GRC Power Hour

Culture change begins at the frontiers of science

Nancy Ryan Gray, President & Chief Executive Officer, Gordon Research Conferences, West Kingston, RI
Taking a Multipronged Approach
Creating a Professional, Respectful & Inclusive Culture

- Written and Well-Communicated Policies and Procedures
- Strong Female Representation
- New Initiatives: GRS and Power Hour
- Controlled Alcohol Availability
“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 different 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 also be appropriate. There may also 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

1. Notify Chair, Vice Chair, GRC On-site Staff or GRC CEO immediately
2. GRC notifies legal counsel
3. GRC holds complaint in complete confidence and begins investigation interviews
4. Following completion of GRCs inquiry, action may be taken by GRC against the person accused of acting inappropriately
5. Actions may include:
   - a request for private or public apologies
   - discharge from the Conference or Seminar
   - restrictions on his or her future attendance
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)
Targeting the Future: Participation of Women

<table>
<thead>
<tr>
<th>GRC Attendance</th>
<th>GRS Attendance</th>
</tr>
</thead>
<tbody>
<tr>
<td>38% are women</td>
<td>50% are women</td>
</tr>
<tr>
<td>57% are between 20-39 years old</td>
<td>95% are between 20-39 years old</td>
</tr>
<tr>
<td>43% are over 40</td>
<td>5% are mentors or post-docs over 40</td>
</tr>
</tbody>
</table>

68% of female attendees are between 20-39 years old
Striving for Parity: Women on the Program

Gordon Research Conferences

- 2017 GRCs: Participants 39%, Speakers 34%, Discussion Leaders 35%
- 2016 GRCs: Participants 37%, Speakers 36%, Discussion Leaders 34%

Gordon Research Seminars

- 2017 GRSs: Participants 49%, Speakers 50%, Discussion Leaders 46%
- 2016 GRSs: Participants 46%, Speakers 45%, Discussion Leaders 46%
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

1. Base Rate 37%  
   GRC Rate 41%

2. Base Rate 28%  
   GRC Rate 27%

3. Base Rate 40%  
   GRC Rate 42%

*Base rate reflects number of women in a particular neuroscience field.  
Source: Bias Watch Neuro (https://biaswatchneuro.com/)
What more can we do?
The GRC Power Hour
48% of meetings held Power Hours

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.”
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
<table>
<thead>
<tr>
<th>What are they talking about..</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal experiences</td>
</tr>
<tr>
<td>Pay gap</td>
</tr>
<tr>
<td>Harassment</td>
</tr>
<tr>
<td>Unconscious bias</td>
</tr>
<tr>
<td>Mentors and networking</td>
</tr>
<tr>
<td>Work-life balance</td>
</tr>
<tr>
<td>Child care</td>
</tr>
<tr>
<td>Tenure track</td>
</tr>
<tr>
<td>Issues with funding</td>
</tr>
</tbody>
</table>
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.
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.”
“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

GRSs with Mentorship Components

2011: 17%
2012: 12%
2016: 73%
2017: 75%

GRS
GRS with Mentorship Component
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

Fran Platt,
Oxford University

Frances Arnold
California Institute of Technology

Meigan Aronson,
Texas A&M
AND, my leadership teammates
Sarah Blendermann (COO)
Taryn Groves Moran (CFO)