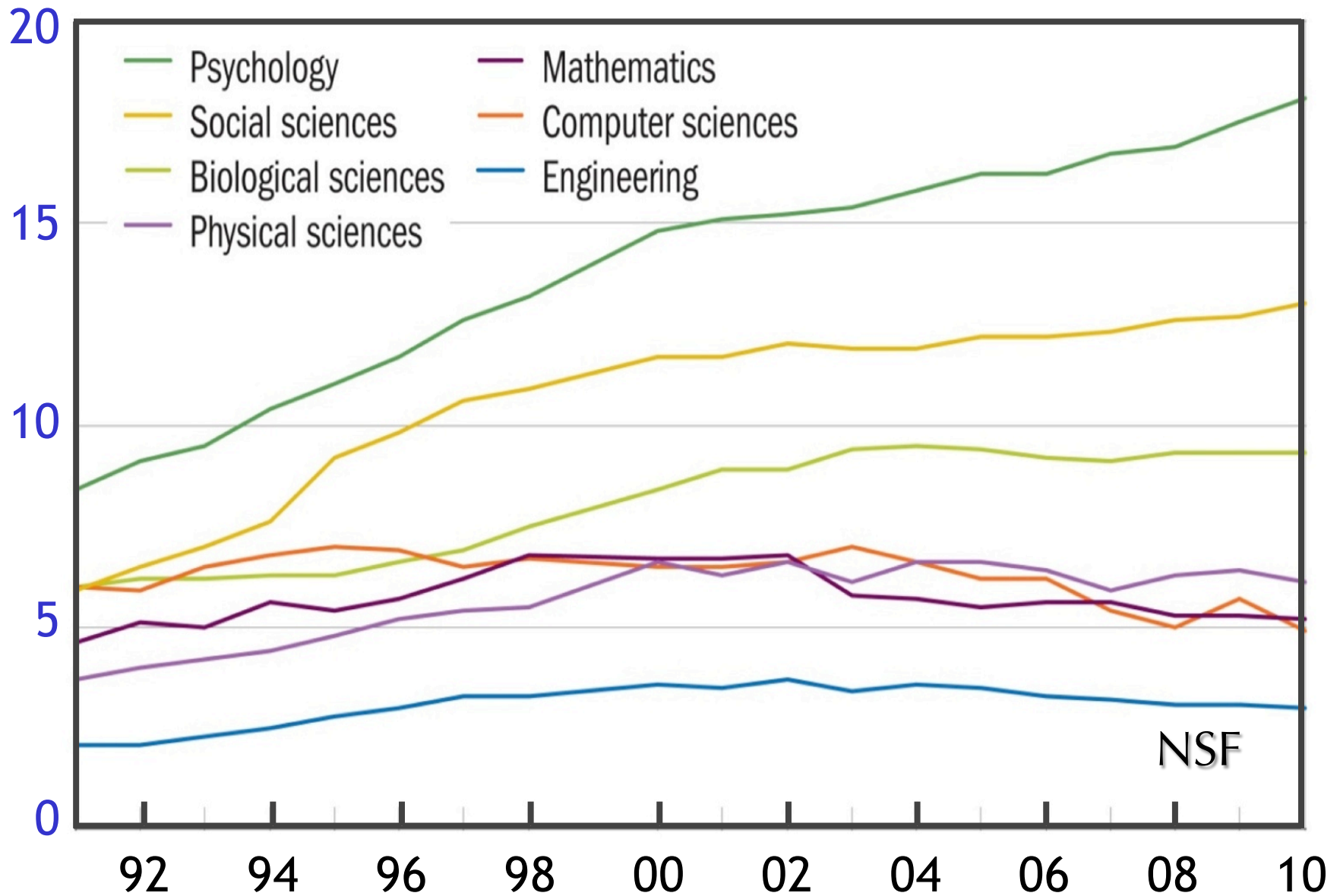
Percent degrees to Women 1991-2010



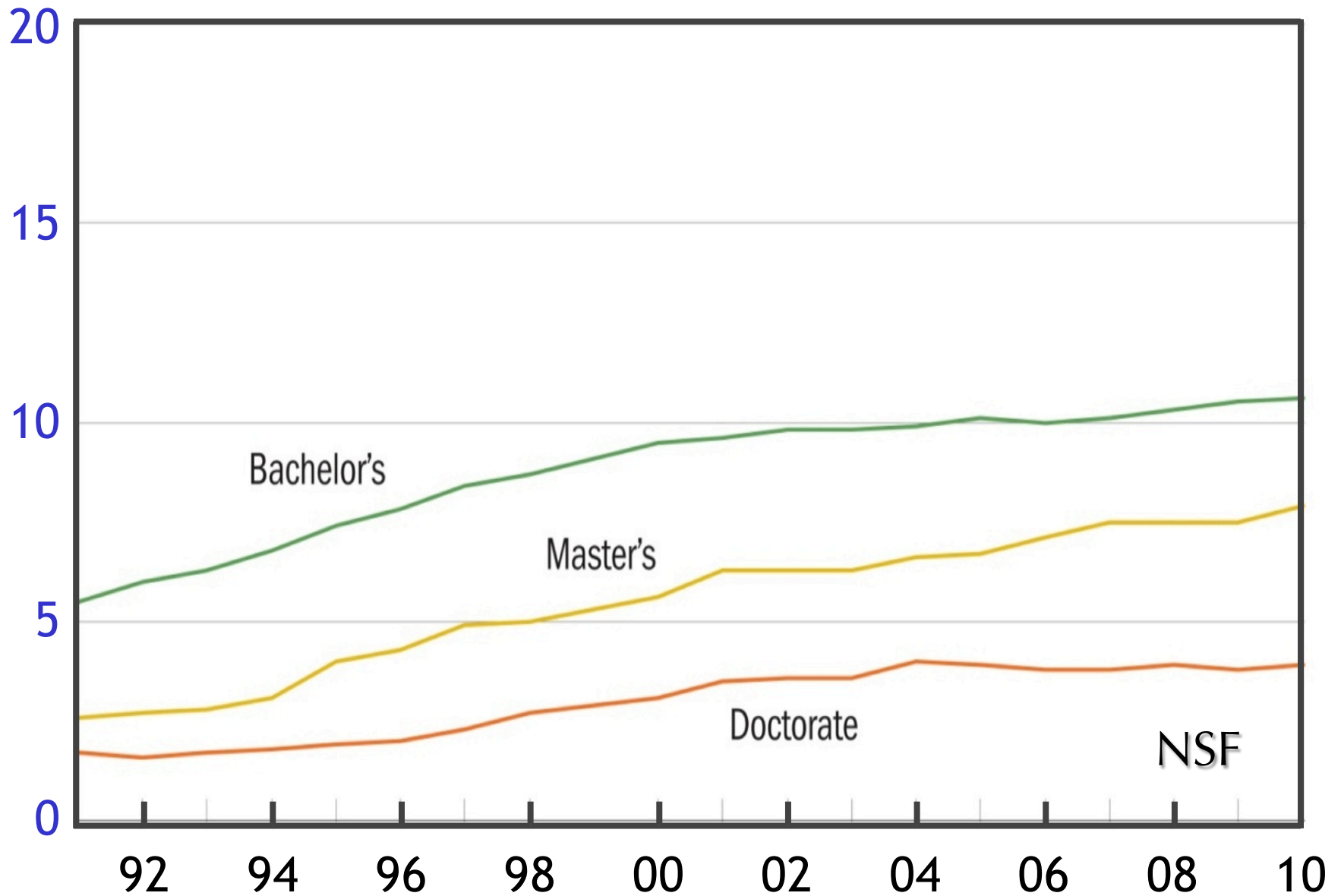
Percent degrees to Women 1991-2010



Percent Bachelor's degrees to URM Women 1991-2010



Percent STEM degrees to URM Women 1991-2010



Sexual harassment of field scientists

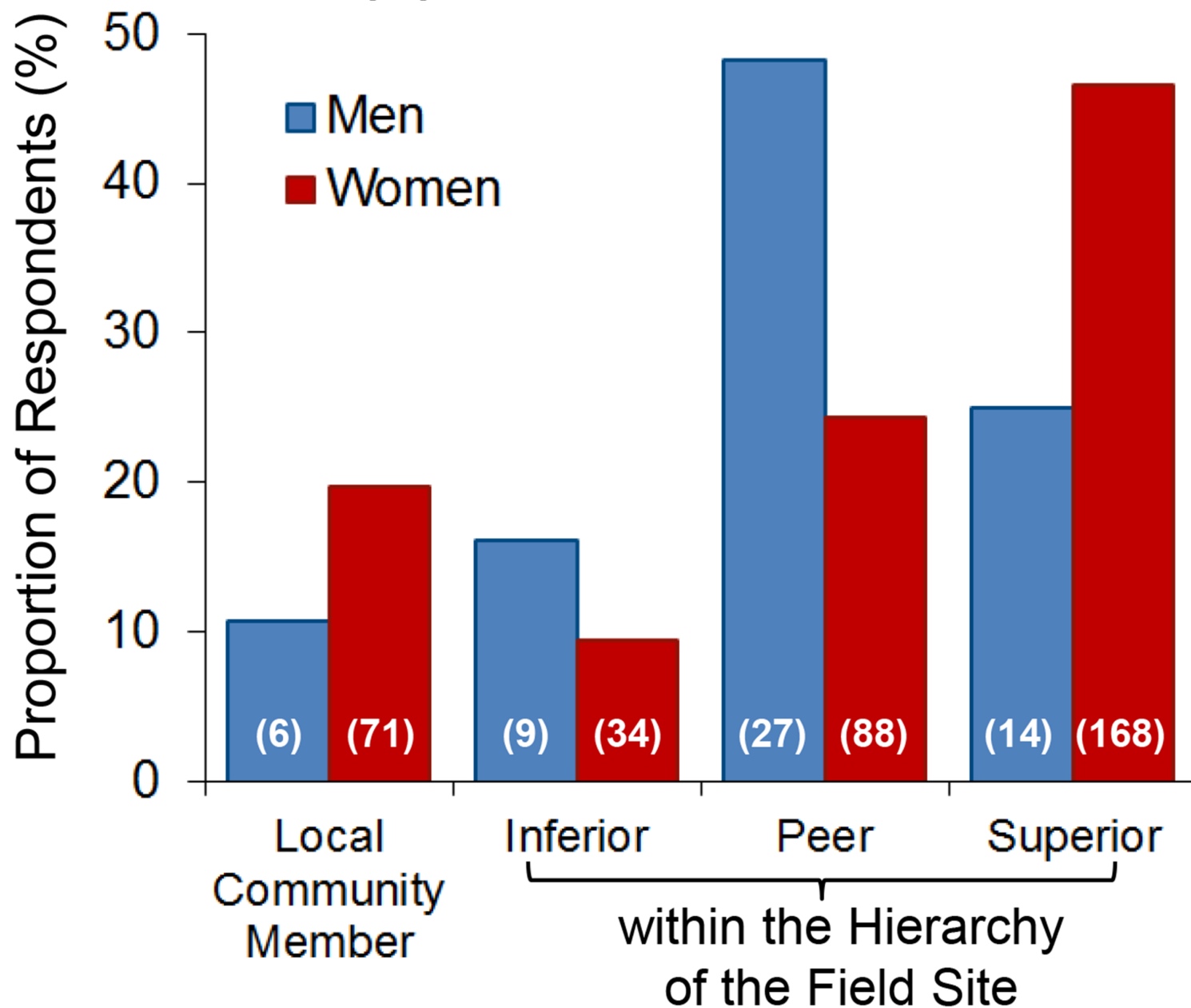
*Clancy et al. 2014, PLOS One, DOI:
10.1371/journal.pone.0102172*

- Sexual harassment common
- Men by peers
- Women by superiors

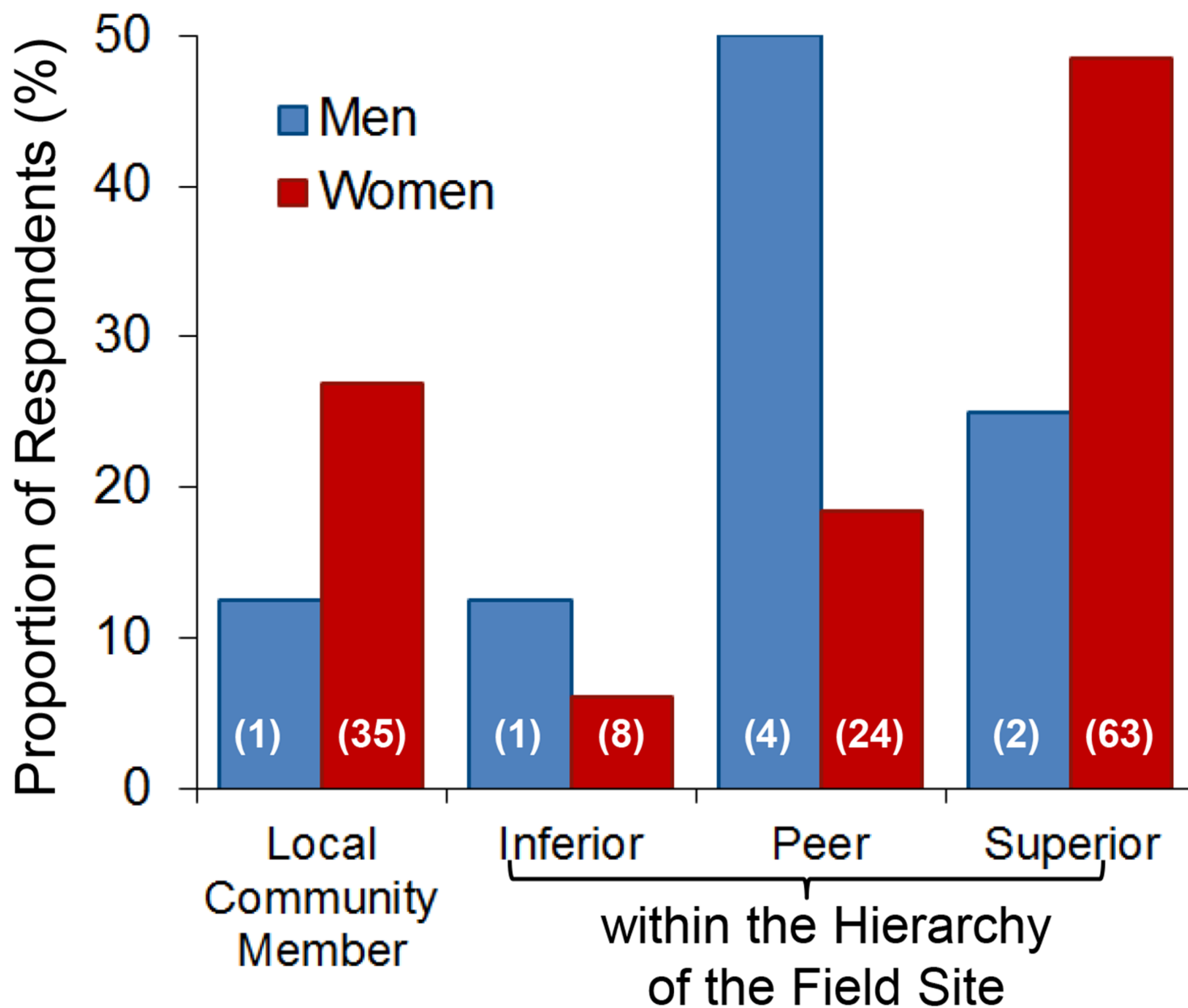
	Gender	All*	Trainee*	Employee*	Faculty*
<i>experienced:</i>		% (N)	% (N)	% (N)	% (N)
Harassment	Women	71% (361/512)	84% (305)	12% (42)	2% (8)
	Men	41% (56/138)	68% (38)	20% (11)	13% (7)
Assault	Women	26% (131/504)	86% (113)	11% (14)	2% (3)
	Men	6% (8/133)	75% (6)	0% (0)	25% (2)

**Respondent's status at time of experience. Not all respondents provided an answer to these questions. Clancy et al. 2014, PLOS One, DOI: 10.1371/journal.pone.0102172*

(A) Sources of Comments



(B) Sources of Unwanted Contact



Update: harassment of field scientists

Nelson et al. 2017, American Anthropologist, DOI: 10.1111/aman.12929 (interviews); also Meyers et al. 2015, Moylan & Wood 2016

- Rules matter
- Careers are affected by negative experiences
- Often no consequences for bad behavior

Clancy et al. 2017, Planets, DOI 10.1002/ 2017 (survey, astronomy/planetary sci)

- Similar to original Clancy survey
- “Double jeopardy” for women of color

10+ Million Tweets

thread started by @kellyoxford 10/8/16



Ashley Barker @AshersBarker · 3h

@kellyoxford was literally lifted off my feet by a guy grabbing my pussy in the bar I worked in. #notokay



↩ In reply to kelly oxford



LaurieCrosbyDesigns @LaurieCDesigns · 3h

@kellyoxford Man sat in car and mastb. in full view, 1st time by my work 2nd by my home. I yelled at him and he drove away. I'm 19.



↩ In reply to kelly oxford



Carmen Jimenez @Mita528 · 3h

@kellyoxford man followed me around airport balcony and rubbed against my ass. I hid in front of my brother to get him to stop; I was 9.



↩ In reply to kelly oxford



Kerry Franz @FranzKerry · 3h

@kellyoxford At 14 my best friend had to pull a boy off me at a party when everyone else just watched and laughed.



If It's Unwanted, It's Harassment.

It is AAS policy that all participants in Society activities will enjoy an environment free from all forms of discrimination, harassment, and retaliation.

If you experience or witness such behavior at this meeting, call 1-202-688-1993 to report the date, time, location, nature of the incident, and persons involved. Be sure to identify yourself and leave a call-back number; we will not follow up anonymous tips.

Complaints will be treated seriously and investigated promptly; confidentiality will be honored as far as possible as long as others' rights are not compromised.



Read the complete AAS
Anti-Harassment Policy at
aas.org/harassment



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Policies on Harassment for Scientific Professional Societies

aas.org/policies/anti-harassment-policy (2008)

aas.org/files/aas_ethics_statement_majrev5.0.pdf (2016)

stopharassment.agu.org/

harassment.agu.org/files/2016/08/26Sept_Draft-Principles-for-Addressing-Harassment_Workshop-Recommendation.pdf

<http://www.asanet.org/membership/code-ethics>

...

Recommendations:

To young people:

Recommendations:

To young people:

watch out for sexual harassment

Recommendations:

To young people:

watch out for sexual harassment

To leaders:

Recommendations:

To young people:

watch out for sexual harassment

To leaders:

don't date your trainees!

Back-up slides



Equal



Assumes everyone
benefits equally
from the system.

Equal

→ Equitable



Assumes everyone benefits equally from the system.



Giving equal access by treating people equitably.

Equal



Assumes everyone benefits equally from the system.

→ Equitable



Giving equal access by treating people equitably.

→ Equity



Systemic barriers removed. No special support or accommodation needed.