Strategies for Human-Human Interaction

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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
About Quincy Brown

BLACK IN COMPUTING

#3LACKCOMPUT4ER

ANITA B. ORG

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
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!
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.

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.”
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 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/](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 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.
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 are your human-human interaction experiences?

- FAMILY
- Course Professors
- Research Team
- Student Colleagues
- Acquaintances
- New Contacts
- Professional Colleagues
- ADVISOR
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
What are your stories and thoughts?
You can do this!

• Good human-human interaction is a daily exercise
  o You will continue to learn and improve!

• Don’t ignore your experiences
  o Learn from them, and 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
Some Scenarios to Consider
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.
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 it's worth the time and effort. But, should you/how can you say no?
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?