Chasing the Dialogue and Thinking on Campus Regarding Sexual Harassment through a University-level Workshop Series for Academic Leaders, Staff, and Faculty

Moving the Needle Parts I and II

Initiatives geared towards the work of AdvanceRIT have created momentum towards change in dialogue and thinking on campus regarding sexual harassment, including the 2019 university-level workshop series offered in collaboration in the Climate and Center for Research on Learning and Teaching (CRTL) Players and UW Center for Evaluation & Research for STEM Equity (CERSE)

It's the Culture

The 2018 report on sexual harassment outlines three forms of sexual harassment:

1. Gender Harassment (sexual behavior such as remarks, hostility, objectification, exclusion or marginalization)
2. Unwanted Sexual Attention (verbal or physical sexual advances)
3. Sexual Coercion (preferably treatment conditioned on sexual activity)

Gender harassment is the most common form of sexual harassment. Repeated incidences of gender harassment can have consequences as serious as single incidences of sexual coercion. When gender harassment is tolerated in an environment, it opens the door for more aggressive and egregious behaviors.

The Consequences of experience with sexual harassment can lead to reduced motivations, declined productivity, hindered learning, and career changes.

Identified key causes on the impacts of sexual harassment, and recommendations (policies, strategies, practices) to address and prevent it.

Initial survey summary:

- There were strong increases in awareness around sexual harassment from Part I participation.
- Part II helped people think about how units can shift their cultures, and how cultures come about in units and institutions.
- There is more work for RIT to do in terms of leadership training, and broadly sharing easy to understand explicit guidelines and expectations around reporting processes.

Follow-up survey summary (Conducted 3 weeks later):

- Awareness of sexual harassment behaviors, impacts, and factors that contribute to permissive cultures increased for about 85-90% of respondents.
- About 48-74% of respondents took action by sharing with others, or doing something to shift the organization's culture, in the 3 weeks between the workshop and the survey.
- While most people agree that sexual harassment is not tolerated and would be investigated, about 34% feel that sexual harassers get away with it, 28% would be afraid to file a complaint
- There are areas for growth regarding creating a culture of reporting and action toward sexual harassers.

Interesting group differences (Chi-square analysis):

- Key differences were in norms regarding reporting.
- A total of 24% of AALANA respondents vs 51% of non-AALANA strongly agreed, agreed, or were uncertain about actions are being taken by my employer to prevent sexual harassment.
- Individuals who sexually harass others get away with it.

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Part I: Shifting the Conversation around Sexual Harassment

Part I focused on introductory conversations about the widespread presence and consequences of sexual harassment on individuals and communities in higher education. Part I gave groups an opportunity to envision a different, more equitable future.

Available to individuals who participated in Part I, participants engaged in group discussions in small and large groups, redress strategies, and identified sexual harassment.

AdvanceRIT is now embedded within the Office of the Provost.

Evaluation Outcomes

ATTENDANCE:

- Part I: 116/190 (61%) attended
- Part II: 116/190 (61%) attended

- A total of 116/181 (64%) unique individuals attended Parts I and II.

- Initial (Day-0) Survey Response Rates
  - Women: 104/181 (58%)
  - Men: 64/181 (36%)

- Follow-up Survey Response Rates
  - Women: 104/181 (58%)
  - Men: 64/181 (36%)

DIFFERENCES FOUND BETWEEN AALANA AND NON-AALANA:

- A total of 47% of AALANA respondents (n=17) vs 16% of non-AALANA reported that they now cared "a lot more" about the problem of sexual harassment culture.
- A total of 34% of AALANA respondents vs 51% of non-AALANA strongly agreed, agreed, or were neutral about "I would be afraid to file a sexual harassment complaint."

ONE DIFFERENCE FOUND BETWEEN PEOPLE WITH MARGINALIZED SEXUAL ORIENTATION IDENTITIES AND HETEROSEXUALS:

- A total of 50% of people with marginalized sexual orientation identities (n=6) vs 89% of heterosexual respondents strongly agreed, agreed, or were neutral about the statement: "Sexual harassment is not tolerated in my unit."

NOTE: ONLY ONE DIFFERENCE BETWEEN AALANA AND NON-AALANA THAT IS STATISTICALLY SIGNIFICANT IS REPORTED IN OUR SURVEY. OTHER DIFFERENCES SHOWN SHOULD BE INTERPRETED WITH CAUTION DUE TO LOW N.

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NSF AdvanceRIT Project (1209115)

GOAL: Increase representation and advancement of women faculty. Funded in 2012, $3.8 million received to date

AdvanceRIT Project Includes:

- Connectivity Series
- Connect Grants & Partnership Grants
- Implicit Bias Education Workshops
- Allies and Advocates Program
- NSF Faculty Data Indicators
- Dual Career Assistance Program
- Salary Equity Study & Dissemination
- Social science research on learning and teaching

Participate in research on learning and teaching (CRLT), focused on departmental climate, faculty search, promotion & Tenure processes.

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