

Preaching beyond the converted:

Actions required of men to advance gender equity in entomology



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“The single most important thing we can do is get men to change their behavior.”

-Dr. Joan Herbers

(2018, at IUSSI Congress)



Student Members

Regular Members

2007: 48%

2007: 19%

2017: 61%

2017: 27%

Data from: Wiedenmann, R.N. 2017. American Entomologist 64: 176-185

What causes inequity?

1. Implicit Bias
2. Gender harassment

Why do men have to fix this?

1. Men are the main problem
2. Men experience fewer professional setbacks when we advocate for gender equity

What do we need to do?

Implicit bias

1. Educate ourselves about implicit bias
2. Actively work against the consequences of implicit bias

Actions that work for your role

Instructor	Chair	Technician
Dean	Boss	Mentor
PI	Student	Faculty
Reviewer	Audience Member	

What do we need to do?

Gender harassment

1. Educate ourselves about harassment
2. Bystander intervention
3. Eliminate refuge and silent support for bad actors

**REPORT RELEASED**

**Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine (2018)**

Over the last several years, revelations of sexual harassment experienced by women in workplace and in academic settings have raised urgent questions about the specific impact of this discriminatory behavior on women and the extent to which it is limiting their careers. *Sexual Harassment of Women* explores the influence of sexual harassment in academia on the career advancement of women in the scientific, technical, and medical workforce. This report reviews the research on the extent to which women in the fields of science, engineering, and medicine experience sexual harassment and examines the existing information on the extent to which sexual harassment in academia negatively impacts the recruitment, retention, and advancement of women pursuing scientific, engineering, technical, and medical careers. It also identifies and analyzes the policies, strategies and practices that have been the most successful in preventing and addressing sexual harassment in academia.

[Read Report](#) →

**Resources:**

- [Infographic: Preventing Sexual Harassment in Academia](#)
- [Handout: Interventions for Preventing Sexual Harassment](#)
- [Infographic: The Iceberg of Sexual Harassment](#)
- [Report Highlights](#)
- [Highlights for Federal Policy Makers](#)
- [Report Release Presentation](#)
- [AtMetrics: Online Attention](#)

18 Jun 2018 in Politics & Policy

**Culture change is key to reducing sexual harassment in academia, report says**

Increasing diversity and avoiding students' dependence on a single adviser are among the recommendations to improve what's currently a toxic work environment.

Toni Feder

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Sexual harassment is pushing researchers out of science and medicine, says a [new report](#) by the National Academies of Sciences, Engineering, and Medicine, and combating the problem requires systemwide changes at colleges and universities.

Two approaches to culture change

1. Modify daily actions and relationships
2. Create structural changes in organizations

A few key points

1. An “ally” identity doesn’t help
2. Gender \* ethnicity
3. Your feelings don’t create change
4. You’ll need to try, screw up, listen, and learn.

Please take this message home with you:

Men must stop tolerating unacceptable behavior by other men. We must model appropriate behavior, change our institutions, and increase the social cost to bad actors. This is how culture changes.