

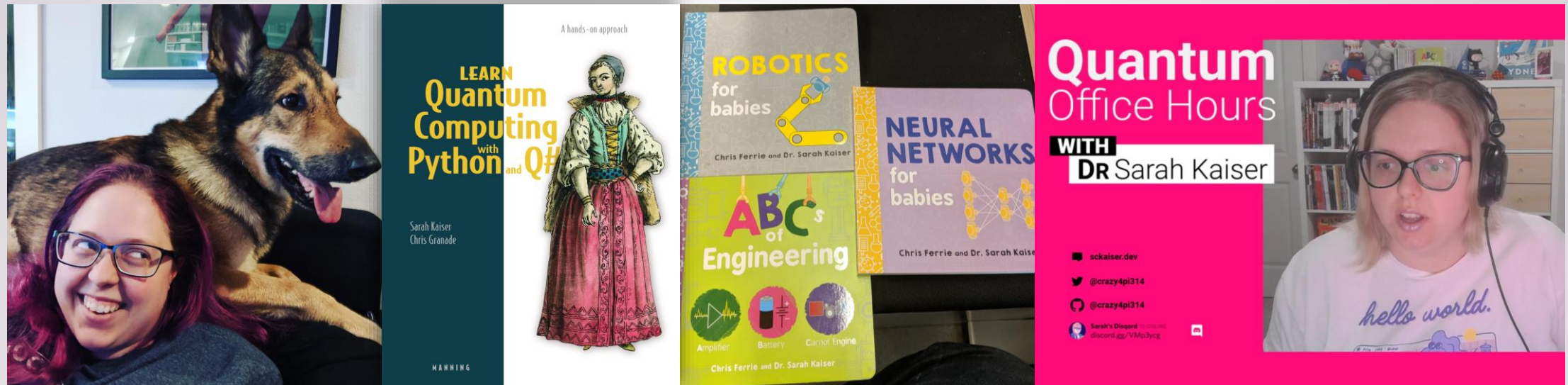
SCIENCE IS NOT A SAFE SPACE

DR. SARAH KAISER

Q-TURN 2020 | sckaiser.com/qturn-resources



I USE LASERS TO MELT THE CISHETEROPATRIARCHY.



WHAT DO WE MEAN *SCIENCE IS NOT SAFE?*

See poll in Slack → #aw3-science_is_not_a_safe_space to answer a few quick questions!




MANY OF US HAVE STORIES.

and scars.

events we cannot attend.

stolen work and confidence.

Its not just you. We all deserve to feel safe 



TRIGGER WARNING: ABUSE,
HARASSMENT



BULLYING AND HARASSMENT

- Anyone can be a target of harassment or bullying
 - Gender, race, ability, religion, work experience, etc.
- There are “clearly bad” incidents, but sometimes its the microaggressions that can be the worst and most debilitating
- Addressing these issues benefits EVERYONE in the community, not just the perceived targets.



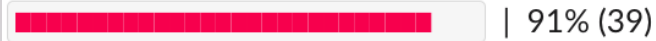
[Sexual Harassment of Women](#) Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine (2018)

POLL RESULTS

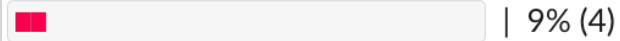
@crazy4pi314

Has anyone else ever told you about harassment or bullying that they have experienced in their field?

Yes



No



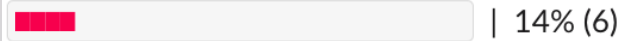
Total Votes: 43

Have you ever felt that you do not belong in your field of research / research community?

Yes



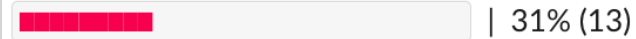
No



Total Votes: 42

Have you ever felt unsafe in a conference (or research event)?

Yes



No



Total Votes: 42

ACADEMIC STUDIES VALIDATE THE PATTERNS:

SEXUAL HARASSMENT REPORTED BY ... PHYS. REV. PHYS. EDUC. RES. **15**, 010121 (2019)

Survey of Academic Field Experiences (SAFE): Trainees Report Harassment and Assault

Kathryn B. H. Clancy , Robin G. Nelson, Julianne N. Rutherford, Katie Hinde

Published: July 16, 2014 • <https://doi.org/10.1371/journal.pone.0102172>

All 3 experiences

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Experienced	Gender	Respondent's Status at Time of Experience*			
		All	Trainee	Employee	Faculty
		% (N)	% (N)	% (N)	% (N)
Harassment	Women	71% (361/512)	84% (305)	12% (42)	2% (8)
	Men	41% (56/138)	68% (38)	20% (11)	13% (7)
Assault	Women	26% (131/504)	86% (113)	11% (14)	2% (3)
	Men	6% (8/133)	75% (6)	0% (0)	25% (2)

*Not all respondents provided an answer to these questions.

[doi:10.1371/journal.pone.0102172.t002](https://doi.org/10.1371/journal.pone.0102172.t002)

FIG. 1. Combined percentages of types of gender harassment (sexist, sexual) and unwanted sexual attention (USA) reported having experienced in physics by our sample of undergraduate women, with nearly three-quarters (74.3%; 338/455) of all women responding indicating at least one form of harassment.

ACADEMIC STUDIES VALIDATE THE PATTERNS:

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Double jeopardy in astronomy and planetary science: Women of color face greater risks of gendered and racial harassment

Kathryn B. H. Clancy¹ , Katharine M. N. Lee¹ , Erica M. Rodgers² , and Christina Richey³ 

¹Department of Anthropology, University of Illinois at Urbana-Champaign, Urbana, Illinois, USA, ²Space Science Institute, Boulder, Colorado, USA, ³American Astronomical Society Committee on the Status of Women in Astronomy, Washington, District of Columbia, USA

... in nearly every significant finding, women of color experienced the highest rates of negative workplace experiences, including harassment and assault.

Women of color reported feeling unsafe in the workplace as a result of their gender or sex **40% of the time**, and as a result of their race 28% of the time.

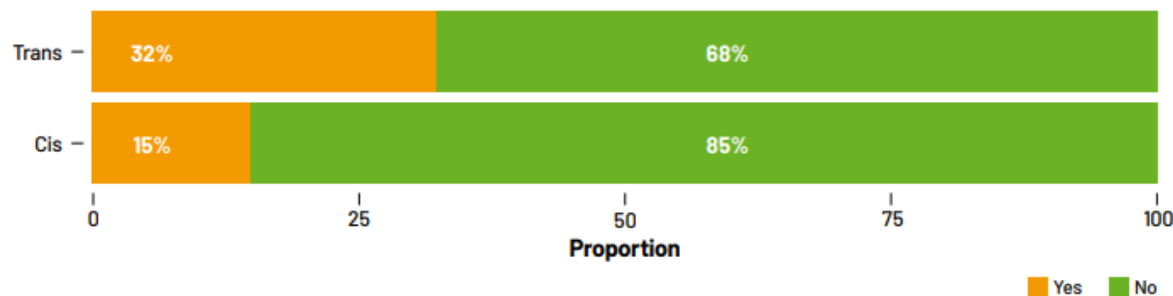
18% of women of color, and 12% of white women, skipped professional events because they did not feel safe attending, identifying a significant loss of career opportunities due to a hostile climate...

ACADEMIC STUDIES VALIDATE THE PATTERNS:

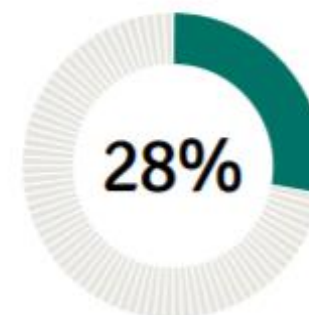
EXPLORING THE WORKPLACE FOR LGBT+ PHYSICAL SCIENTISTS

A report by the Institute of Physics, Royal Astronomical Society
and Royal Society of Chemistry

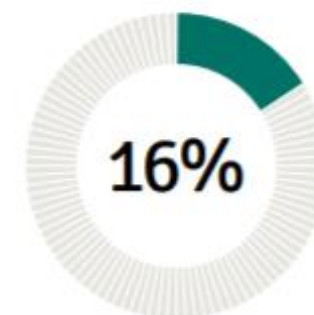
Figure 8: Proportion of respondents who experienced exclusionary, intimidating, offensive or harassing behaviour because of their gender identity or sexual identity in the last 12 months, by trans status



Respondents stating they had at some point
considered leaving their workplace

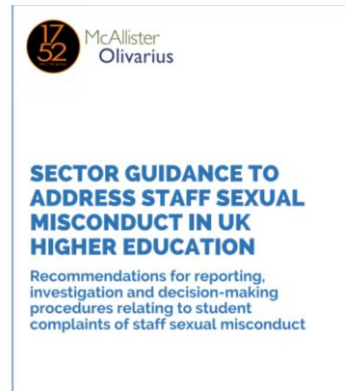
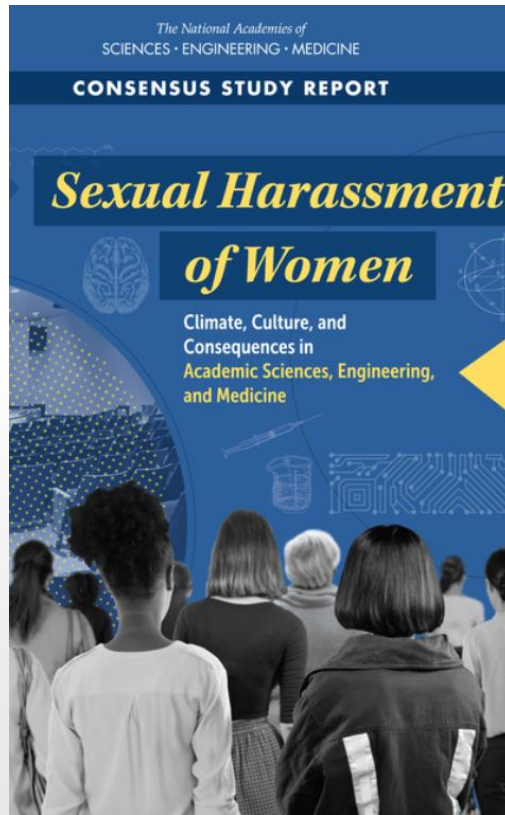


LGBT+
respondents



non-LGBT+
respondents

Links @ sckaiser.com/qtturn-resources and on Slack




PLOS ONE

OPEN ACCESS PEER-REVIEWED
RESEARCH ARTICLE

Survey of Academic Field Experiences (SAFE): Trainees Report Harassment and Assault

Kathryn B. H. Clancy , Robin G. Nelson, Julianne N. Rutherford, Katie Hinde

Published: July 16, 2014 • <https://doi.org/10.1371/journal.pone.0102172>

Article	Authors	Metrics	Comments	Media Coverage
				

Links @ sckaiser.com/qturn-resources and on Slack

LOTS OF SURVEY
DATA AND ANALYSIS
AVAILABLE:

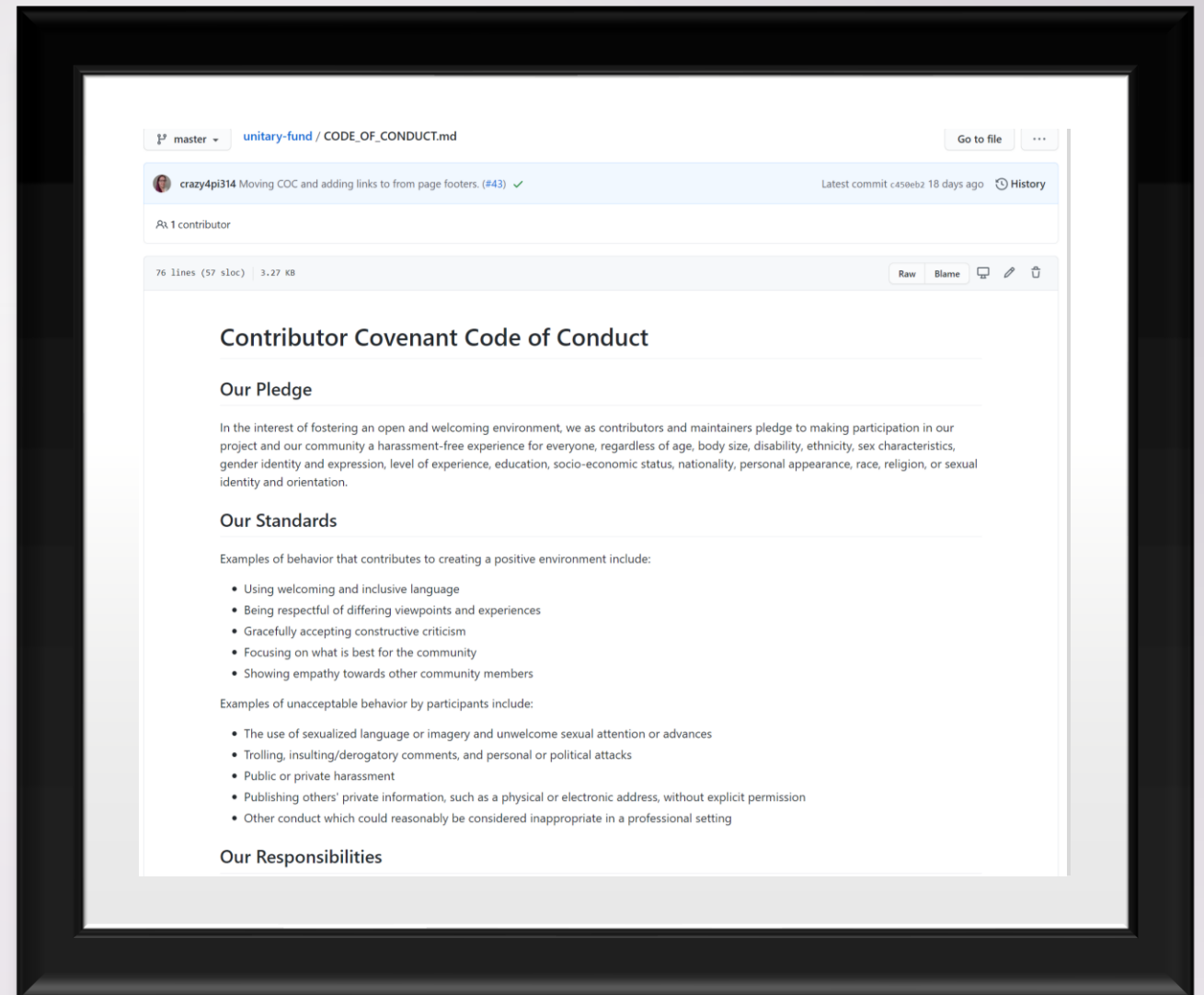
Links on Slack and @
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HOW CAN **WE** MAKE SCIENCE SAFER?

My top 5 tips to make your communities more welcoming and inclusive

I. CODES OF CONDUCT

- Lots of templates available online
- Signals to participants, that they can expect to be included, and treated with respect
- Great framework for organizers to know what to do should something happen





2. DO YOUR RESEARCH

Take ownership and do your own research on how others experience the science culture.

Learn how you can be the best advocate you can for yourself and others.

3. HAVE A PLAN WHEN THINGS HAPPEN

- Individuals:
 - Know how and when to report
 - Have a good self care routine
- Organizations
 - Know what to do when someone makes a report
 - Do proactive diligence to make sure you are not creating unsafe situations



4. GET POLITICAL

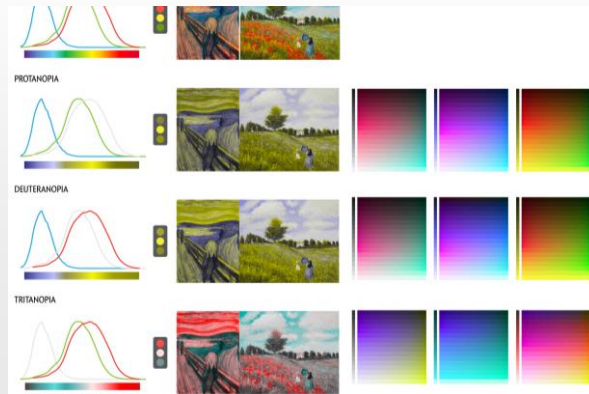
Science is **not** separate from politics, just as we cannot separate ourselves from our biases.

We need to be present and vocally advocating for policies and laws that make science safe.



President Trump meets with California Governor Gavin Newsom on the same trip where he asserted that science doesn't know that the climate is warming. Credit: Brendan Smialowski Getty Images

5. SUPPORT DIVERSITY



- **Financially** support to help attend events, get necessary hardware, or cover publication fees
- Support **careers** with mentorship programs (especially with increasing remote work)
- Review **policies** to make sure they are including everyone in an equitable fashion.

YOU DON'T HAVE TO DO THIS ALONE...
WE CAN MAKE SCIENCE SAFE TOGETHER



Q & A ON SAFE COMMUNITIES

with Ruth Oulton, Emma Chapman, and Juani Bermejo-Vega



