From the personal to the professional: Steps we must take to end sexual harassment

Mary K Boyd
Overview

• Background
• Steps we must take
  • Individual
  • Department
  • Institution
  • American Chemical Society
• #TimesUp
25% of women in the workplace experience sexual harassment

40% of women of color have felt unsafe at work

62% of female undergrads and 44% of female grad students experienced sexual harassment

Only 6% of grad students who were harassed by profs reported...
Kit Chapman @ChemistryKit · 1d
Scientist just told me how she often walks into labs and feels super uncomfortable because there are pictures of half-naked ladies posted around workspaces. Chemistry Twitter: Have you experienced this? How do we shut this crap down?

Mary Boyd @marykboyd · 1d
This is still happening? In 2017?

Kit Chapman @ChemistryKit
Replying to @marykboyd
Indeed. :(  

11/21/17, 7:26 AM
As an individual

- Believe women
  - Protect from potential retaliation
- Be an ally
- Bystander
  - Call out and report unacceptable behavior
  - Training
- Political advocacy
  - Support Rep. Speier’s bill: Federal Funding Accountability for Sexual Harassers
As a department

• Training of students, faculty and staff
  • University of Windsor
  • Auburn University

• Create a respectful workplace
  • Hiring
    • Avoid hiring repeat offenders

“Neither women nor men should have to accept that sexual harassment is part of the price of admission into a promising career in the chemical sciences.”
—Laura Sremaniak, a chemistry professor at North Carolina State University and chair of the ACS Women Chemists Committee

“People who have done things that I think are wrong will get hired again because they’ll bring in funding.”
—Richard N. Zare, chemistry professor, Stanford University

#react2harassment @marykboyd
As an institution

• Training
• Response to complaints
• Create a respectful workplace
  • Hiring
• Consider Callisto
  • Online sexual assault reporting system

“Some people think industry is where the harassment happens. But in industry, creeps get fired. In academia, they get funding.”
—“Elizabeth,” colleague of a sexual harassment survivor

#react2harassment  @marykboyd
• Change code of conduct
  • AGU labels sexual harassment as scientific and academic misconduct
  • Other scientific societies and institutions have adopted codes of conduct:
    • AAAS, AAS, ESA, SSE, WSN
• Assess gender and racial distribution of ACS leadership
• Mandate student training
• Take action

“It never occurred to me that I wouldn’t be safe at a conference with other chemists.”
—“Nicole,” sexual harassment survivor

#react2harassment  @marykboyd
• Mary K. Boyd, “Staying at the Table”, ACS National Meeting, San Francisco CA, March 23, 2010

Resources


• [www.acs.org/acswebinars](http://www.acs.org/acswebinars)
  - Sexual Harassment in the Sciences: Steps Forward

• How to stop sexual harassment: Bystander training workshop
  Tuesday, March 20, 8-10 AM,
  Hilton New Orleans Riverside: Grand Salon B Sec. 7

#react2harassment @marykboyd
Thank you

#metoo
#metooPhD
#TimesUp
#react2harassment