Strategies for Human-Human Interaction

Jamika D. Burge
Lori Clarke
Margaret Martonosi
Our Plan for the Day

• **Introduce** ourselves
• **Policies/Resources** design to protect us
• **Identify** our most challenging human-human interactions
• **Listen** to your experiences and **share** strategies for managing these relationships
• **Discuss** final thoughts
About Jamika…
jamikaburge.com | @jdburge

PhD, Virginia Polytechnic Institute, 2007
- CS: Human-computer interaction, computer-mediated communication

Capital One
- Head, (User) Research Curriculum & Outreach

Founder and Principal, Tech Consulting Start-up
- Worked with Google, NCWIT, and Association of American Colleges & Universities (AAC&U)

Co-Founder, blackcomputeHER.org

Past: DARPA consultant, Penn State (Postdoc), IBM Research (PhD Research Fellow)

For fun: laughing, traveling, family & friends
Lori Clarke

BA Mathematics, University of Rochester
  Worked at the U of R medical school between BA and PhD
PhD Computer Science, University of Colorado
Faculty, University of Massachusetts Amherst, 40 years
  Research: Software Engineering and now Medical Safety
Currently faculty emerita, with a post retirement appointment

For fun:
• Traveling
• Tennis
• Hiking
• Skiing
• Running
Margaret Martonosi Intro #1: The Technical Me...
Cornell BS  EE ’86 -> Stanford PhD, 1994
Princeton 1994-now: Assist., Assoc., Full...
Research: Computer architecture and mobile systems. Power efficient systems. Memory model verification.
Margaret Martonosi Intro #2: Non-Technical Me
Married 16 years to Kevin Burkman
Met when we were both hike leaders for the Appalachian Mountain Club
Other fun: Running, swimming, travel
Resources on Harassment

• #MeToo movement has broadened conversations around harassment
• Wanted to raise those topics here, with specific focus on resources
• This is a moving target, because things are changing fast – hopefully improving!
Conference Codes of Conduct

More and more...

  - Covers a range of behaviors: racial / religious / … discrimination, harassment, etc.

- From ACM “Harassment does not require intent to offend. Thus, inappropriate conduct or language meant as a joke, a prank, or even a compliment can lead or contribute to harassment.”
ACM Code of Conduct Excerpt

Sexual harassment is a specific type of discriminatory harassment. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature can constitute sexual harassment.

ACM prohibits conduct that constitutes or could lead or contribute to sexual harassment.

Examples of such conduct include, but are not limited to:
unwelcome sexual flirtations, advances or propositions; inappropriate touching of an individual’s body;

graphic verbal comments about an individual’s body or appearance; sexually degrading words used to describe an individual; and/or the use of the Internet to display or distribute sexually explicit images, messages, or cartoons.
Codes of Conduct don’t stand alone: What are the policies and processes that go with them?

• Process for reporting
• After a report, how do organizations research / investigate what happened?
• What are the outcomes? Punishment? Record-keeping?
• Example: ACM Process
  • Report to the conference chair or the ACM President or the ACM CEO
CARES committee

New to ACM: Any SIG can form a committee for per-conference, on-the-ground support of people who experience harassment/discrimination at a SIG conference

The individual still reports directly to ACM
But the CARES representatives can offer support and help people in the immediate aftermath of an event.
The presence of trusted, familiar people at a conference can help encourage people to report…
• And can encourage a better atmosphere to begin with

First CARES committee: Joint SIGARCH/SIGMICRO
https://www.sigarch.org/benefit/cares/
Encourage your SIG to form one!
Title IX Processes for Harassment at US Universities

US Federal law attempts to ensure that the environment / resources of US universities offers equal access for women

→ covers harassment

If you are a student at a US university, you can report incidents of harassment to your Title IX office. They must research and write a report.

You can report to Title IX whether the incident happens on campus or elsewhere.

IMPORTANT! If the incident involves a professor from another US university eg at conferences, you can report it to *their* Title IX office as well.
New Draft NSF Policy on Harassment

https://www.nsf.gov/pubs/issuances/in144.jsp

- New NSF policy requiring US Universities to provide NSF with Title IX final “findings” reports regarding PIs

- This hasn’t been enacted yet, but it offers me hope for another dimension of how incidents of harassment can/will be dissuaded in US universities in our field.
Why report?
What is your human-human interaction experience?

- FAMILY
- Acquaintances
- Student Colleagues
- Course Professors
- Professional Colleagues
- Research Team
- New Contacts
- Advisor

CRA-W
Computing Research Association
Women
Some topics...

- Micro-aggressions and Hostility
- Conflict resolution
- Discrimination (Covert and Overt)
- Double-bind
- Harassment
- Being the “only” one
- Imposter syndrome
- Prove it again
- Walking the tightrope
- Two-body problem
- Family-friendly policies (or a lack of)
- Implicit bias
- Stereotype threat
What are your stories and/or thoughts?
You can do this!

• Good human-human interaction is a daily exercise
  o You will continue to learn how to be better at it!

• Don’t ignore your experiences
  o Learn from them, but know that you have everything inside to succeed!
Additional Resources

• Ms. Mentor's Impeccable Advice for Women in Academia, by Emily Toth
• Kidding Ourselves: Breadwinning, Babies, and Bargaining Power, by Rhona Mahoney
• Getting to Yes: Negotiating Agreement Without Giving In, by Roger Fisher and William Ury
• Nice Girls Don't Get the Corner Office, by Lois Frankel
• Women Don't Ask: Negotiation and the Gender Divide, by Linda Babcock and Sara Laschever
Thank you!