

## An Uncomfortable Conversation: Bias (Both Unconscious and Conscious) and Harassment in Science: How We Can and MUST Do Better

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Yesterday: Overview of the literature/studies on unconscious bias, conscious bias and harassment. Preliminary results from CSWA study.

Today: The Solutions

1. Accountability: form awareness, talk about it
  - a. Discuss how implicit bias affects work (resumes, hiring, awards, promotions, etc)
  - b. Have set of defined evaluation criteria and stick to it...limits implicit bias. Forces you to stick to evidence that supports judgements.
  - c. How do you handle the fact women and underrepresented minorities get 3x more requests for EPO and review panels, etc to try to get more diverse panels?
  - d. Take the implicit bias test- put into comfortable environment by yourself and reflect
  - e. Use the gender bias calculator ([www.tomforth.co.uk/genderbias](http://www.tomforth.co.uk/genderbias)): how you choose your words is important, and there is a set of unconscious bias words
  - f. Bystander training
    - i. UA has one of the best student bystander trainings in the U.S.: "Step Up" program- look into it [stepupprogram.org](http://stepupprogram.org)
    - ii. Then once you're beyond that, do RAINS training
    - iii. Bystander training helps right at the start...then what?
2. Reporting Harassment
  - a. Read the policy for your university/facility
  - b. Document issues
  - c. Write a statement or give testimony
  - d. Efforts will be made to ensure your privacy but your name may or may not be known so it can be complicated...talk to Title IX officer to fully understand your rights
  - e. Everybody so worried about retaliation...it's the #1 worst thing they could do, for themselves...it's the biggest no-no in policies.
  - f. If you don't feel comfortable doing this process, at least talk to somebody else about what to do next (ombudsman)...needs to be action though or it won't stop or not happen to someone else.
3. How to be an ally
  - a. Ally is not a noun. It's a verb. Action item. Building relationships based on trust, accountability, etc with groups more marginalized than you. Stand beside them or behind them and let them guide you for what they need (important to give power to them to lead when they need it).

- b. Respect their experiences even though you cannot fully understand what another person has gone through
  - c. Victim blaming is the worst thing you can do to a person who has lost power because it takes even more power away from them.
4. Tips from Recent Post
- a. Use appropriate salutations and titles
  - b. Don't comment on a person's appearance in a professional context – don't look up and down. Don't assume it's a compliment
  - c. Don't talk over your female colleagues (women get less time to talk but perceived)
  - d. Don't stare at a room and assume its diverse enough – implicit bias shows that people overestimate number of minorities in room
  - e. Avoid making sexual remarks when in the work environment
  - f. Make sure seminars, committees, panels have good diversity balance (race, gender)...committees are shown to pick people that look like them. So panel of 5 men generally pick another man. But don't overburden your minorities.
  - g. Pay attention to who organizes all the social gatherings
  - h. Volunteer to be note-taker, coffee-grabber, or lunch order-taker...etc, particularly when they aren't assigned to that duty. Don't turn to one female and ask her to be coffee grabber. Christina was at a review panel and a group of floorers asked her to get coffee and called her a secretary, as the program manager.
  - i. Don't reinforce stereotypes
  - j. Call on women and URM's in the classroom and at seminars – several studies show professors (unconscious bias) don't call on women as much by 2 to 1.
  - k. Learn about benevolent sexism, mansplaining and tone arguments
  - l. Learn to apologize when you've been called out – apologies come with action items. Time to learn.
  - m. Don't leave it to women/minorities (especially junior members) to do all the work to improve diversity in the community- can lead to vicarious traumatization...burnout, happening to the younger women in our field. Help pick up the burden from them. If in a group with only one woman and sexist remark made, call it out so they don't have to all the time. Call it when you see it. "Be better than good." If you can't say something then, let your female colleague know you saw it and you don't think it's okay and that they aren't the only one in that group that felt it was wrong.
  - n. Adopt teaching tools and practices that promote diversity- look them up! Darrell Haggard from CSWA and Sarah Tuttle has given blog posts. i.e. take out gendered pronouns
  - o. Pay attention to your invitations for informal work gathering. Be mindful of who you invite and whether the invitation is inclusive...they shouldn't be the only opportunities available (i.e. only do hikes when members of the group are in a wheelchair, or only going to the bar with recovering alcoholics)
  - p. Make sure you're aware of unconscious bias in reviewing

- q. Know when to listen. Don't belittle or dismiss someone. And avoid victim blaming. That person has lost power and are coming to you because there was a problem they felt traumatized enough to come to you. Even if you don't believe them, they need someone to listen to them in that moment. Be respectful
- r. Don't expect a cookie when you do all these things – do these just for being a better person

See slides for additional resources

Discussion:

- If need lawyer, can talk to Christina or Sarah Horst to get in contact with someone
- Office of Institutional Equality on campus
- Remember harassment not just gender based
- NASA plans to redact names on proposals? They are taking things seriously, starting to take demographics. 30% threshold for needing women in the room to combat implicit bias for gender