

GRC Power Hour

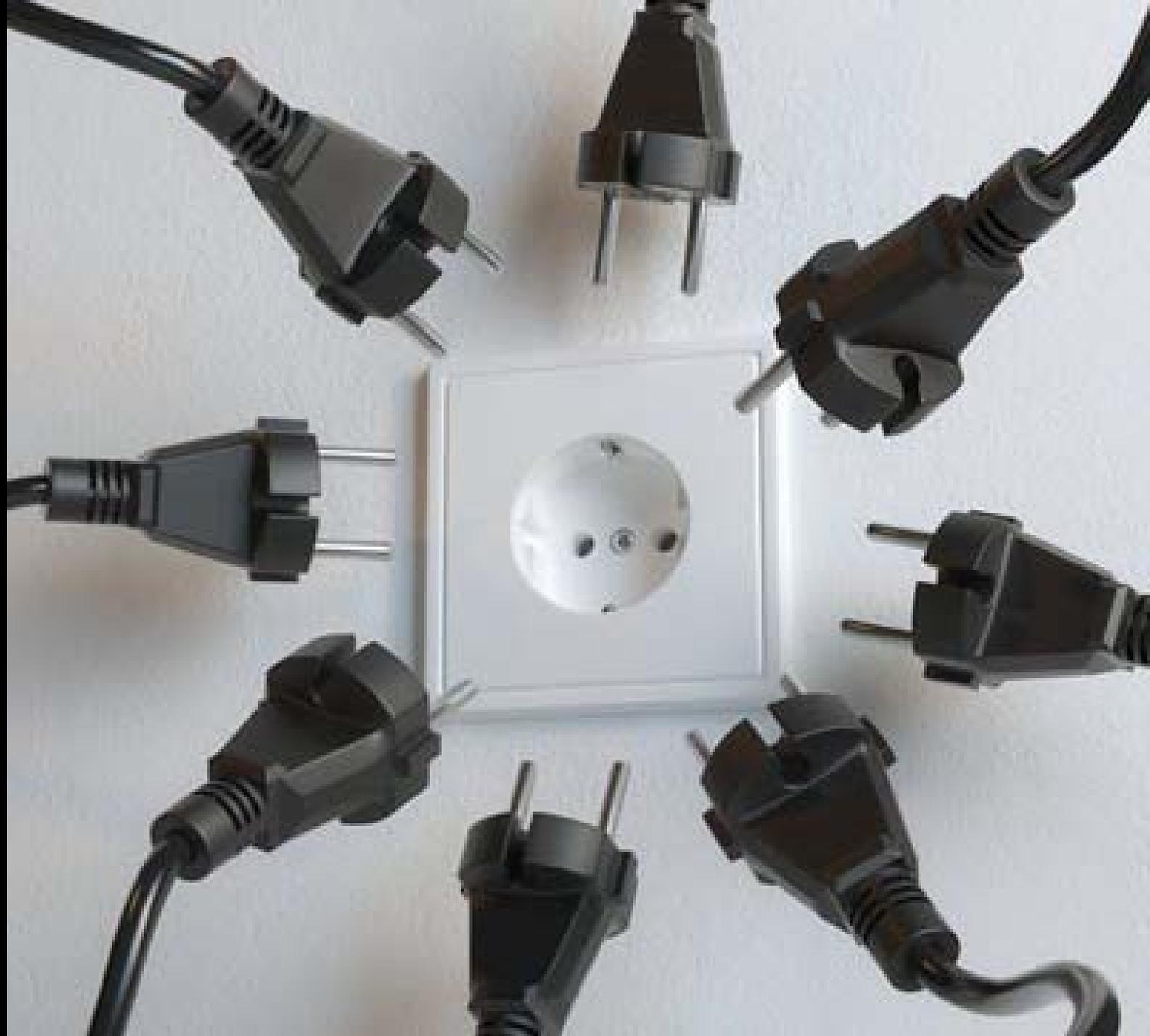
Culture change begins at the frontiers of science



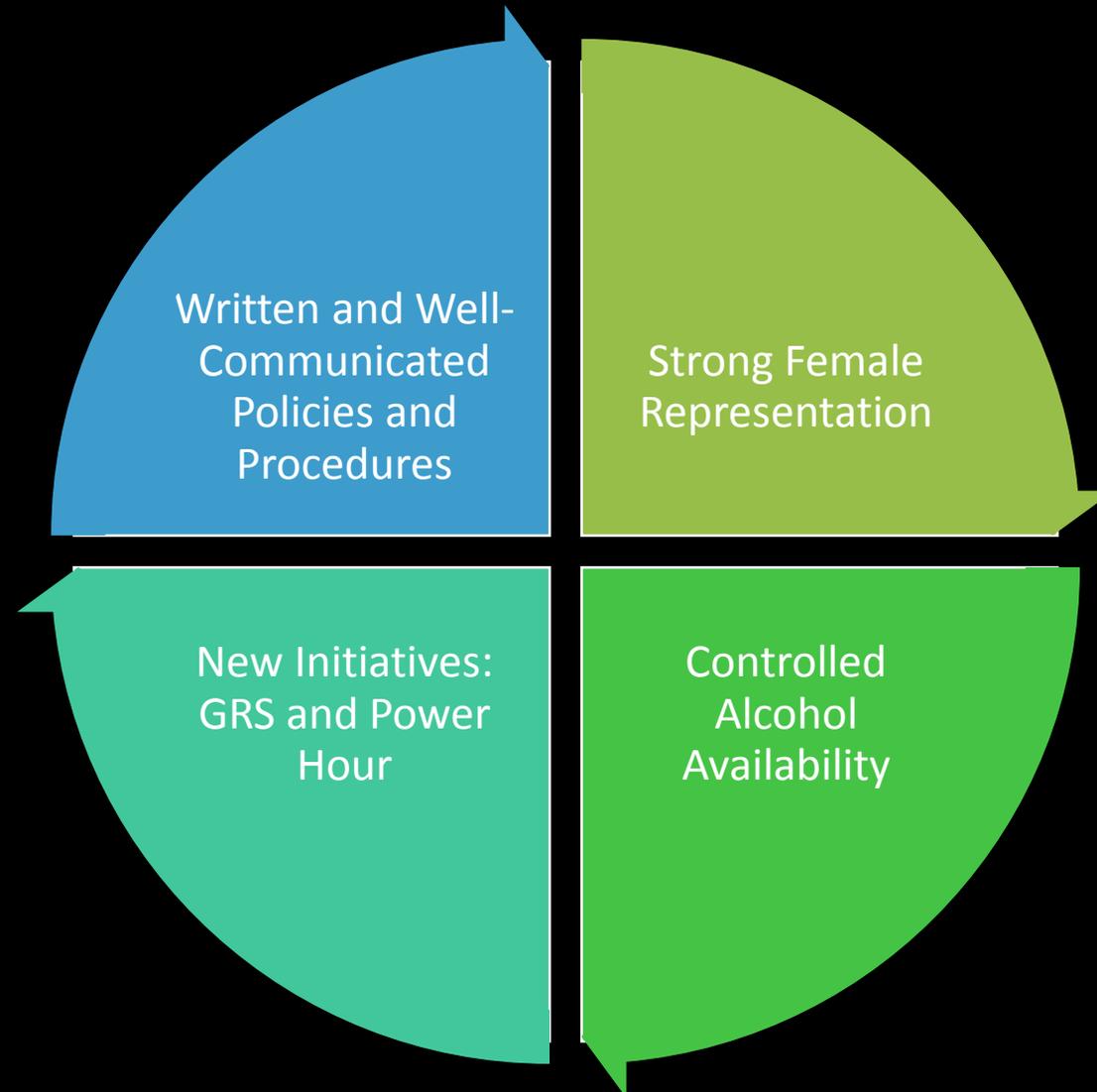
C H A N G E

Nancy Ryan Gray, President & Chief Executive Officer, Gordon Research Conferences, West Kingston, RI

Taking a
Multipronged
Approach



Creating a Professional, Respectful & Inclusive Culture



“Zero Tolerance. Period.”

- GRC Board of Trustees

What Zero Tolerance Means

GRC does not tolerate illegal or inappropriate behavior at any conference, including:

- violations of laws pertaining to alcohol
- destruction of property
- harassment of any kind, including sexual harassment

GRC condemns inappropriate or suggestive acts or comments that demean another person by reason of his or her gender, gender identity or expression, race, religion, ethnicity, age or disability

Inappropriate Behavior Policy

- GRC encourages open and honest intellectual debate as part of a welcoming and inclusive atmosphere at every conference. GRC asks each Chair to foster rigorous analysis of all science presented or discussed in a manner respectful to all conferees. To help maintain an open and respectful community of scientists, GRC does not tolerate illegal or inappropriate behavior at any conference site, including violations of applicable laws pertaining to sale or consumption of alcohol, destruction of property, or harassment of any kind, including sexual harassment. GRC condemns inappropriate or suggestive acts or comments that demean another person by reason of his or her gender, gender identity or expression, race, religion, ethnicity, age or disability or that are unwelcome or offensive to other members of the community or their guests. GRC reviews allegations of any such behavior on a case by case basis, and violations may result in cancellation of a conference or the prohibition on future attendance by particular individuals.
- If any Chair becomes aware of illegal or inappropriate behavior at a conference site, or allegations of the same at his or her conference, the Chair must report such information to the GRC site manager immediately. Immediate reporting is important to allow GRC the opportunity to properly assess the situation and fashion an appropriate response that addresses the problem while being sensitive to the concerns of all who are affected. Unless a difference course of action is recommended by the site manager, the Chair will be expected to gather relevant facts from all parties involved, including initiating private discussions with those who object or who are offended by the behavior and with those charged with the behavior. Additional public or private conversations with those who observed the situation may be appropriate. There also may be times when it is incumbent upon the Chair to exercise his or her own judgment by interrupting a speaker or addressing behavior that, when construed in the entire context of the circumstances surrounding the person making the remarks or acting out, is considered clearly unwelcome or objectionable to others at a conference.

Reporting Process



Inappropriate Behavior Reporting Process

- If you believe you have been subjected to or have otherwise experienced behavior at your GRC event that violates GRC's Inappropriate Behavior Policy, please act promptly to report the issue so that steps may be taken to address the situation immediately. There are multiple methods you may use to report your concern. You may notify the Chair or Vice Chair of the Conference or Seminar you are attending, each of whom has been requested to address the matter promptly or refer it back to the GRC main office. If you are reluctant to speak with your Chair or Vice Chair for any reason, you may notify the local GRC staff in the conference office at the site, each of whom has been instructed in a manner similar to the Chairs and Vice Chairs, or you may notify Nancy Gray, GRC's Chief Executive Officer, at the GRC main office by email or by telephone.
- GRC will use its best efforts to investigate complaints fairly, discreetly and completely. It will make every reasonable effort to conduct a rapid inquiry, the results of which typically will be shared with both the individual reporting the issue and the individual(s) who has been accused of violating the Policy. Reports requesting anonymity will be respected, although GRC reserves the right to notify appropriate law enforcement should the allegations be serious enough to warrant such notice. It should be noted that GRC's ability to investigate or address anonymous reports may be limited or otherwise affected by the need to balance concerns over privacy and fairness to all concerned. Following completion of GRC's inquiry, any action to be taken by GRC against the person accused of acting inappropriately will be determined by GRC in its sole discretion and may include a request for private or public apologies, discharge from the Conference or Seminar or restrictions on his or her future attendance.

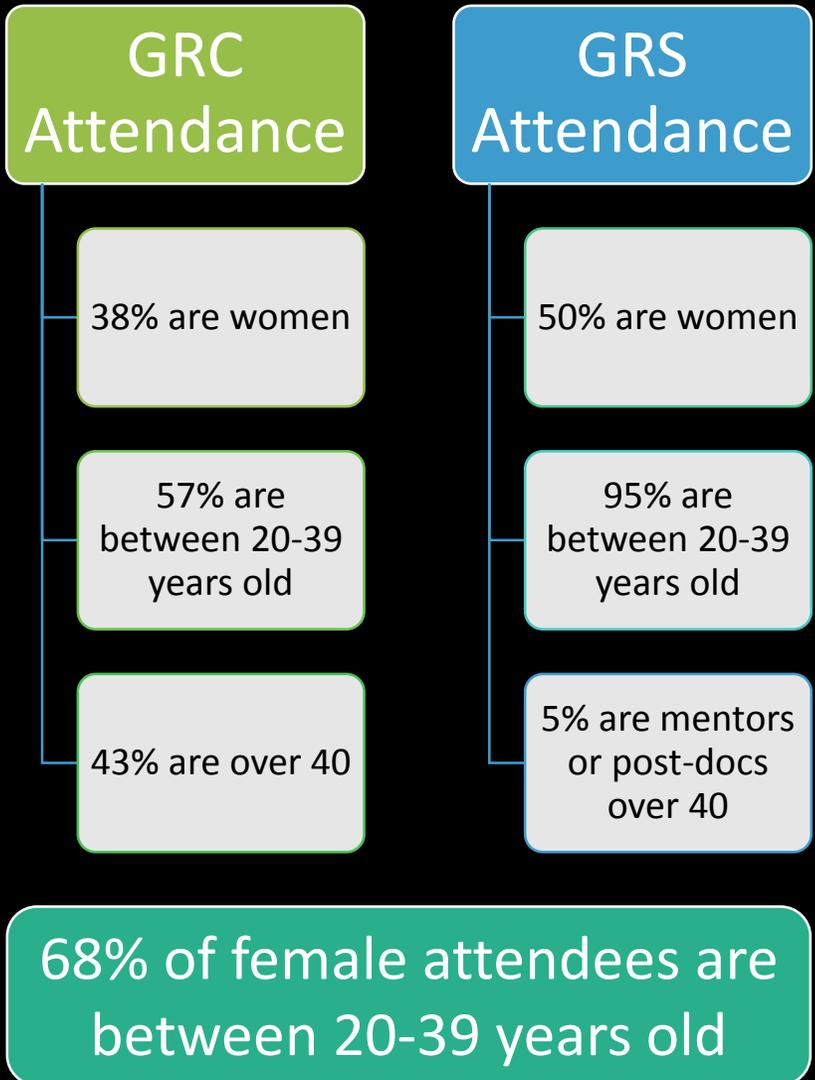
Total of 10 reports between 2003-2016 (Cartoons, videos, derogatory jokes and harassment)

2/1000ths of a percent of attendees report an incident per year

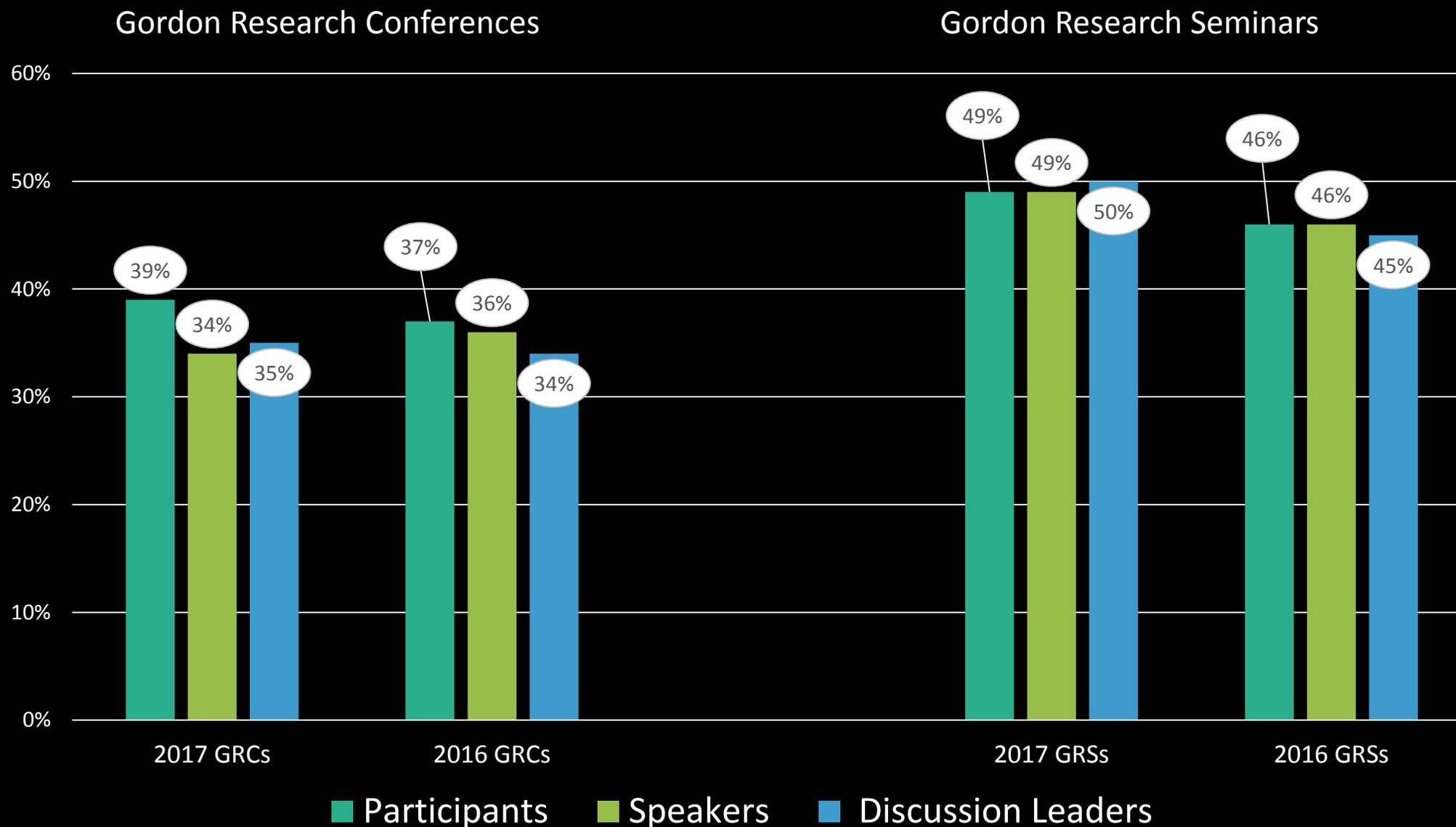
Five reports in 2017 (1/100th of a percent of attendees)

Incidents
Reported

Targeting the Future: Participation of Women



Striving for Parity: Women on the Program



Women in GRC Leadership



1986

- 1st woman elected to GRC Board

1988

- 8% Board members women

1998

- 33% Board members women

2003

- 1st women appointed GRC President & CEO

2008

- 50% Board members women

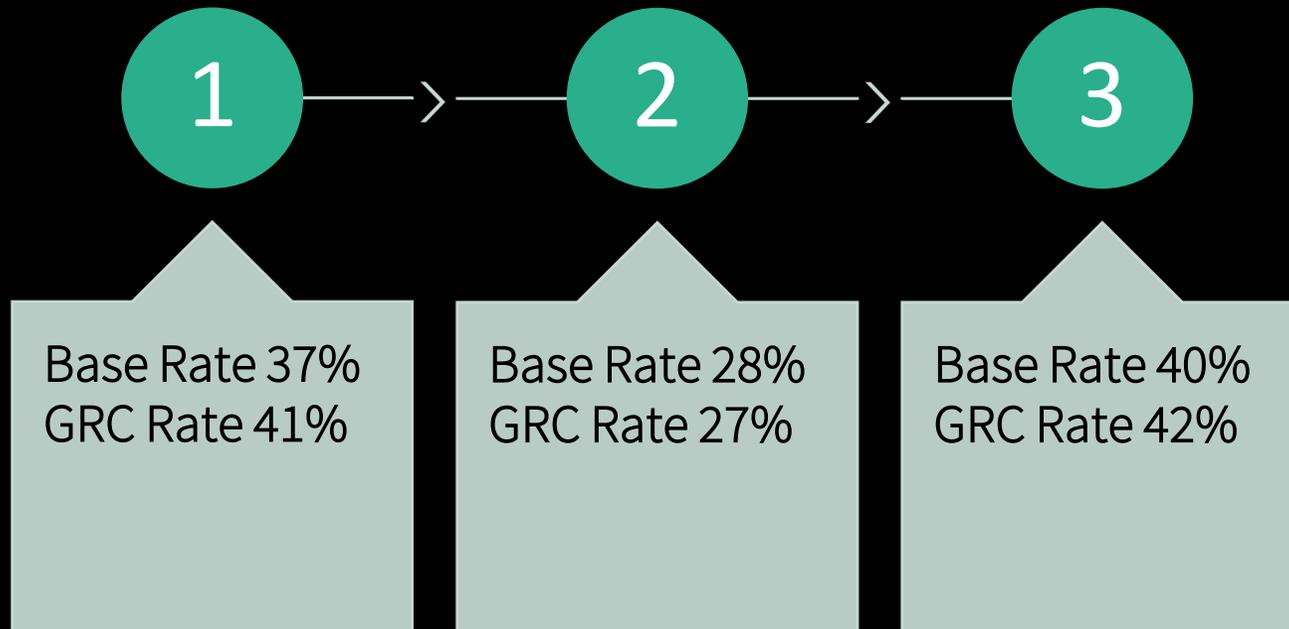
2014

- GRC C-suite executives (CEO,COO,CFO) all women

2018

- 43% Board members women

External Analysis: How GRC Measures Up



*Base rate reflects number of women in a particular neuroscience field.

Source: *Bias Watch Neuro* (<https://biaswatchneuro.com/>)

1

Auditory Neuroscience base rate

The 2016 Gordon Research Conference on the Auditory System, "The Plastic and Dynamic Auditory System", was representative of research in this field. Attendees/poster presenters only (not speakers) included 35 women and 60 men giving a base rate of 37% women. Interestingly, this is exactly the same as the base rate we determined for the auditory neuroscience field ... [Continue reading](#)

2

Optogenetic Approaches to Understanding Neural Circuits & Behavior

AUGUST 10, 2016

Gordon Research Conference: Optogenetic Approaches to Understanding Neural Circuits & Behavior Organizers: Karl Deisseroth (Chair) and Kay M. Tye (Vice Chair) Invited speaker gender ratio: 11 Women : 31 Men (27%) Estimated* base rate of women in the field: 28% *Method of estimation: we searched NIH RePORTER with text keywords "optogenetics" AND "neural circuits" AND "behavior" and counted the number of women ... [Continue reading](#)

3

Neurobiology of Cognition

AUGUST 10, 2016

2016 Gordon Research Conference: Neurobiology of Cognition Organizers: Tania Pasternak (Chair) and David Leopold (Vice Chair) Invited speaker gender ratio: 18 Women : 25 Men (42%) Estimated* base rate of women in the field: 40% *Method of estimation: we searched NIH RePORTER with text keywords "Cognitive Neuroscience" in active RPG grants, and counted gender-identifiable names from the first two pages of ... [Continue reading](#)

A photograph of a sandy beach with gentle waves washing onto the shore. The sand is golden-brown, and the water is white with foam. A series of footprints are visible in the sand, leading from the foreground towards the water. A black rectangular box is overlaid on the lower-left portion of the image, containing white text.

What more can we do?

The GRC Power Hour



Initial year..

Informal program in 2016

48%

of meetings held Power Hours

Average attendance

50 attendees

Half of attendees

postdocs or grad students

30%

of attendees men



“One interesting aspect of this was not necessarily what happened *during* the session, but the fact that the conversations on this topic continued well *after* the session.”

Second year..

Informal program in 2017

58%

of meetings held Power Hours

Average attendance

51 attendees

53% of attendees

postdocs or grad students

32%

of attendees men



What are they talking about..

Personal
experiences

Pay gap

Harassment

Unconscious
bias

Mentors and
networking

Work-life
balance

Child care

Tenure track

Issues with
funding

The Kit



Gordon Research Conferences The Power Hour

Thank you for volunteering to organize a GRC Power Hour! The following information is designed to assist you prepare for your Power Hour.

The Power Hour is an informal gathering open to all meeting participants and is held from 3:00-4:00pm on Mondays during afternoon free time. The Power Hour is intended to support the professional growth of women in our scientific communities and provide an open forum for discussion and mentoring.



How to Prepare for Your Power Hour

- Review this kit and contact us if you have any questions. Contact information is provided at the end of this kit.
- Ask the Chair of your meeting to introduce the Power Hour during the welcoming comments and to encourage conferees to attend the program. The Chair should also emphasize that the program is open to all conferees, not just women conferees.

Suggested Formats

- Past communities found that several formats work well. Here are some options:
 - Split into small groups. Randomly assign different topics (work/family balance, mentorship, gender bias, harassment, etc.). Have each group share their thoughts on improving these issues at the end of the Power Hour.
 - Split into small groups based on career status (graduate students/post docs, young faculty, full time professors, etc.). Ask each group to identify the greatest challenge they face and share findings at the end of the Power Hour.
 - If the group size allows, ask participants to introduce themselves and share one thought on the greatest challenge women in their field are facing.
- There are likely other extremely successful formats so please let us know what worked for your community!

Ideas for Topics

As you are planning your GRC Power Hour, you may want to consider some general themes that would be useful for your community to discuss. We recognize the diversity of GRC conferences, and the list of discussion areas below is intended to provide ideas that you can further develop based on the needs of your community and the group that assembles for your Power Hour.

You will have a varied audience of men and women, and people at different stages of their career. Ideally the dialog in the group capitalizes on that diversity to help provide perspective for those that come forward with questions or for advice.

1. As a woman in a leadership role in science, what are the skills in addition to scientific excellence that have led to your success?
2. What advice do you wish you had received early in your career?
3. What topic would you most like advice on during our time together?
4. How do I choose the right lab? What should I be considering?
5. I am considering a career outside of academia. What should I be doing now to prepare? What should I consider?
6. How do I begin to find a mentor/sponsor in my organization and what should I be discussing with my mentor/sponsor?

Suggested Discussion Topics:

1. As an early career scientist, how do you develop and demonstrate confidence and assertiveness in an effective way?
2. Some people that I work with have biases, and I'm not sure they're aware of them. How could I initiate a conversation with them on that topic?

Feedback



...from Social Media

“I was very impressed with the discussion that turned out to be rich, open, engaged, and, in many cases, a very personal exchange of experiences, thoughts and ideas.”

“By starting such a conversation, this topic becomes less taboo to bring up in other settings and continual progress can be made.”

Feedback



...from the Organizers

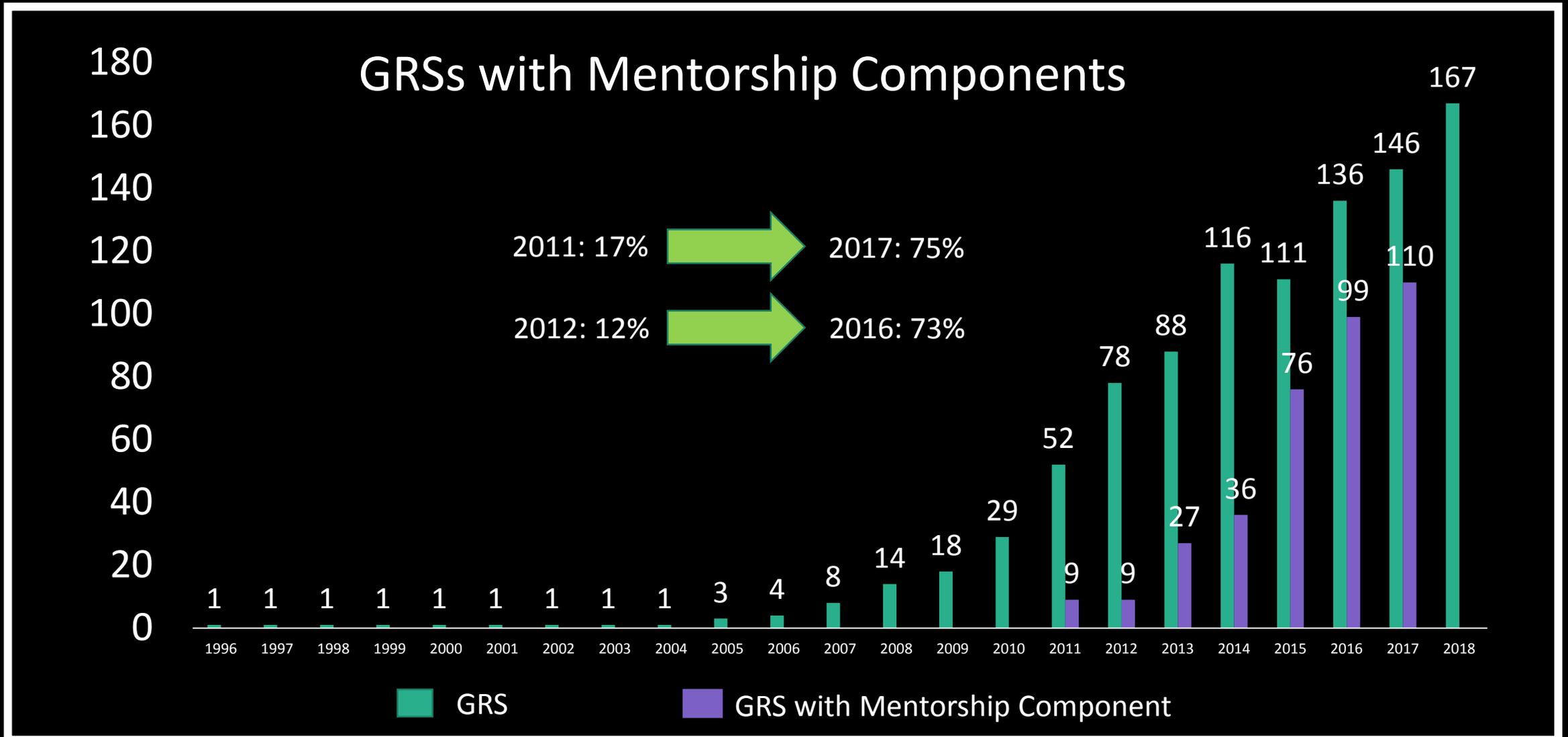
“The event helped bring together people from various backgrounds and acknowledged topics that are typically not discussed in the GRC setting (or in typical professional development work).”

“Good to have the event early in the week, because it gave the participants a personal connection to build on throughout the conference.”



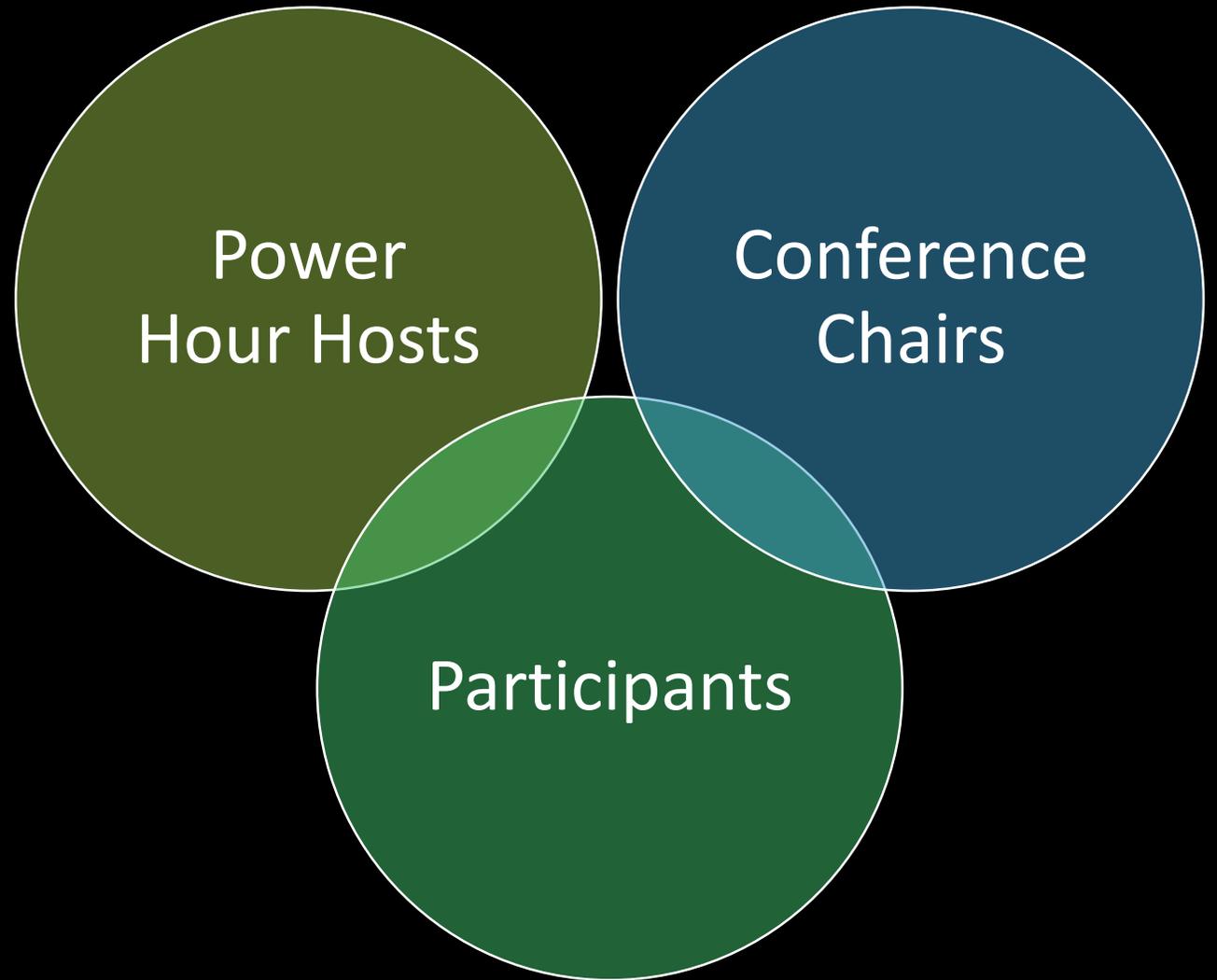
IN ADDITION

More Mentorship



POWER HOUR SUMMIT

- 2-3 Events
- Share ideas and experiences across disciplines
- Identify opportunities to further address challenges women in science face



My thanks to all members of the GRC Board of Trustees

especially

Catherine Kallin
McGill University

Elsa Reichmanis
Georgia Tech

Susan L. Hamilton
Baylor College of Medicine

Elli Wurtzel
Lehman College, CUNY



Frances Arnold
California Institute of
Technology



Fran Platt,
Oxford University



Meigan Aronson,
Texas A&M



AND, my leadership
teammates
Sarah Blendermann
(COO)
Taryn Groves Moran
(CFO)