

**American Psychology-Law Society (AP-LS)
Professional Development of Women (PDW) Committee
Climate Survey**

Prepared by:

Emily Gottfried, PhD
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Acknowledgements

The AP-LS Professional Development of Women (PDW) Committee (Drs. Gizelle Carr, Natalie Bonfine, Apryl Alexander, Stephanie Wright; and Ms. Haley Potts) would like to thank Drs. Kevin Douglass (AP-LS President, 2018-2019) and Jennifer Groscup (AP-LS President, 2019-2020) for their support of this project, as well as the entire AP-LS Executive Committee for their support, feedback, and suggestions. We appreciate the guidance of the AP-LS Code of Conduct Committee (Drs. Hunt, Cantone, and Crossman) and the input from the Early Career Professionals; Student; Minority Affairs; and Teaching, Training and Careers Committees. We are also very grateful to Dr. Angela Crossman, the previous Chair of the PDW, for her development of the idea for a Climate Survey and her input and support.

Institutional Approval

The current project was conducted through the Medical University of South Carolina (MUSC). On 5/19/2020, the MUSC's Institutional Review Board (IRB) identified the project as Quality Improvement and not subject to IRB approval.

Background

The American-Law Society (AP-LS) Professional Development of Women (PDW) Committee's #MeToo panel and follow-up discussion at the 2018 AP-LS conference highlighted concerns related to sexual harassment and other types of discrimination that have been raised by women (and others) about their workplaces and other academic settings (e.g., conferences), which can impact their success in the field. The Chair of PDW at that time, Dr. Angela Crossman, proposed administering a Climate Survey to AP-LS members to assess their experiences of harassment at AP-LS (and other) conferences and in their workplaces (e.g., on internship, as a postdoc), as well as the perceived inclusiveness and equity of our organization. The idea reflected awareness of a longstanding problem, a desire to bring it to light, and a desire to help correct inequities that can undermine members' success. It was also noted that this survey was relevant to and could inform the AP-LS's work on a Code of Conduct. In addition, it was noted that the findings could highlight domains in which the PDW (or other committees) could implement programming to support members' success in their careers. Given that any negative experiences could impact the success of AP-LS members, we felt that the survey fell within the PDW Committee Terms of Reference that state: "On occasion, the PDW Committee may also survey the membership to monitor the challenges/successes of both men and women in the field." The purpose of the Climate Survey was to assess AP-LS members' and recent AP-LS Conference attendees' experiences of harassment and exclusion.

Method

On 5/20/2020, all members ($n=2,778$) of the AP-LS e-mail list received an email invitation to complete the survey. The email included a REDCap survey link. On 6/9/2020, non-AP-LS members ($n=122$) who attended the 2019 and/or 2020 AP-LS conferences were sent an invitation to complete the survey via email; 15 of these emails were undeliverable. An invitation to complete the survey also appeared in the June 2020 e-mailed AP-LS Newsletter and was posted on the AP-LS social media accounts.

Respondents who clicked on the survey link were taken to the REDCap survey. The first page included these instructions:

The American Psychology-Law Society (AP-LS) needs your help to make sure that AP-LS Conferences offer a safe and respectful climate for all participants.

This climate survey is designed to help AP-LS learn more about whether and how participants have experienced harassment and/or discrimination at recent AP-LS conferences. This survey is about your subjective experiences and how you have felt at AP-LS conferences. We ask you to complete this survey if you have attended any AP-LS Conference in the past five years. This survey should only take about 10 minutes to complete.

All responses are anonymous. *No identifying information will be attached to your responses at any point, including your name, email address at which you were contacted, or the IP address of the computer on which you completed the survey. Any results made available in reports will only be presented in the aggregate and will not include any information that could potentially identify*

you or any other participants. Answering this questionnaire is completely voluntary and you may skip any question that you do not feel comfortable answering.

For this survey, “AP-LS Conference” is referring to the conference programming itself and other events during the conference (e.g., hotel lobby bar in the evenings of the conference, off-site dinners).

After completing the survey, respondents saw this message on the last screen of the survey:

Thank you for taking the survey.

All responses to this survey were anonymous. If you would like to report any incidents to AP-LS, please email Kathy at apls@ec.rr.com so that it can be confidentially shared with leadership.

The National Sexual Assault Hotline can be reached at 1-800-656-HOPE (4673).

The Gay, Lesbian, Bisexual and Transgender National Hotline can be reached at 1-888-843-4564.

The National Suicide Prevention Lifeline can be reached at 1-800-273-TALK (8255).

Due to concerns that the comments/responses to open-ended questions could identify some respondents, all comments have been removed from this document.

Results

From 5/20/2020 to 6/21/2020, a total of 361 individuals opened the survey and responded to at least one question; 263 respondents completed the entire survey.

Variable	Range	Mean (SD)/percent	<i>n</i>
Frequency of conference attendance since 2016	0-5	2.85 (1.63)	351
Year of last conference attended	2001-2020	2001-2015= 2.1% 2016= 1.3% 2017= 3.5% 2018= 6.7% 2019= 11.1% 2020= 75.2%	315

Level of agreement with the following statements (9-point Likert scale; from Disagree Extremely to Agree Extremely):

Variable	Range	Mean (SD)	<i>n</i>
The AP-LS Conference attracts a diverse group of participants			
Overall sample	1-9	6.06 (1.89)	299
Women only	1-9	6.01 (1.94)	157
Men only	2-9	6.18 (1.90)	38
Race/ethnicity includes Black	2-9	5.25 (2.38)	8
Race/ethnicity includes Latinx	3-9	5.75 (1.86)	12
Race/ethnicity includes White	1-9	6.03 (1.93)	176
The AP-LS Conference is an inclusive space			
Overall sample	1-9	6.72 (1.66)	298
Women only	1-9	6.64 (1.75)	157
Men only	3-9	6.89 (1.57)	38
Race/ethnicity includes Black	2-9	6.00 (2.45)	8
Race/ethnicity includes Latinx	5-9	7.08 (1.16)	12
Race/ethnicity includes White	1-9	6.67 (1.73)	176
It is important to me that AP-LS include a diverse group of scholars	2-9	7.98 (1.25)	297
It is important to me that AP-LS is an inclusive conference	2-9	8.13 (1.23)	297
I generally feel welcome at AP-LS Annual Meetings	2-9	7.56 (1.48)	296
I feel valued as a member of AP-LS	1-9	6.86 (1.71)	297
When I attend an AP-LS Conference, I am treated with respect	2-9	7.68 (1.30)	297
AP-LS leadership is genuinely concerned about my welfare	1-9	6.50 (1.73)	297
I feel close to people at AP-LS	1-9	6.34((2.01)	297
AP-LS leadership treats all Conference attendees fairly	1-9	6.68 (1.81)	294
I feel safe at the AP-LS Conference	3-9	7.88 (1.29)	298

At any AP-LS Conference during the past five years, have you personally experienced any of the following?

Question	Percent	<i>n</i>
Someone put you down or was condescending to you?	Yes, once= 14.8% Yes, more than once= 9.9% No= 71.4% Unsure= 3.9%	283
An inability or limited opportunity to participate in an event or session because of a lack of accommodations?	Yes, once= 1.8% Yes, more than once= 6.4% No= 91.2% Unsure= 0.7%	283
Someone made offensive remarks in your presence?	Yes, once= 9.3% Yes, more than once= 7.5% No= 80.1% Unsure= 3.2%	281
Someone made sexist remarks in your presence?	Yes, once= 6.7% Yes, more than once= 8.1% No= 81.3% Unsure= 3.9%	283
Someone stared, leered, or ogled you in a way that made you feel uncomfortable?	Yes, once= 4.6% Yes, more than once= 6.7% No= 87.6% Unsure= 1.1%	283
Someone touched you in a way that made you feel uncomfortable?	Yes, once= 1.8% Yes, more than once= 0.7% No= 97.5% Unsure= 0%	283
Someone displayed, used, or distributed sexist or suggestive materials (for example, pictures, stories, or pornography) which you found offensive?	Yes, once= 0.4% Yes, more than once= 0.4% No= 99.3% Unsure= 0%	282
Someone made unwanted attempts to establish a romantic sexual relationship with you?	Yes, once= 1.8% Yes, more than once= 1.1% No= 97.2% Unsure= 0%	283

You were offered some sort of reward or special treatment to engage in sexual behavior?	Yes, once= 0% Yes, more than once= 0% No=100% Unsure= 0%	280
You felt threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review, grant, promotion, etc.)?	Yes, once= 0.4% Yes, more than once= 0.4% No=99.3% Unsure= 0%	282
Other	Yes, once= 4.0% Yes, more than once= 2.0% No=92.0% Unsure= 2.0%	200

At any AP-LS Conference during the past five years, have you heard someone make an insensitive or disparaging remark about people on any of the following bases:

Question	Percent	<i>n</i>
Sex, gender, or gender identity	Yes, once= 7.3% Yes, more than once= 7.3% No= 82.9% Unsure= 2.5%	275
Women only	Yes, once= 8.2% Yes, more than once= 6.8% No= 82.2% Unsure= 2.7%	146
Racial/ethnic identity	Yes, once= 5.1% Yes, more than once= 2.5% No= 89.5% Unsure= 2.9%	276
Race/ethnicity includes Black	Yes, once= 14.3% Yes, more than once= 0% No= 85.7% Unsure= 0%	7
Race/ethnicity includes Latinx	Yes, once= 8.3% Yes, more than once= 0% No= 75.0% Unsure= 16.7%	12
Everyone who identified as a person of Color	Yes, once= 3.2% Yes, more than once= 0% No= 90.3% Unsure= 6.5%	31
Sexual orientation	Yes, once= 2.2% Yes, more than once= 1.5%	275

	No= 93.8% Unsure= 2.5%	
Disabilities	Yes, once= 2.9% Yes, more than once= 1.1% No= 93.8% Unsure= 2.2%	276
Socioeconomic background	Yes, once= 2.2% Yes, more than once= 4.0% No= 90.6% Unsure= 3.3%	276
Age or generation	Yes, once= 9.4% Yes, more than once= 9.8% No= 79.3% Unsure= 1.4%	276
Religious background	Yes, once= 2.2% Yes, more than once= 2.5% No= 93.1% Unsure= 2.2%	276
Nationality or immigrant background	Yes, once= 1.8% Yes, more than once= 1.5% No= 94.2% Unsure= 2.5%	275
Citizenship status	Yes, once= 1.4% Yes, more than once= 0.4% No= 96.4% Unsure= 1.8%	276
Criminal record	Yes, once= 2.2% Yes, more than once= 2.9% No= 91.3% Unsure= 3.6%	275
Veteran status	Yes, once= 0.7% Yes, more than once= 0.4% No= 96.7% Unsure= 2.2%	276
Non-native English speakers or accents	Yes, once= 3.3% Yes, more than once= 4.4% No= 90.2% Unsure= 2.2%	275
Political orientation or views	Yes, once= 7.3% Yes, more than once= 15.6% No= 72.7% Unsure= 4.4%	275
The intersection of any of the categories above	Yes, once= 2.6%	270

	Yes, more than once= 5.2% No= 85.6% Unsure= 6.7%	
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For the next set of questions, we define discrimination and harassment as follows:

- a. Discrimination includes unequal treatment of participants, actions, or comments that have an unequal effect on participants, and harassment (as defined below), on the basis of actual or perceived sex, gender, gender identity, race, ethnicity, sexual orientation, disability, socioeconomic status, age, religion, national origin, citizenship status, criminal record, or veteran status, or their intersection.
- b. Harassment includes all actions or comments that are reasonably experienced as intimidating, harassing, abusive, derogatory, demeaning, or consistently marginalizing; unwanted touching, harassing photography or recording; sustained disruption of talks or other events; and the real or implied threat of physical harm. Harassment is uniquely harmful when actions or comments are related to actual or perceived identities listed above.

In the past five years, have you experienced discrimination or harassment at an AP-LS Conference that you would attribute to any of the following reasons:

Question	Percent	<i>n</i>
Because of my race and/or ethnic identity	Yes, once= 2.2% Yes, more than once= 0.4% No= 97.4% Unsure= 0%	273
Race/ethnicity includes Black	Yes, once= 0% Yes, more than once= 0% No= 100% Unsure= 0%	8
Race/ethnicity includes Latinx	Yes, once= 0% Yes, more than once= 0% No= 100% Unsure= 0%	12
Everyone who identified as a person of Color	Yes, once= 0% Yes, more than once= 0% No= 100% Unsure= 0%	32
Because of my sexual orientation	Yes, once= 0% Yes, more than once= 0% No= 100% Unsure= 0%	273
Because of my gender	Yes, once= 5.5% Yes, more than once= 2.2% No= 89.0%	273

	Unsure= 3.3%	
Women only	Yes, once= 6.2% Yes, more than once= 3.4% No= 86.2% Unsure= 4.1%	145
Because of my gender identity	Yes, once= 0% Yes, more than once= 0.4% No= 99.3% Unsure= 0.4%	272
Because of my socioeconomic background	Yes, once= 1.1% Yes, more than once= 0.4% No= 98.2% Unsure= 0.4%	273
Because of my disability	Yes, once= 0.4% Yes, more than once= 0.4% No= 99.3% Unsure= 0%	272
Because I am an immigrant	Yes, once= 0% Yes, more than once= 0% No= 100% Unsure= 0%	272
Because of my political affiliation/views	Yes, once= 1.1% Yes, more than once= 1.8% No= 96.3% Unsure= 0.7%	273
Because of my age or generation	Yes, once= 3.7% Yes, more than once= 1.5% No= 92.6% Unsure= 2.2%	272
Because of a noninclusive climate or culture	Yes, once= 2.6% Yes, more than once= 1.8% No= 94.9% Unsure= 0.7%	272
Because of noninclusive arrangements or facilities	Yes, once= 0% Yes, more than once= 1.1% No= 98.2% Unsure= 0.7%	273
Because of some other attribute	Yes, once= 2.2% Yes, more than once= 1.5% No= 93.0% Unsure= 3.3%	272
Because of the intersection of two or more of the characteristics I checked above	Yes, once= 1.9% Yes, more than once= 1.1%	270

	No= 95.6% Unsure= 1.5%	
Unsure of reason	Yes, once= 1.4% Yes, more than once= 0.9% No= 94.5% Unsure= 3.2%	220

Have you experienced any of the following forms of discrimination or harassment at an AP-LS Conference in the past five years?

Question	Percent	<i>n</i>
Being stared at	Yes, once= 5.3% Yes, more than once= 9.0% No= 84.2% Unsure= 1.5%	266
Unwelcome sexual remarks	Yes, once= 3.0% Yes, more than once= 3.4% No= 93.6% Unsure= 0%	266
Unwelcome touching	Yes, once= 1.5% Yes, more than once= 2.3% No= 96.2% Unsure= 0%	266
Being deliberately ignored, isolated, left out, or excluded	Yes, once= 3.8% Yes, more than once= 8.6% No= 84.6% Unsure= 3.0%	266
Being profiled on the basis of race or ethnicity	Yes, once= 0.7% Yes, more than once= 0.7% No= 97.0% Unsure= 1.5%	267
Derogatory written comments	Yes, once= 0.4% Yes, more than once= 0% No= 99.6% Unsure= 0%	267
Derogatory remarks	Yes, once= 1.5% Yes, more than once= 2.6% No= 95.9% Unsure= 0%	267
Being intimidated or bullied	Yes, once= 3.4% Yes, more than once= 1.9% No= 94.4% Unsure= 0.4%	267

Being threatened with physical violence	Yes, once= 0.4% Yes, more than once= 0% No= 99.6% Unsure= 0%	265
Fearing for your physical safety	Yes, once= 0.8% Yes, more than once= 0% No= 98.9% Unsure= 0.4%	266
Experiencing physical violence	Yes, once= 0% Yes, more than once= 0% No= 100% Unsure= 0%	267
Other form of discrimination or harassment	Yes, once= 0.8% Yes, more than once= 1.9% No= 96.2% Unsure= 1.1%	263

Do you agree with the following statements?

Question	Percent	<i>n</i>
If I experienced or observed an act of discrimination or harassment while attending an AP-LS conference, I would feel comfortable to report the incident.	Yes= 59.3% No= 12.5% Unsure= 28.1%	263
If I experienced or observed an act of discrimination or harassment while attending an AP-LS conference, I would be equally likely to report the incident even if the person was of high status.	Yes= 46.8% No= 25.3% Unsure= 27.9%	265
Implementing a clear process for reporting discrimination or harassment at a conference should be a top priority for AP-LS.	Yes= 81.4% No= 7.2% Unsure= 11.4%	264
Implementing a clear process for investigating acts of discrimination or harassment at a conference should be a top priority for AP-LS.	Yes= 80.4% No= 7.5% Unsure= 12.1%	265
If I experienced discrimination or harassment at an AP-LS conference, I would be likely to report it.	Yes= 44.4% No= 20.7% Unsure= 35.0%	266
If I experienced or observed an act of discrimination or harassment while attending an AP-LS conference, I would know whom to contact to report the incident.	Yes= 20.7% No= 67.3% Unsure= 12.0%	266
Who would you contact? (open-ended)	Responses included: Officer/EC member (<i>n</i> =15) Admin person/Kathy (<i>n</i> =8) President (<i>n</i> =12)	47

	Conference chairs (<i>n</i> =9) Colleagues (<i>n</i> =2) Mentor (<i>n</i> =2) Contact info from website/program (<i>n</i> =2) Specific named members (<i>n</i> =3) Do not know (<i>n</i> =1) Committees reps from PDW, MAC or CAC (<i>n</i> =3) Ask for person in charge (<i>n</i> =1)	
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If someone were to report an issue occurring at an AP-LS Conference, how likely is it that:

Question	Percent	<i>n</i>
AP-LS leadership would take the report seriously.	Very likely= 39.8% Moderately likely= 30.7% Slightly likely= 10.0% Not at all likely= 2.7% Unsure= 16.9%	261
The identity and/or prestige of the alleged offender would dictate the nature of the AP-LS leadership response.	Very likely= 16.5% Moderately likely= 30.0% Slightly likely= 24.6% Not at all likely= 11.5% Unsure= 17.3%	260
AP-LS leadership would treat the report confidentially and limit knowledge to those who need to know in order to respond properly.	Very likely= 39.6% Moderately likely= 30.8% Slightly likely= 10.4% Not at all likely= 2.7% Unsure= 16.5%	260
AP-LS leadership would take steps to protect the safety of the person making the report.	Very likely= 39.2% Moderately likely= 32.7% Slightly likely= 10.8% Not at all likely= 1.5% Unsure= 15.8%	260
AP-LS leadership would support the person making the report.	Very likely= 32.0% Moderately likely= 35.5% Slightly likely= 12.7% Not at all likely= 0.8% Unsure= 18.9%	259
AP-LS leadership would take corrective action to address factors that may have led to the issue.	Very likely= 27.0% Moderately likely= 34.4% Slightly likely= 14.3% Not at all likely= 4.6%	259

	Unsure= 19.7%	
AP-LS leadership would take corrective action against the offender.	Very likely= 16.9% Moderately likely= 29.2% Slightly likely= 19.2% Not at all likely= 5.4% Unsure= 29.2%	260
AP-LS leadership would take steps to protect the person making the report from retaliation.	Very likely= 28.5% Moderately likely= 27.7% Slightly likely= 19.6% Not at all likely= 4.2% Unsure= 20.0%	260
AP-LS leadership would label the person making the report a troublemaker.	Very likely= 3.1% Moderately likely= 2.7% Slightly likely= 18.1% Not at all likely= 51.7% Unsure= 24.3%	259
The alleged offender(s) or their associates would retaliate against the person making the report.	Very likely= 5.0% Moderately likely= 13.9% Slightly likely= 27.8% Not at all likely= 15.8% Unsure= 37.5%	259
The educational achievement/career of the person making the report would suffer.	Very likely= 4.2% Moderately likely= 20.8% Slightly likely= 29.2% Not at all likely= 16.9% Unsure= 28.8%	260
AP-LS leadership would lack the necessary power to intervene or take corrective action.	Very likely= 8.9% Moderately likely= 26.6% Slightly likely= 22.4% Not at all likely= 19.3% Unsure= 22.8%	259
AP-LS leadership would be unable to protect the person making the report from retaliation.	Very likely= 9.6% Moderately likely= 21.9% Slightly likely= 33.1% Not at all likely= 12.7% Unsure= 22.7%	260

In the past five years, have you experienced discrimination or harassment during an AP-LS Conference at formal meeting events (sessions, receptions, meetings listed on the AP-LS program)?

Question	Percent	<i>n</i>
In the past five years, have you experienced discrimination or harassment during an AP-LS Conference at formal meeting events (sessions, receptions, meetings listed on the AP-LS program)?	Yes, once = 5.8% Yes, more than once= 3.8% No=88.5% Unsure= 1.9%	260

Question	Percent checked 'yes' (<i>n</i> =361 for all responses)
Did any of these incidents of discrimination or harassment occur in the following locations? (Check all that apply)	Non-AP-LS reception= 0.6% AP-LS reception= 1.1% AP-LS-related event= 0.6% Hallway/public space= 3.0% Off-site location= 1.7% Other location= 0%
In the past five years, have you experienced discrimination or harassment during an AP-LS conference at a private party, meal, or event involving AP-LS participants (something not on the AP-LS program)?	Yes, once = 3.1% Yes, more than once= 3.9% No= 90.6% Unsure= 2.4%
If you experienced discrimination or harassment at AP-LS, who, if anyone, did you tell?	AP-LS leadership=1.1% AP-LS staff=0% My mentor=2.5% Other conference goers= 5.5% No one= 6.6% Other= 0.8% N/A= 53.5%
Was the incident resolved to your satisfaction? (<i>n</i> =38)	Yes= 31.6% No= 68.4%

Demographics:

Variable	Percent	<i>n</i>
Current Status	Undergrad student= 1.5% Grad student= 26.2% Intern= 0.8% Postdoc= 4.6% Faculty: Untenured = 12.7% Tenured = 20.4% Non-tenure track= 3.1% Clinician= 24.2% Attorney= 1.2% Other= 5.4%	260
Gender	Female (<i>n</i> =188) Male (<i>n</i> =53) Decline to state (<i>n</i> =1) Left blank (<i>n</i> =119)	361
Are you transgender/transitioning?	Yes= 0% No= 98.4% Prefer not to answer= 1.6%	254
Sexual orientation	Asexual= 0.4% Bisexual= 6.0% Gay= 0.8% Lesbian= 2.4% Pansexual= 0.4% Queer= 0.8% Questioning= 0.4% Heterosexual= 84.9% Other= 0.8% Prefer not to answer= 3.2%	251
Race/ethnicity (select all)	Black, African, Afro-Caribbean, or Black African descent= 2.8% Latinx, Hispanic= 4.7% Indigenous, Aboriginal, Alaska Native, Canadian First Nation, Native American= 0.3% East Asian descent= 1.4% South Asian descent= 0.8% Pacific Islander= 0% Arab or Middle Eastern descent= 1.1% White (non-Hispanic) or of European descent= 60.4% Other= 1.1%	361

	Prefer not to answer/left blank= 30.7%	
State/Region	United States (n=33) US West (n=29) US Southwest (n=19) US Midwest (n=22) US Southeast (n= 43) US Northeast(n=37) Australia (n=1) New Zealand (n=1) Canada (n=15) United Kingdom (n=4) Prefer not to answer (n=1)	205
Religion	Buddhist= 0.6% Hindu= 0% Jewish= 5.8% Muslim= 0% Christian= 18.3% Indigenous= 0% Sikhism= 0% Shintoism= 0.3% Taoism= 0% Falun-gong= 0% Juche= 0% Bahia= 0% Unitarian= 0.8% Atheist= 12.5% Agnostic= 6.9% Spiritual= 5.3% Other= 0.8% None=14.1% Prefer not to answer= 6.6%	361
Parent/caregiver	Yes= 40%	250
Political views	Very liberal= 26.3% Liberal= 49.8% Moderate= 20.2% Conservative= 3.2% Very Conservative= 0.4%	247
Disability	Yes 5.3%	266

Discussion

The findings of the survey suggested that a relatively small number of respondents reported experiences of explicit and consistent harassment and discrimination at AP-LS conferences. However, results indicated that some groups experienced it more than other groups. We looked at some of the survey question breakdowns by race and gender but the results were difficult to interpret given that a large number of respondents did not complete those variables. To the extent that we can draw conclusions, it appears that differences across race/ethnicity and gender are generally small, with women reporting more gender harassment and leering and people of Color reporting more offensive remarks. These findings highlight a number of important issues for consideration.

First, inclusiveness is an area for more explicit attention. This is likely an issue requiring mindful attention by conference participants. Degrading remarks about speakers or presentations, dismissive attitudes toward younger, up-and-coming scholars, jokes or disparaging comments about other viewpoints or perspectives (scientific or otherwise) can and have marred the experience of AP-LS for some attendees. However, actions can be taken to address some concerns around access, such as ensuring there are seats saved in the front of sessions for individuals who might have hidden disabilities, greater awareness of dietary restrictions individuals might have, and speakers' attention to making information on their slides visible to all who might be in attendance in an audience.

Second, results reflect the current lack of a consistent means of reporting inappropriateness, as well as questions about the limits of what can be done in the wake of an incident. AP-LS is actively working toward creation of a Code of Conduct, to include clear means for individuals to report incidents (or even just discuss them for advice). This could address how members report incidents. But the effectiveness of these processes will need to be shown, as respondents do not seem entirely convinced that reports would be handled fairly, effectively, confidentially, and in a manner that would protect the individual reporting. For instance, individuals reporting feeling uncomfortable and objectified at social events organized through the conference might be handled more readily and directly than reports of retaliation occurring outside of the conference. Concerns about the organization's ability to intervene and protect individuals are worth bearing in mind as a code of conduct is envisioned.

Third, on numerous questions, respondents indicated uncertainty about how to interpret what they experienced. Granted, memories fade over time – but it is far too common for individuals (particularly those with less power/status) to be struck by an ambiguous incident and question themselves over time about what it meant – to the detriment of their own mental health. Greater clarity and explicitness with regard to what types of behaviors are acceptable and not acceptable in our professional meetings might be helpful in this regard.

Finally, the PDW Committee will continue to encourage and support members as they seek to undertake leadership in AP-LS and other organizations. Greater diversity of perspectives

and backgrounds can help to shape a more inclusive culture that is responsive to the needs of all of our members.