Sexual Harassment of Women in Science

Meg Urry
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Percent degrees to Women 1991-2010

Graph showing the percentage of degrees awarded to women in various fields from 1991 to 2010. The fields include Computer sciences MA, Engineering PhD, Engineering MA, Computer sciences PhD, Engineering BA, and Computer sciences BA. The data is sourced from NSF.
Percent degrees to Women 1991-2010

- Biosciences BA
- Social sciences MA
- Biosciences MA
- Social sciences BA
- Biosciences PhD
- Social sciences PhD

NSF
Percent Bachelor’s degrees to URM Women 1991-2010

- Psychology
- Social sciences
- Biological sciences
- Computer sciences
- Engineering
- Physical sciences

NSF
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
<table>
<thead>
<tr>
<th></th>
<th>Gender</th>
<th>All*</th>
<th>Trainee*</th>
<th>Employee*</th>
<th>Faculty*</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>%</td>
<td>(N)</td>
<td>%</td>
<td>(N)</td>
</tr>
<tr>
<td>Experienced</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Harassment</td>
<td>Women</td>
<td>71%</td>
<td>(361/512)</td>
<td>84%</td>
<td>(305)</td>
</tr>
<tr>
<td></td>
<td>Men</td>
<td>41%</td>
<td>(56/138)</td>
<td>68%</td>
<td>(38)</td>
</tr>
<tr>
<td>Assault</td>
<td>Women</td>
<td>26%</td>
<td>(131/504)</td>
<td>86%</td>
<td>(113)</td>
</tr>
<tr>
<td></td>
<td>Men</td>
<td>6%</td>
<td>(8/133)</td>
<td>75%</td>
<td>(6)</td>
</tr>
</tbody>
</table>

*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

- Local Community Member
  - Men: 6
  - Women: 71

- Inferior
  - Men: 9
  - Women: 34

- Peer
  - Men: 27
  - Women: 88

- Superior
  - Men: 14
  - Women: 168

Proportion of Respondents (%)

within the Hierarchy of the Field Site
(B) Sources of Unwanted Contact

- **Local Community Member**
  - Men: 1
  - Women: 35

- **Inferior**
  - Men: 1
  - Women: 8

- **Peer**
  - Men: 4
  - Women: 24

- **Superior**
  - Men: 2
  - Women: 63

Proportion of Respondents (%)
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


• 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

Laurie Crosby Designs @LaurieCDesigns · 3h
@kellyoxford Man sat in car and masturbated 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.
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
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/
http://www.asanet.org/membership/code-ethics

...
Recommendations:

To young people:
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 $\Rightarrow$ Equitable

Assumes everyone benefits equally from the system.

Giving equal access by treating people equitably.
Equal → Equitable → Equity

Assumes everyone benefits equally from the system.

Giving equal access by treating people equitably.

Systemic barriers removed. No special support or accommodation needed.