Today’s Outline

Brief Background

How we got to this point: The NAS Report Key Findings

Implications, Impacts, and Actions for Scientific Societies

Individual and Collective Next Steps
Who am I and Who is AGU?

- 60,000 Earth and Space Scientists
- 23% Students / 29% women / 41% non-U.S.
- 25 Disciplinary Sections
- 20 Peer Reviewed Journals
- International Meetings
  - AGU Fall Meeting (25K attendees)
  - Ocean Sciences Meeting (Biennial)
  - Chapman Conferences
- Honors and Awards
- Career Services
- Outreach, Public Affairs
- Full time Senior Staff for Ethics, Diversity and Inclusion
AGU Demographic Trends

Women and Non-U.S. Residents are growing percentages of AGU Membership
Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine

http://nationalacademies.org/SexualHarassment

#ScienceToo

June 2018 Report Release
Study Sponsors
# Study Committee Members

Co-Chair: **Paula Johnson**\(^1\), Wellesley College  
Co-Chair: **Sheila Widnall**\(^2\), Massachusetts Institute of Technology

<table>
<thead>
<tr>
<th>Alice M. Agogino(^2)</th>
<th>Amy Dodrill</th>
<th>Anna Kirkland</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nicholas Arnold</td>
<td>Liza H. Gold</td>
<td>Ed Lazowska(^2)</td>
</tr>
<tr>
<td>Gilda A. Barabino</td>
<td>Melvin Greer</td>
<td>Vicki J. Magley</td>
</tr>
<tr>
<td>Lisa García Bedolla</td>
<td>Linda C. Gundersen</td>
<td>Roberta Marinelli</td>
</tr>
<tr>
<td>Kathryn Clancy</td>
<td>Elizabeth Hillman</td>
<td>Constance A. Morella</td>
</tr>
<tr>
<td>Lilia Cortina</td>
<td>Timothy R.B. Johnson(^1)</td>
<td>John B. Pryor</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Billy M. Williams</td>
</tr>
</tbody>
</table>

\(^1\) NAM Member  
\(^2\) NAE Member
Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine

Brief Statement of Task:

• Review the extent to which women in the fields of science, engineering, and medicine experience sexual harassment in academia;

• Examine the impacts sexual harassment has on the recruitment, retention, and advancement of women in these fields;

• Identify and analyze what can be done to address and prevent sexual harassment.

http://nationalacademies.org/SexualHarassment

#ScienceToo
Key Findings from
– June 2018 NASEM Report

The data are overwhelming! A widespread issue.

Not about sex. More frequently about power and a “put-down” rather than a “come-on”
Finding: Sexual harassment is common

Impacts our Science / Drives talent from the field: Example – Percent of women faculty/staff harassed by coworkers or supervisors at a large public university:

- 37%: gender harassment
- 34%: gender harassment + unwanted sex attention (nothing else)
- 20%: unwanted sex attention
- 4%: gender harassment + attention + coercion
- 5%: not harassed
Additional Report Data

- Gender Harassment - Sexist Hostility
- Gender Harassment - Crude Behavior
- Unwanted Sexual Attention
- Sexual Coercion

Percentage "Yes" by Field:

- NON-STEM: 20% Gender Harassment - Sexist Hostility, 8% Gender Harassment - Crude Behavior, 3% Unwanted Sexual Attention, 1% Sexual Coercion
- SCIENCE: 17% Gender Harassment - Sexist Hostility, 8% Gender Harassment - Crude Behavior, 4% Unwanted Sexual Attention, 1% Sexual Coercion
- ENGINEERING: 25% Gender Harassment - Sexist Hostility, 9% Gender Harassment - Crude Behavior, 4% Unwanted Sexual Attention, 1% Sexual Coercion
- MEDICINE: 45% Gender Harassment - Sexist Hostility, 18% Gender Harassment - Crude Behavior, 2% Unwanted Sexual Attention, 1% Sexual Coercion
Harassment undermines women’s professional and educational attainment & physical and mental health.

Impacts of frequent harassment over time can result in the same level of negative professional and psychological outcomes as isolated instances of sexual coercion.
The Sexual Harassment Iceberg: What is below the waterline can be the most damaging
Key Findings from
– June 2018 NASEM Report

Higher incident rates found where:
(1) Male dominated gender-ratios and leadership and (2) organizational climate communicates harassment tolerance

Organizational Climate is greatest predictor of sexual harassment
The legal system alone is not an adequate mechanism for reducing or preventing sexual harassment.

Professional societies have the potential to be powerful drivers of change.
Collectively and Individually: We can **must** impact this!
Closer to Home for AGU
Harassment happens… often… Clancy et al 2014
Especially in the Field!

<table>
<thead>
<tr>
<th>Survey Sample</th>
<th>Experienced Comments</th>
<th>Experienced Physical Contact</th>
<th>Aware of Mechanism to Report Contact</th>
<th>Reported Physical Contact</th>
<th>Satisfied by Outcome of Reporting</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men N=142</td>
<td>Men N=56</td>
<td>Men N=8</td>
<td>Men N=0</td>
<td>Men N=1</td>
<td>Men N=0</td>
</tr>
<tr>
<td>Women N=516</td>
<td>Women N=131</td>
<td>Women N=25</td>
<td>Women N=36</td>
<td>Women N=7</td>
<td></td>
</tr>
</tbody>
</table>
Our Opportunity **Responsibility** as a Professional Society

- Promote and codify professional behavior
- Enforce sanctions tied to code-of-conduct and policy
- Educate and support members
- Collaborate and positive incentives for a changed culture
Conversation in Science Started Before #MeToo (Sept 2016 AGU Convening)

• **65 Participants:** Academic Leaders / Scientific Societies Leaders / Government Agency Reps

• **Executive Leaders** from AAS / AGI /AMS/ AGU / GSA / AAAS/ ACS / ESA/ AWG/ ESWN/ SEG/ National Academies
AGU Ethics and Anti-harassment Initiatives – “What’s working for us” related to NAS Report – 5 key items

- Updated AGU Ethics Policy – defines “harassment” as scientific misconduct
- SafeAGU Program: Bystander Intervention and Implicit Bias Workshops
- Annual Ethics Summary Report to all Members (Transparency)
- Professional Conduct Self-Disclosure Process
- New - AGU Ethics and Equity Center
Key Changes in AGU Ethics Policy – adopted Sept 2017

- Expands the AGU definition of “Scientific Misconduct” to include misconduct towards others (i.e., harassment, bullying, etc.)

- Include “code of conduct implications” for Honors and Recognition and AGU Governance participants

- Policy to cover member misconduct that harms another AGU member, or may bring harm to AGU’s mission or reputation
Other Policy-related Recommendations

Use “Sanctions self-disclosure” - similar to “COI self-disclosure” to help in honors and awards implementation. Statutes of Limitations – case by case consideration.

Make the annual AGU Ethics Summary Report more broadly available to AGU members.

Program emphasis is to inform and educate; forward looking to make science a place everyone can work in however, clear processes and consequences will be important elements.
SafeAGU Program

- Provides visible allies and attendee support at meetings
- Sponsored workshops and education sessions / Anti-harassment plenary panel in 2018 Annual Meeting
- Expanded volunteer participation by Board and Council members

Educating and Supporting Members at AGU Meetings
Annual AGU Ethics Summary Report to All Members
9 Cases in 2017

Nature of the Complaint

- Conduct-related: 56%
- Research-related: 44%

Status

- Resolved: 33%
- Under Investigation: 67%

Conduct- related = Harassment, bullying, personal behavior, etc.
Research- related = Authorship, plagiarism, unauthorized use of data, etc.

Transparency
Candidate for an AGU awards, honors, or governance positions complete

Have you been the subject of a filed allegation, complaint, investigation, sanction or other legal, civil or institutional proceeding where there was a finding of misconduct; or, are you currently the subject of such an allegation, complaint, or investigation in which your professional conduct is at issue?

- If yes, candidate contacted for a confidential discussion of the details of the complaint.

*This is important and we are paying attention*
Recent Focus - The AGU Ethics and Equity Center
Advancing workplace excellence

• Launched: Early 2019

• RESOURCES: Unique new services and resources

• NCPRE Synergies / Building partnerships

• LEGAL SUPPORT: First-in-kind member benefit – free consultation with legal advisor for Students and Early Career
Additional Anti-Harassment and DE&I Work

SHARE LEARNINGS:
Newly launched “Societies Consortium to Address Sexual Harassment in STEMM” – 100 societies have joined to-date

The NAS Action Collaborative
Opportunity for IHE’s to develop practices and motivate action – 43 institutions joined to-date

RECOGNIZE and REWARD:
SEA Change STEM Equity Initiative with AAAS (Athena SWAN model) – a voluntary program for institutions and departments
Additional Recommendations for Academic Institutions – June 2018 NASEM Report

- Create diverse, inclusive, and respectful environments
- Diffuse the hierarchical and dependent relationship between trainees and faculty
- Provide support for targets
- Improve transparency and accountability
- Strive for strong and diverse leadership
- Make the entire academic community responsible for reducing and preventing sexual harassment
Summary: Key Take-Aways from the Report:

1. Pay increased attention to and enact policies that cover gender harassment (a type of sexual harassment).

2. The cumulative effect of sexual harassment is significant damage to the research enterprise.

3. The legal system alone is not an adequate mechanism for reducing or preventing sexual harassment.

4. Institutions can prevent and effectively address all forms of sexual harassment by making systemwide change to the culture and climate.

5. Professional/scientific societies can impact the change!
Thank You