

The Gender Gap in US STEM is explained by a Gauntlet Problem, Not a Pipeline Problem

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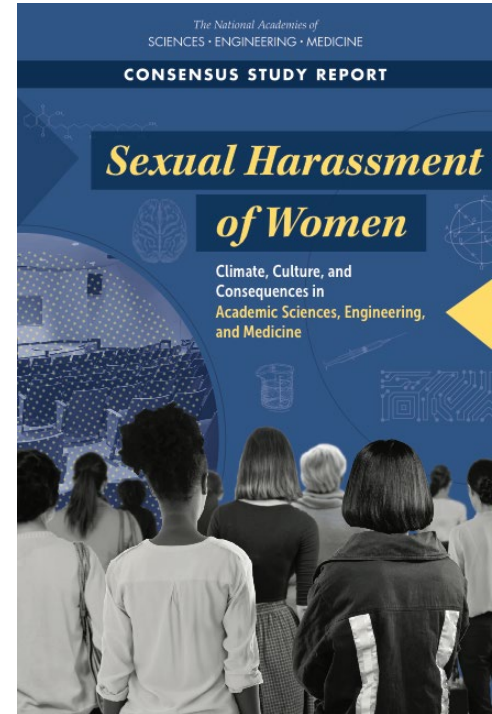
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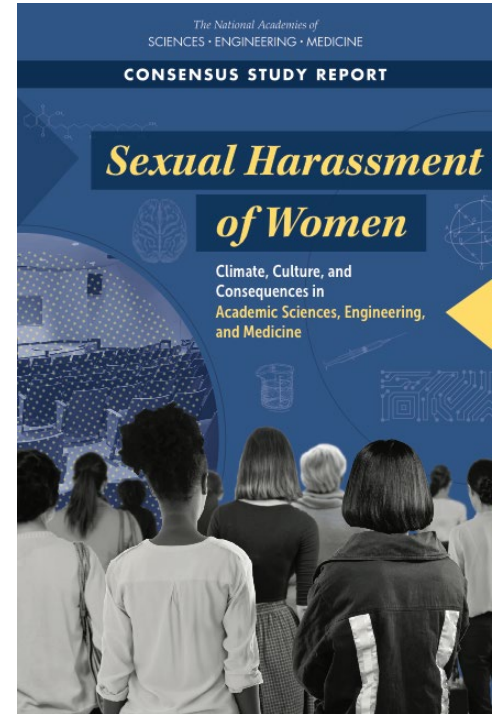


<http://nationalacademies.org/SexualHarassment>

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Main findings of the report

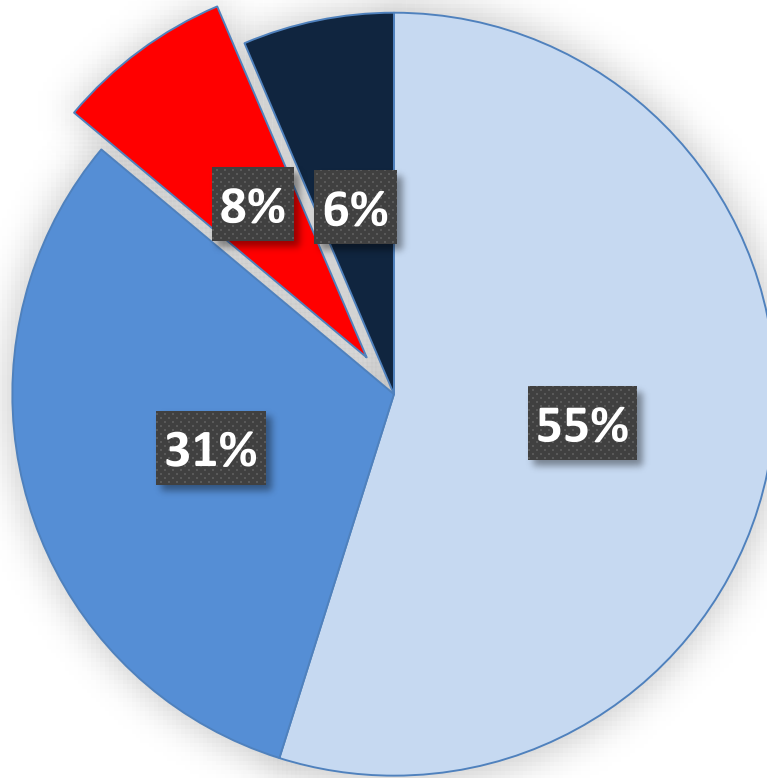
1. Sexual harassment is about gender, not sex
2. The legal system is inadequate to address this problem
3. Leadership and culture change are needed



<http://nationalacademies.org/SexualHarassment>

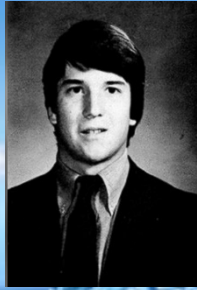
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92% of sexual harassment involves “put-downs”



- Gender harassment
- Gender harassment and unwanted sexual attention
- Unwanted sexual attention
- All 3 types

Adapted from Schneider et al 1997



Unwanted
sexual
advances,
sexual coercion

Come-ons

Sexual jokes or
imagery in a talk



Sabotage of someone's
grant, labwork, equipment



Put-downs

A man standing over a
woman while
disagreeing with her



Asking a new mother if she really
plans to come back to work



Sexist comments
about aptitude



Cortina, Cantalupo, others

Three quarters of women in the field sciences observe sexist remarks

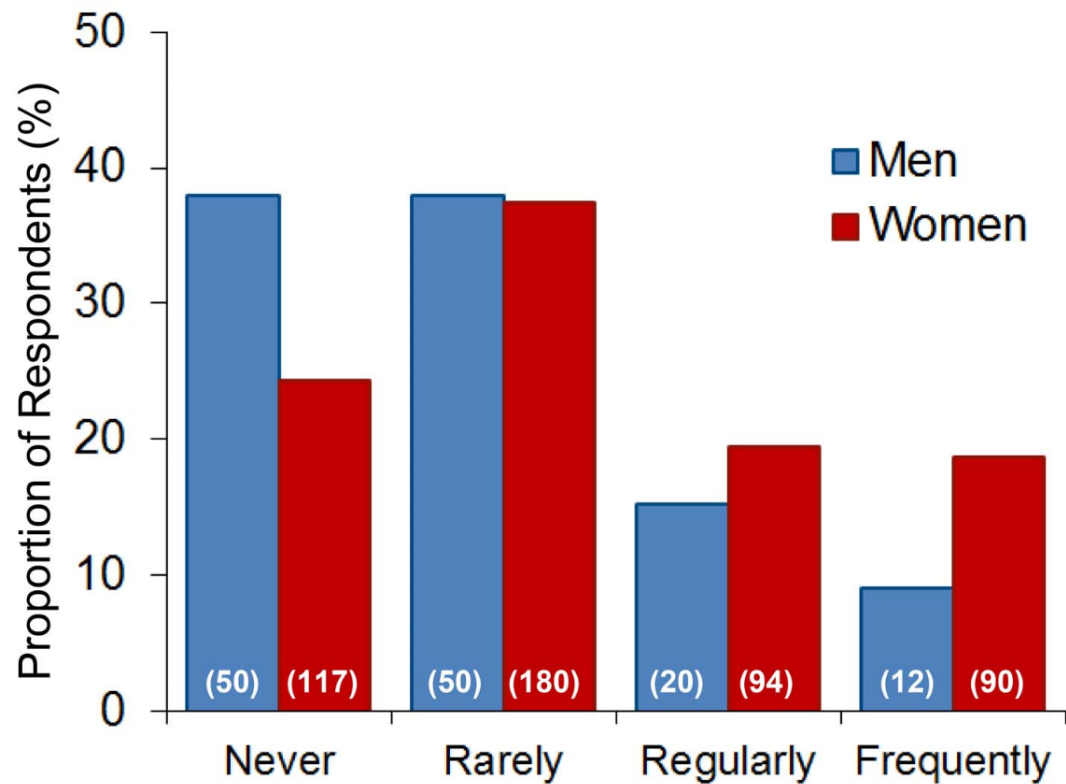
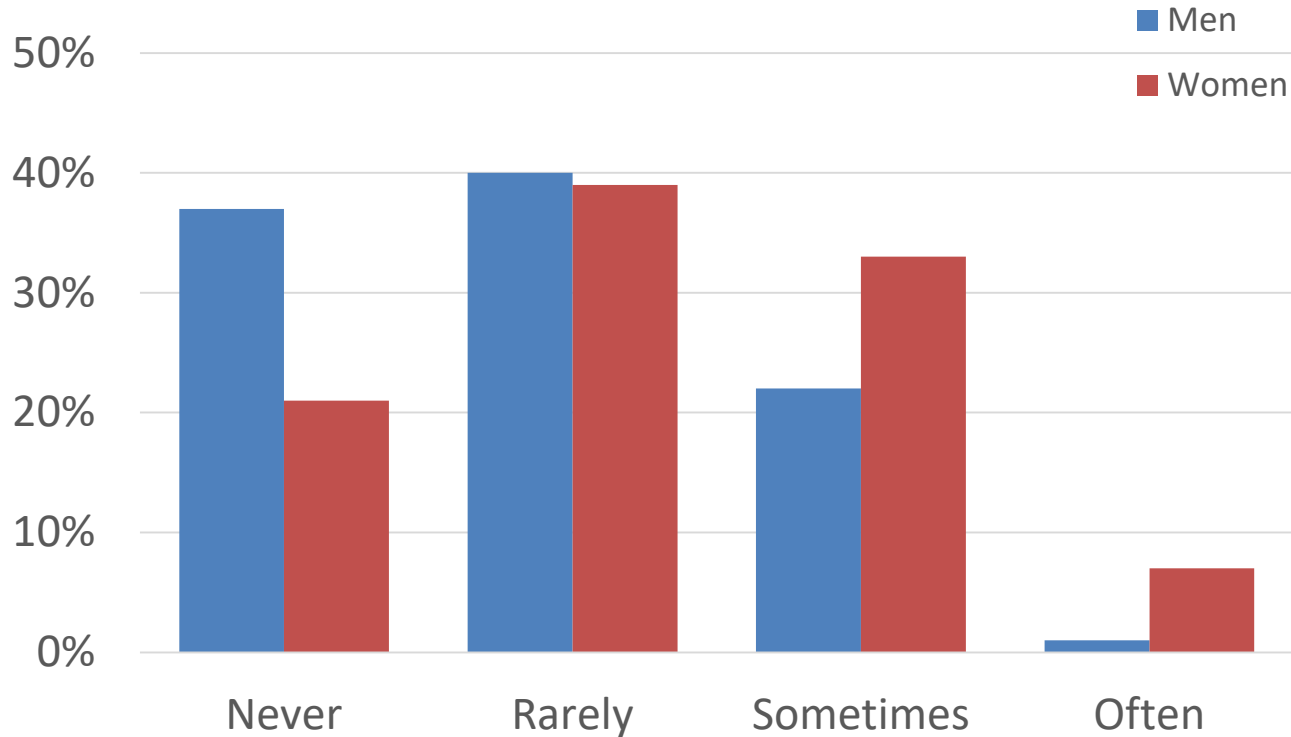


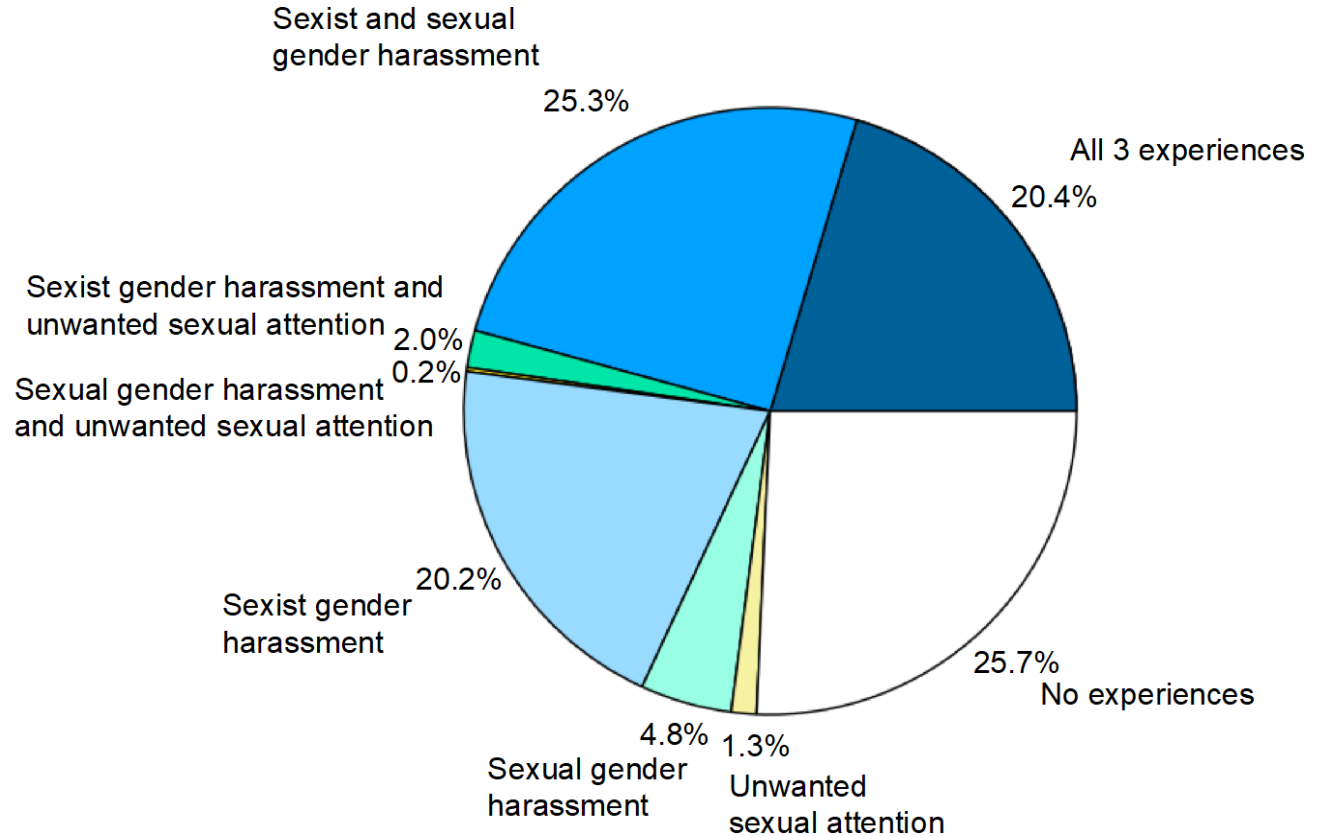
Figure 1. Proportion of survey respondents, by gender, who indicated that inappropriate or sexual comments occurred never, rarely, regularly, or frequently at their most recent or most notable field site (N).
doi:10.1371/journal.pone.0102172.g001

More than three quarters of women in astronomy and planetary science observe sexist remarks

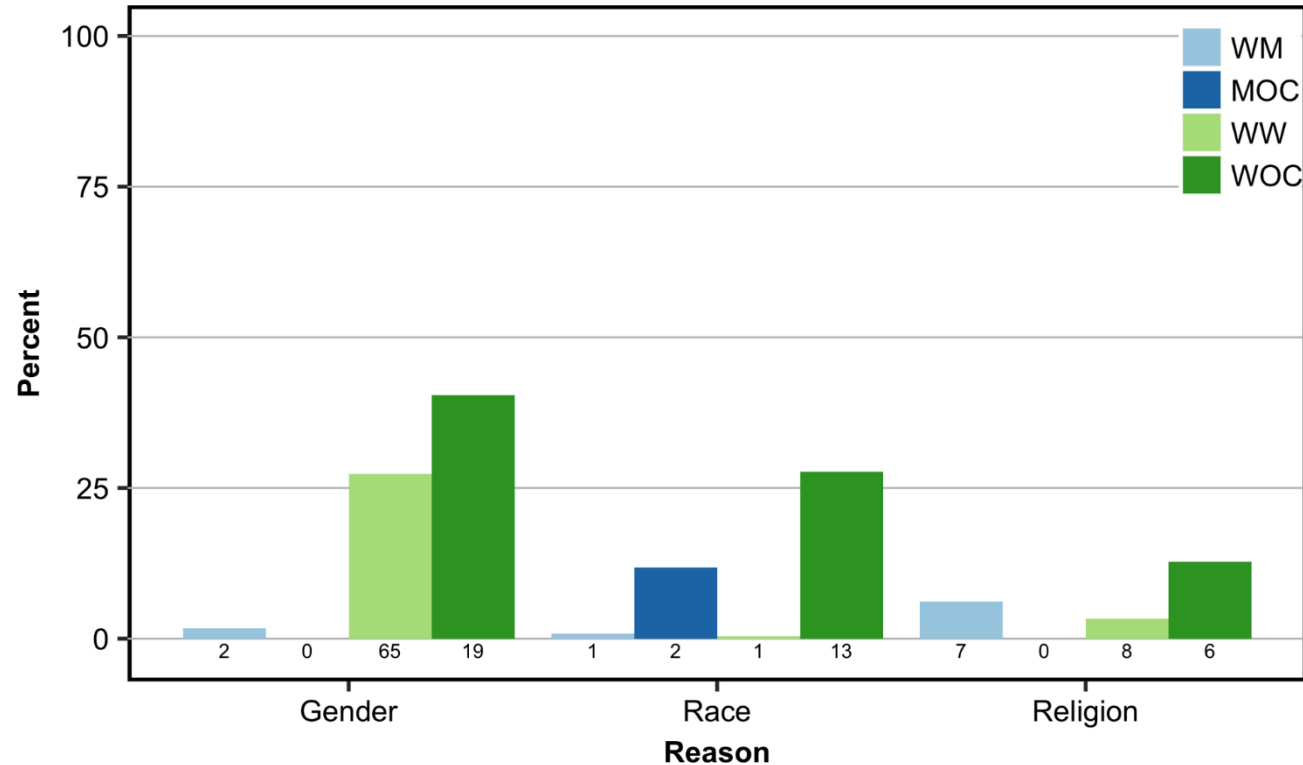


Adapted from Clancy et al 2017 *JGR Planets*

Three quarters of undergraduate female physicists are sexually harassed



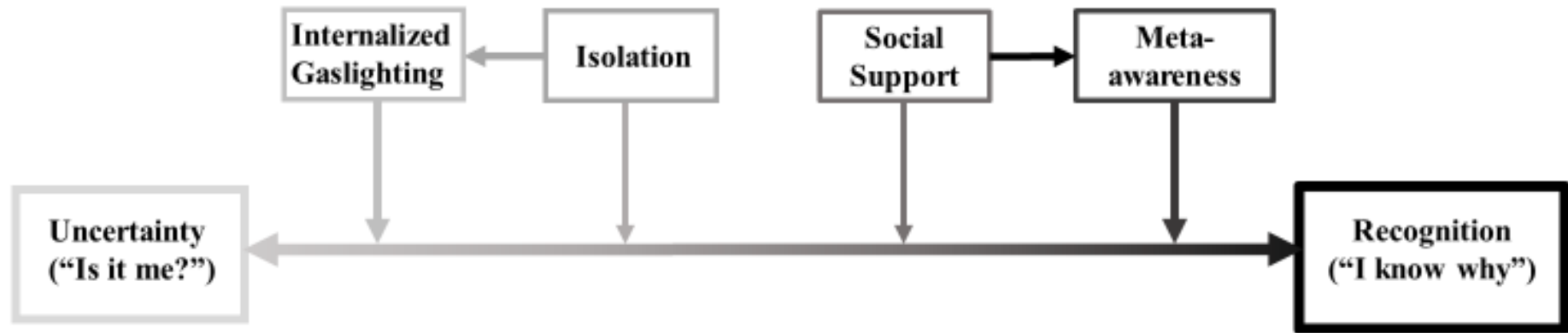
40% of women of color felt unsafe in their workplace



LGBTQ women and gender minorities are physically harassed at twice the rate of cis straight women

	Never	Ever
cis, straight	91% (201)	9% (20)
LGBTQ+	79% (45)	21% (12)

Who do you trade glances with in a faculty meeting?





N. Guérard, inventeur et fecit.

SOLDAT PASSE PAR LES BAGUETTES.

*Un des chatiments du soldat dans un Camp c'est de le depouiller nud
jusqu'à la Ceinture sa chemise pendante sur ses Chausses Et le faire
passer Entre deux Rengées de Soldats la Baguette a la main qui luy
En dechargent sur les épaules par plusieurs reprises.*

E.B.A 11831 C.P.R.

The distance between culture and climate

Culture – what an org says

- Mission statement
- Policy
- Trainings

Climate – how everyone feels

- Incentives and rewards
- Condoned behavior
- Unwritten rules

“We equally value teaching, research, and service.”

“If you bring in lots of money you can do whatever you want.”

Focus on “whole barrels” not “bad apples”

- Eliminate male domination in terms of overall numbers and those in leadership
- Reduce tolerance for harassment
- Develop trauma-informed communication policies
- Honor who’s here today, not the past
- Use evidence-based training: bystander, perspective-taking
- **Change the incentive structures, condoned behaviors, unwritten rules so they align with the institution’s desired climate**



Sexual Harassment of Women

Climate, Culture, and
Consequences in
**Academic Sciences, Engineering,
and Medicine**

#ScienceToo

www.nationalacademies.org/sexualharassment

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