

Strategies for Human-Human Interaction

Quincy Brown, *AnitaB.org*
Kathryn S. McKinley, *Google*
Lori Pollock, *U of Delaware*



CRA-WP

Computing Research Association
Widening Participation

Our Plan for the next 70 minutes

- **Introduce** ourselves
 - Policies/Resources designed to protect us
- **Identify** our most challenging human-human interactions
- **Listen** to your experiences and **share** strategies for managing these relationships
- **Discuss** final thoughts



CRA-WP

Computing Research Association
Widening Participation

About Quincy Brown



**BLACK
IN
COMPUTING**



#BLACKCOMPUTER



CRA-WP

Computing Research Association
Widening Participation

About Kathryn McKinley

Research



Improving performance &
efficiency of systems

Mentors

Family

About Lori Pollock

Alumni Distinguished Professor, University of Delaware

- PhD U of Pittsburgh 1986
- Rice U 1986-1989
- U of Delaware 1990-present
- Sabbaticals: ABB Inc & Army Research Lab

Research in Software Engineering, CS Education

Service

- CRA-W, CRA-E
- CS10K Partner4CS in Delaware
- WeC4Communities
- Comp Thinking in University Gen Ed

For Fun

- Outdoor activities, handcrafts, traveling



CRA-WP

Computing Research Association
Widening Participation

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!



CRA-WP

Computing Research Association
Widening Participation

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.”



CRA-WP

Computing Research Association
Widening Participation

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



CRA-WP

Computing Research Association
Widening Participation

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!



CRA-WP

Computing Research Association
Widening Participation

Title IX Processes for Harassment at US Universities

- US Federal law attempts to ensure that the environment / resources of US universities offer 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.



CRA-WP

Computing Research Association
Widening Participation

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



CRA-WP

Computing Research Association
Widening Participation

What are your human-human interaction experiences?

FAMILY

Course Professors

**Research
Team**

Acquaintances

New Contacts

**Student
Colleagues**



ADVISOR

Professional
Colleagues



CRA-WP

Computing Research Association
Widening Participation

Some topics...

- Micro-aggressions and Hostility
- Conflict resolution
- Discrimination (Covert and Overt)
- Double-blind
- 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



CRA-WP

Computing Research Association
Widening Participation

What are your stories and thoughts?



CRA-WP

Computing Research Association
Widening Participation

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, and know that you have everything inside to succeed!



CRA-WP

Computing Research Association
Widening Participation

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



CRA-WP

Computing Research Association
Widening Participation

Some Scenarios to Consider



CRA-WP

Computing Research Association
Widening Participation

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.



CRA-WP

Computing Research Association
Widening Participation

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?



CRA-WP

Computing Research Association
Widening Participation

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?*



CRA-WP

Computing Research Association
Widening Participation