

Strategies for Human-Human Interaction

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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



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About Jamika...

jamikaburge.com | [@jdburge](https://twitter.com/jdburge)



More about Jamika...

jamikaburge.com | [@jdburge](https://twitter.com/jdburge)



Design & Technology Concepts, LLC



Spelman College

Margaret Martonosi Intro #1: The Technical Me...

Cornell BS EE '86 -> Stanford PhD, 1994

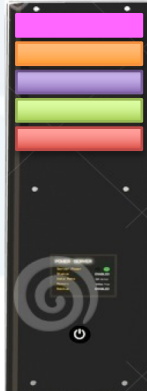
Princeton 1994-now: Assist., Assoc., Full...

Research: Computer architecture and mobile systems. Power efficient systems. Memory model verification.

Sabbaticals: IBM (2005) & US State Dept (2015-6)

About Kathryn McKinley

Research



Improving performance & efficiency
of programming systems

Mentors



Family

Career



About Kathryn McKinley

Stephen Curry's



basketball camp for the underrated
 ≤ 3 out of 5 (highest)



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Resources on Harassment

- #MeToo movement has broadened conversations around harassment
- We wanted to raise these topics here, with specific focus on resources
- This is a moving target, because things are changing fast – hopefully improving!



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Harassment is

Common and not declining

Severe or frequent *gender harassment* can result in the same level of negative professional and psychological outcomes as isolated instances of sexual coercion.

Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine, National Academies, 2018.

Iceberg model

Well recognized

Sexual coercion

Unwanted sexual attention

Less recognized

Gender

harassment



Conference Codes of Conduct

More and more...

- Example: ACM: <https://www.acm.org/special-interest-groups/volunteer-resources/officers-manual/policy-against-discrimination-and-harassment>
 - 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.”



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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



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CARES committee

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

The individual still reports directly to ACM

But the CARES representatives 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...

- encourages a better atmosphere to begin with

First CARES committee: Joint SIGARCH/SIGMICRO

- <https://www.sigarch.org/benefit/cares/>

Encourage your SIG to form one!



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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 e.g., at conferences, you can report it to **their** Title IX office as well.



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New NSF Policy on Harassment

<https://www.nsf.gov/pubs/issuances/in144.js>
p

- New NSF policy requires US Universities to provide NSF with Title IX final “findings” reports regarding PIs
- NSF leading strongly towards harassment-free zones for science

If something happens, why report?

- Immediately write down what happened, even if you don't report
- If your harassment *feels* different, it probably is
 - Stereotypes against women/women of color/womxn can compound harassment experiences

What is *your* human-human interaction experience?

FAMILY

Course Professors

Research Team

Acquaintances



New Contacts

Advisor

**Student
Colleagues**

**Professional
Colleagues**

Some topics...

- Micro-aggressions and Hostility
- Conflict resolution
- Discrimination (Covert and Overt)
- Double-bind
- Harassment
- Being the “only” one/Feeling isolated
- Imposter syndrome
- Prove it again
- Walking the tightrope
- Dual-career
- Family-friendly policies (or a lack of)
- Implicit bias
- Stereotype threat
- Intersectionality

What are your stories and thoughts?



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You can do this!

- Good human-human interaction is a daily exercise
 - You will continue to learn and improve!
- Don't ignore your experiences
 - 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



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Thank you!

The background features several large, overlapping circles in various shades of light blue. At the bottom of the slide, there is a dark blue horizontal bar with a geometric pattern of triangles and polygons.

Back-Up Scenarios



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Scenario 1

At meetings, Peter and Sunil are increasingly disrespectful towards you and Jenny: they ignore you, interrupt you, and/or poach your ideas. Your advisor, doesn't seem to notice and in fact credits your and Jenny's ideas to Peter and Sunil.



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Scenario 2

Prof. Hat asks you to help out with the Graduate Recruiting Committee because 'they need a woman'. You end up doing a lot of this kind of department service and are wondering if its worth the time and effort. But, should you/how can you say no?



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Scenario 3

You are attending a conference and don't know anyone well. There are few women in the conference.

- *What should you do about lunch that is part of the conference?*
- *What should you do about dinner?*



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