Scenarios

Many of the following scenarios have been adapted from real lived experiences of female CICS graduate students here at UMass. Among your groups please discuss (1) potential issues brought up by the scenario and (2) your potential response.

TAs
(1) You are a TA for an undergraduate course. A fellow female grad student is giving a guest lecture. During the presentation, you look around the room and see several undergraduate male students in the back staring at her breasts, make lewd gestures, and snickering among each other.
(2) You are a TA for an undergraduate course. A female student comes to your office hours and starts crying. She shares her insecurities of feeling out of place in the CS major.

Conferences
(3) You are attending a conference and co-presenting with a female colleague. Several times you find your female co-presenter stumbling. You want to jump in and correct her but are unsure. During the question-answer session, the audience directs all the questions towards you instead of your female colleague.
(4) You are attending a major conference with your labmates (both men and women) and you make a new friend, a graduate student from another school, whom you hope to collaborate with in the future. He invites you to grab drinks after the conference. When you get to the bar you notice he's only invited other male graduate students.

Department dynamics
(5) Your female labmate received a prestigious fellowship (e.g. NSF, Facebook Fellowship etc.). You overhear two other male labmates saying that she probably only received the award because she was a woman and straight white men don't have any chance at winning these awards anymore. They go on to discuss at length how the system is "rigged."
(6) You notice a senior faculty member who repeatedly comments on the female graduate students' appearances. After meetings and invited talks, the faculty member will comment "Nice shirt today" or "My, your hair is getting long" or "Looks like you dressed up. Trying to impress anyone?"
(7) You're in a lab meeting. You notice a fellow male labmate constantly interrupts and talks over your female labmate.
(8) You overhear a male grad student say to another female grad student "I didn't know there are *girls* in computer science. How can you program with all the mood swings?"
(9) Over the course of several months, another male graduate student (who is not in your lab) regularly comes into your lab and tries to talk to one of your female labmates. She is clearly not interested and has made it known to the other student. Yet he still persists and is constantly interrupting her work.

Future academia/industry
(10)   Your advisor frequently works with industry collaborators who provide significant funding for your projects. The female members of your lab frequently vent to you about some of the collaborators making improper comments towards them.
(11)   Five years from now, you are an assistant professor at an R1 university and you are on a hiring committee for a tenure track position. Your strongest female candidate has a well-known spouse in industry and the committee is discussing whether or not they think the spouse would move if you offered her the job. You notice your colleagues do not discuss marital status when evaluating male candidates.
(12)   Imagine you were working at Google in August 2017 and one of the members of your project team releases an internal memo called "Google's Ideological Echo Chamber" (i.e. the **Google memo**). Some of your colleagues are upset he got fired and agree when he says "...our culture of shaming and misrepresentation is disrespectful and unaccepting of anyone outside its echo chamber." Others agree with Google's decision to fire him and take offense to his claim that "differences in distributions of traits between men and women may in part explain why we don't have 50% representation of women in tech and leadership."