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

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)
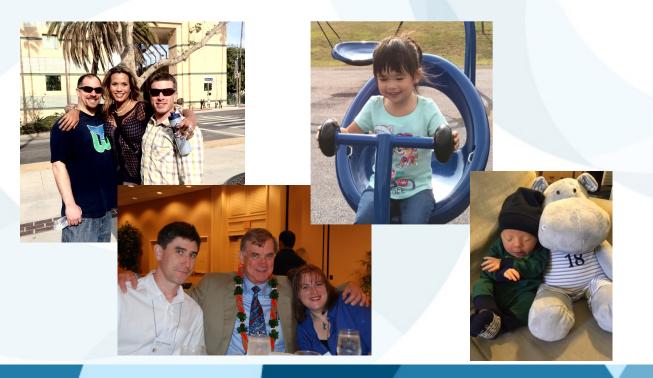
Co-Founder, **blackcomputeHER.org**

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

For fun: laughing, traveling, family & friends

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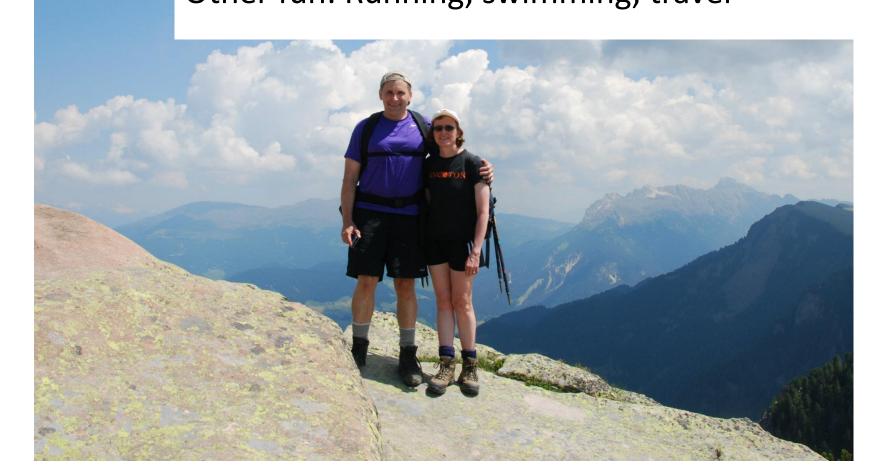
Princeton 1994-now: Assist., Assoc., Full…

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

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

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…

- 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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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.

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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 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 enourage 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!

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

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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.

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Why report?

What is *your* human-human interaction experience?

Course Professors

FAMILY

Research Team

New Contacts

Acquaintances

Advisor

Student Colleagues

Professional Colleagues

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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

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What are your stories and/or thoughts?

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You can do this!

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