

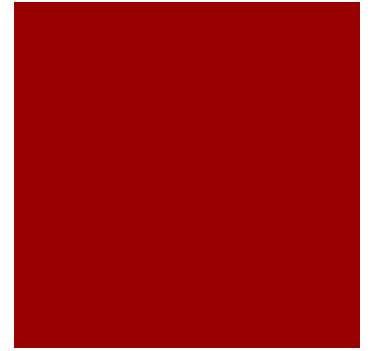
Navigating a Bro-Culture in STEM

Mentoring-for- Leadership Topical Lunch

Coleen Carrigan, Ph.D.
January 2014

How Do You Change a Bro- Dominated Culture?

by Ann Friedman



New York Magazine 9/12/13

Gender Harassment in the News

ADRIA RICHARDS



DANIELLE LEE, Ph.D.





The Insidious Power of Not-Quite-Harassment

[Hannah Waters in LadyBits on Medium](#)

STEMMING THE TIDE: Why Women Leave Engineering (2011)



- Interviewed 3700 female engineers who left their fields.
- Found the *number one* reason women cited for leaving engineering was **hostile workplace environments**.

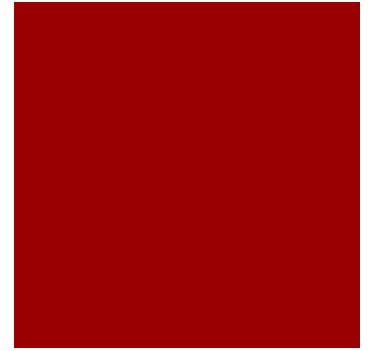
Gender Harassment

- Disparaging conduct not intended to elicit sexual cooperation;
- Verbal, physical, and symbolic behaviors that convey hostility and offensive attitudes toward women;
- Anti-woman jokes, comments that women do not belong in STEM and leadership positions, and crude terms of address that denigrate women;
- Hostility devoid of sexual interest but aimed at insulting and rejecting women.
- Conduct meant to create an intimidating, hostile, demeaning, or offensive learning, living or working environment for women.

(Leskinen et al 2011).



Lessons stressing the **individual** processes of **stereotyping** must be paired with lessons that highlight the **systematic nature** of cultural oppressions (Plaut 2010).



Case Study One: LEGACY SEXISM



- Is gender harassment present in this case? If so, where?
- What is the significance of the case study's title: "Legacy Sexism?"
- What would you do to intervene? What would departmental and institutional interventions look like?

Case Study Two:

SEXISM IN THE FIELD

- Is gender harassment present in this case? If so, where?
- Maya tells you she dreads going back to the field site but worries she is overreacting. She asks for your evaluation of the situation. What do you tell her?
- Maya wants to take action, but is unsure where to start? Where would you recommend Maya start? What support resources would you recommend?



Today's Goals



- Bias is an oft-cited, important factor in ending gender segregation in STEM, but it is just one type of barrier women face to persist and advance.
- Define and codify gender harassment as a means of cultural and institutional change.
- Decide as a community of women in STEM how to best eradicate sexism in academia.
- Case Studies