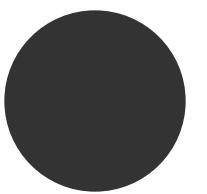
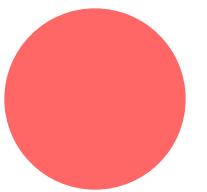


A LESSON IN PERSEVERENCE: WOMEN IN STEM

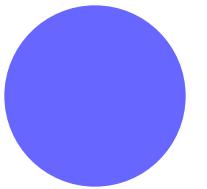




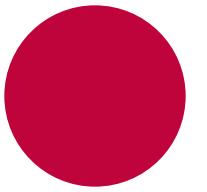
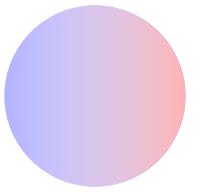
#FFCEE6



#FF6767



#6767FF



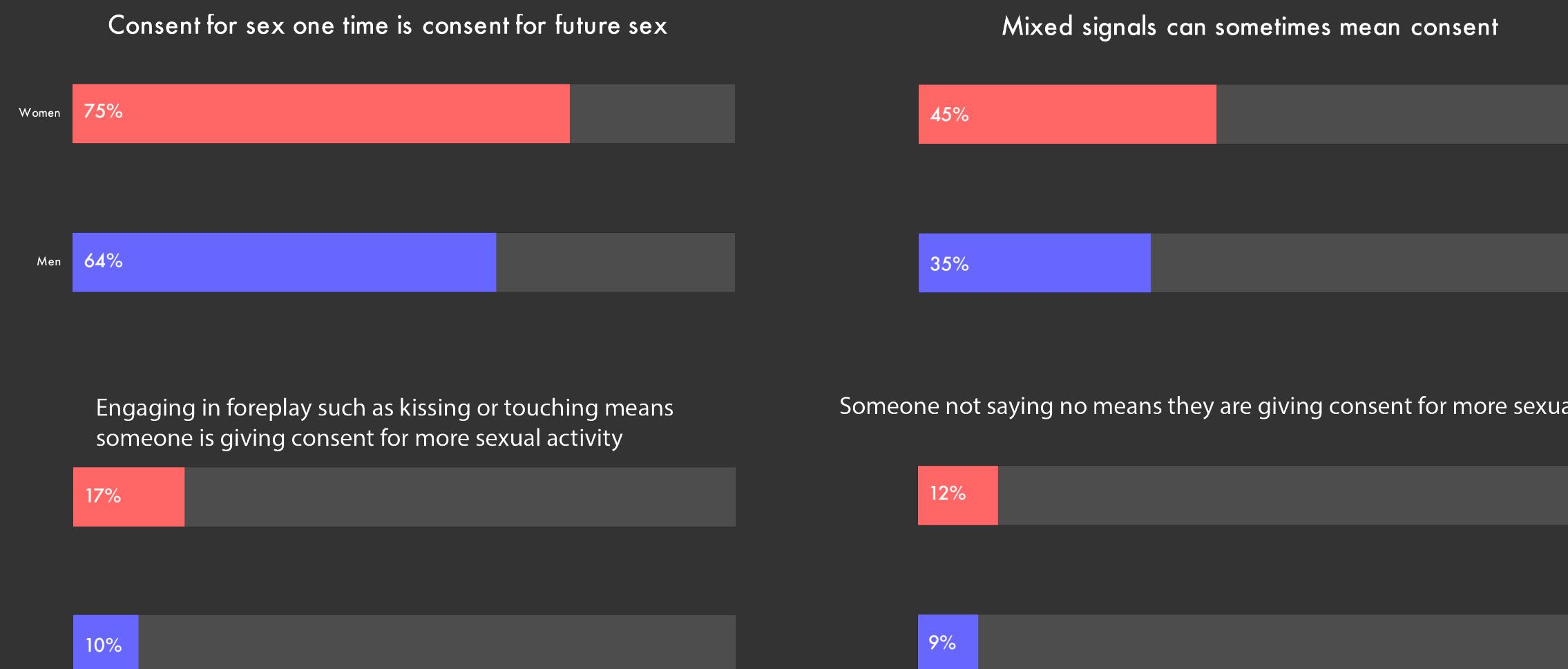
INTRODUCTION

It is now almost three years since the #MeToo movement sparked a global phenomenon that changed the cultural landscape of how we perceive sexual misconduct. A term originally coined in 2006 by civil rights activist Tarana Burke, #MeToo reemerged on Twitter in October 2017, where actress Alyssa Milano used it as a hashtag to highlight sexual abuse by the Hollywood titan Harvey Weinstein. With this, she called out for fellow survivors of sexual violation to step forward and join in on highlighting similar experiences. What ensued was nothing short of extraordinary--by sheer number and persistence, the voices of women were finally being legitimized in the public lense.

The act of sexual misconduct has been ever present in our society--it involves a certain lack of respect for other humans, and yet time and time again those who engage in it have been told it is , by virtue of inaction, or lenient sentences. Why is this so?

THE LANGUAGE OF CONSENT

Part of the reason is that we do not have a stable foundation of education around these matters . There is a severe lack of uniform understanding of boundaries, consent, and what comprises sexual misconduct across all demographics in society. In a Planned Parenthood survey conducted in 2015, a nationally representative group of adults age 18-95 across the US were asked questions about their views on consent and sexual assault.



Percentage of people who **strongly disagreed** with the given statements. All show statistically significant differences between men and women.

Women overall showed a better understanding of the definition of consent, regardless of age, marital status, age, and ethnicity. However, people still held varying perspectives on what actions constituted sexual consent.

AND THE CIRCUMSTANCES OF SEXUAL ASSAULT

People also held differing views on what entailed sexual assault, and who was to blame for it. This causes significant problems on a macroscale level when law and order are decreed by those who do not have an understanding on these matters. Most reported that they did not get education about consent and sexual assault in middle or high school, and that their parents did not talk to them about these issues when growing up.

If a woman is sexually assaulted while she is drunk,
she is at least somewhat responsible for what happened

57%

When women go to parties wearing revealing
clothes, they are asking for trouble

48%

Sexual assault accusations are often used by women
as a way of getting back at men

25%

48%

35%

13%

The environment is especially harsh for women who work in fields that have been historically male dominated. One of those fields is STEM. Women in STEM experience the highest rate of sexual harassment of any profession outside of the military. In STEM academia, though the effect of the #MeToo movement have been observed, more must be done to provide a fair, equal, and respectful environment for women in the field.

LIST AUTHORSHIP NAMES FULL SCREEN, HIGHLIGHT NOTABLE NAMES FULL SCREEN (IF I CAN'T GET TO DATA VISUALIZATION OF JOURNAL METADATA):

HOW SEVERE IS THE PROBLEM?

Sexual misconduct, harassment, and discrimination in STEM academia is a problem that requires change at the institutional and national level. It has and still causes extensive damage to women who choose to pursue STEM academia as a career. Here you can explore the breakdown of sexual misconduct cases on a macro and micro scale, and also celebrate the women who have persevered through this to establish their careers.

[CHRONOLOGY](#)[CLUSTERING](#)[CASE STUDIES](#)[CELEBRATION](#)

200

150

100

50

1980

1985

1990

1995

2000

2005

2010

2015

2019



200

2018

30% of cases in STEM
 183 total cases, 54 in STEM fields
 (other anecdotal/relevant notes for year)
 Outcome breakdown:



150

100

50

1980

1985

1990

1995

2000

2005

2010

2015

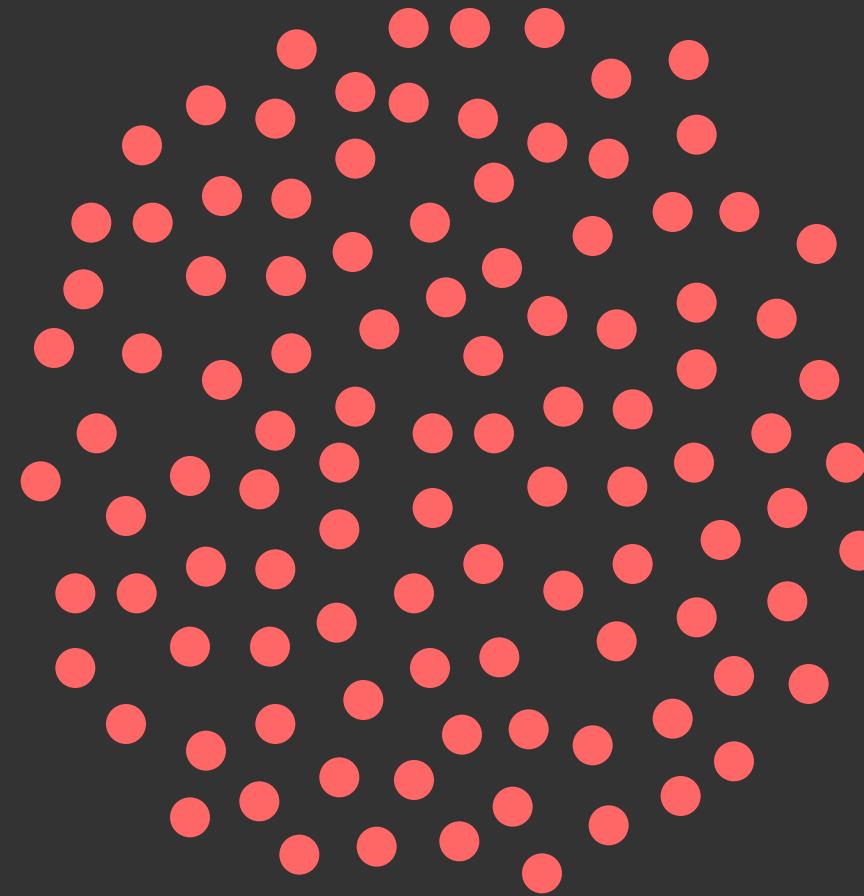
2019

JAMES GOYDOS

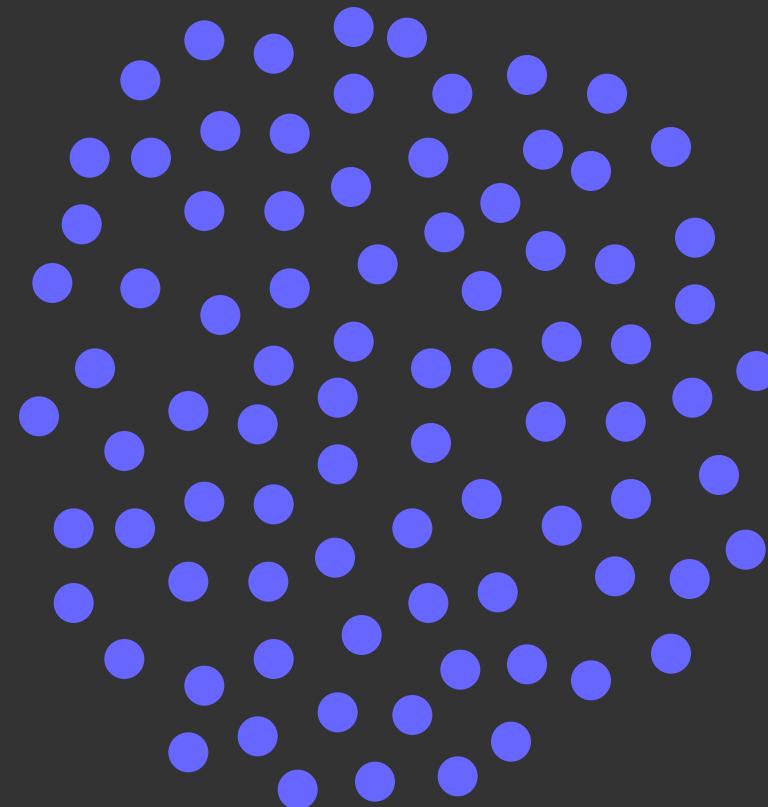
RUTGERS UNIVERSITY, MEDICINE
 NO LONGER EMPLOYED

Accused of filming people in bathroom in workplace. "No longer employed".
 160-court indictment.

RESIGNED

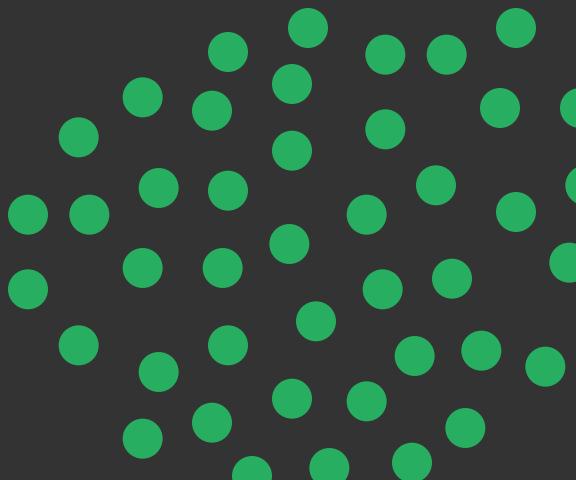


NO LONGER EMPLOYED

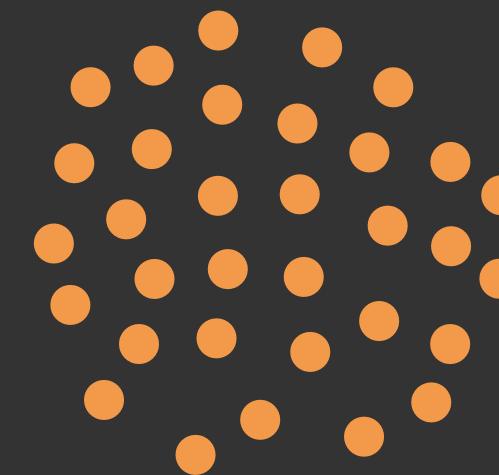


ALL YEARS

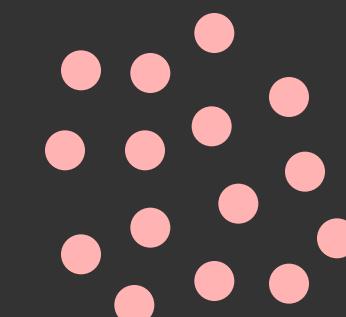
25% of cases have ended with perpetrators of sexual misconduct resigning. Perpetrators often enjoy lenient consequences, from short suspensions, to their institutions taking care of monetary settlements, to being able to complete their career with retirement.



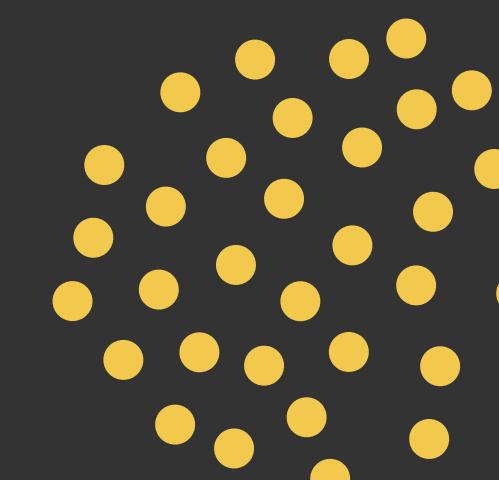
SUSPENDED



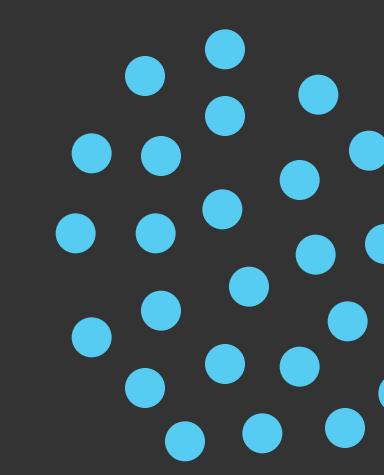
MONETARY SETTLEMENT



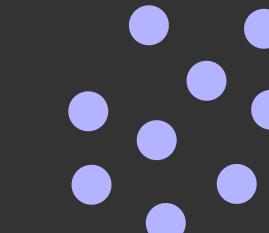
IMPRISONED



RETIRED



REPRIMANDED



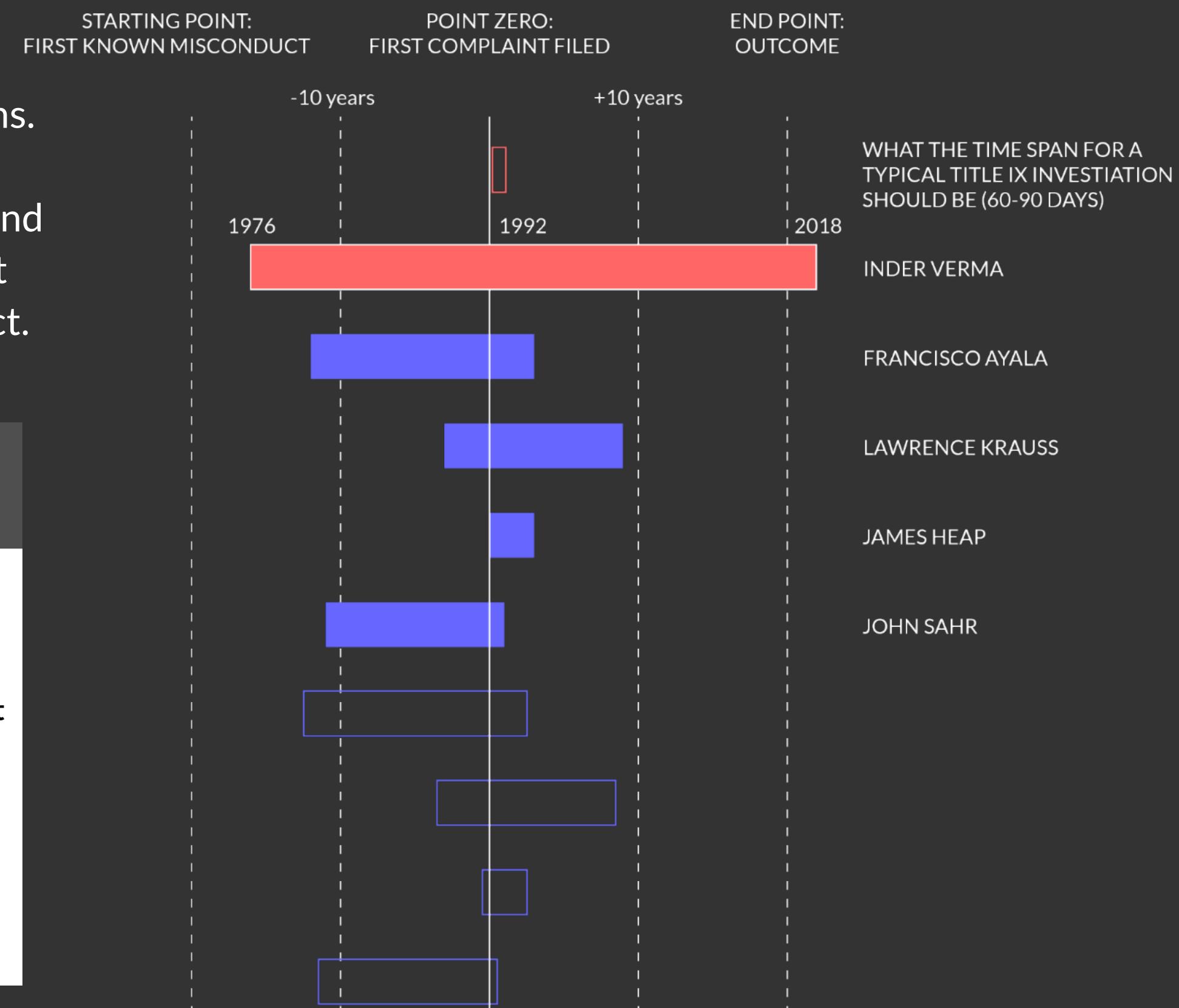
COMMITTED SUICIDE/DEATH

Looking closely at the timelines of some cases of misconduct, we see that often times, institutions take many years to act on a complaint of sexual misconduct, and/or victims are not comfortable coming forward with their cases to the institutions. The average time between first known misconduct and first complaint was ___. The average time between first complaint and outcome was ___. This is especially concerning, given that most investigations should only take between 60-90 days to conduct.

INDER VERMA

Time span from first known misconduct to institutional outcome: 38 years

Inder Verma was a renowned cancer biologist at the Salk Institute. Eight women came forward with claims of harassment in 2017, which led to his resignation in 2018. However in the past, women were told to keep quiet of their experience when they approached the institute for help.



THE LONG PATH TO CONVICTION: A CLOSER LOOK AT CASES IN 2018