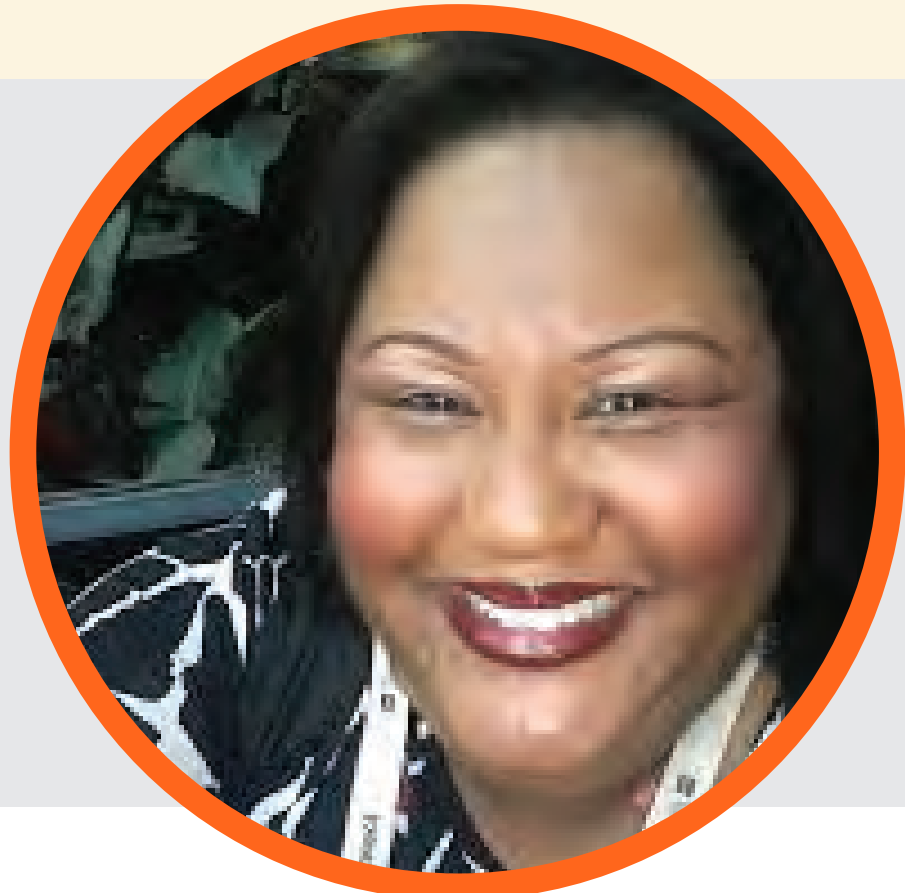# Giving Voice:
Supporting Gender Inclusion in STEM Labs and Classrooms

Melany L. Hunt, Hayman Professor of Mechanical Engineering & April Castañeda, Assistant Vice President for Equity, Equity Investigations and Title IX Coordinator
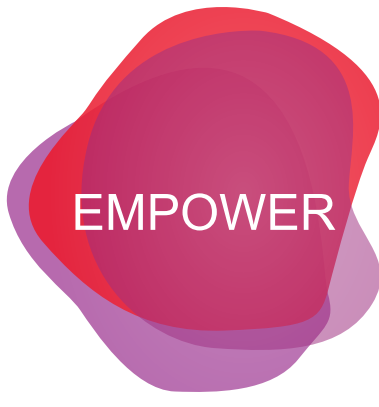
http://www.givingvoice.caltech.edu/

Giving Voice = Recorded Vignettes + Online Materials

Giving Voice is a project to raise awareness of the challenges that disproportionality affect women in science and engineering research and education. Two recent studies[1,2] show that harassment is more likely to occur in work and academic environments where there is a lack of gender diversity. To create more gender inclusive environments, these studies highlight the need to tailor anti-harassment efforts to the specific audience, work place, or academic setting and to mobilize individuals to address and prevent sexual harassment within their community. These ideas are the foundation of Giving Voice.

IMPROVE — **Improve** the climate for women, and everyone, by reducing risk factors that lead to harassment, discrimination, bullying, bias, and isolation in science and engineering laboratories and classrooms.
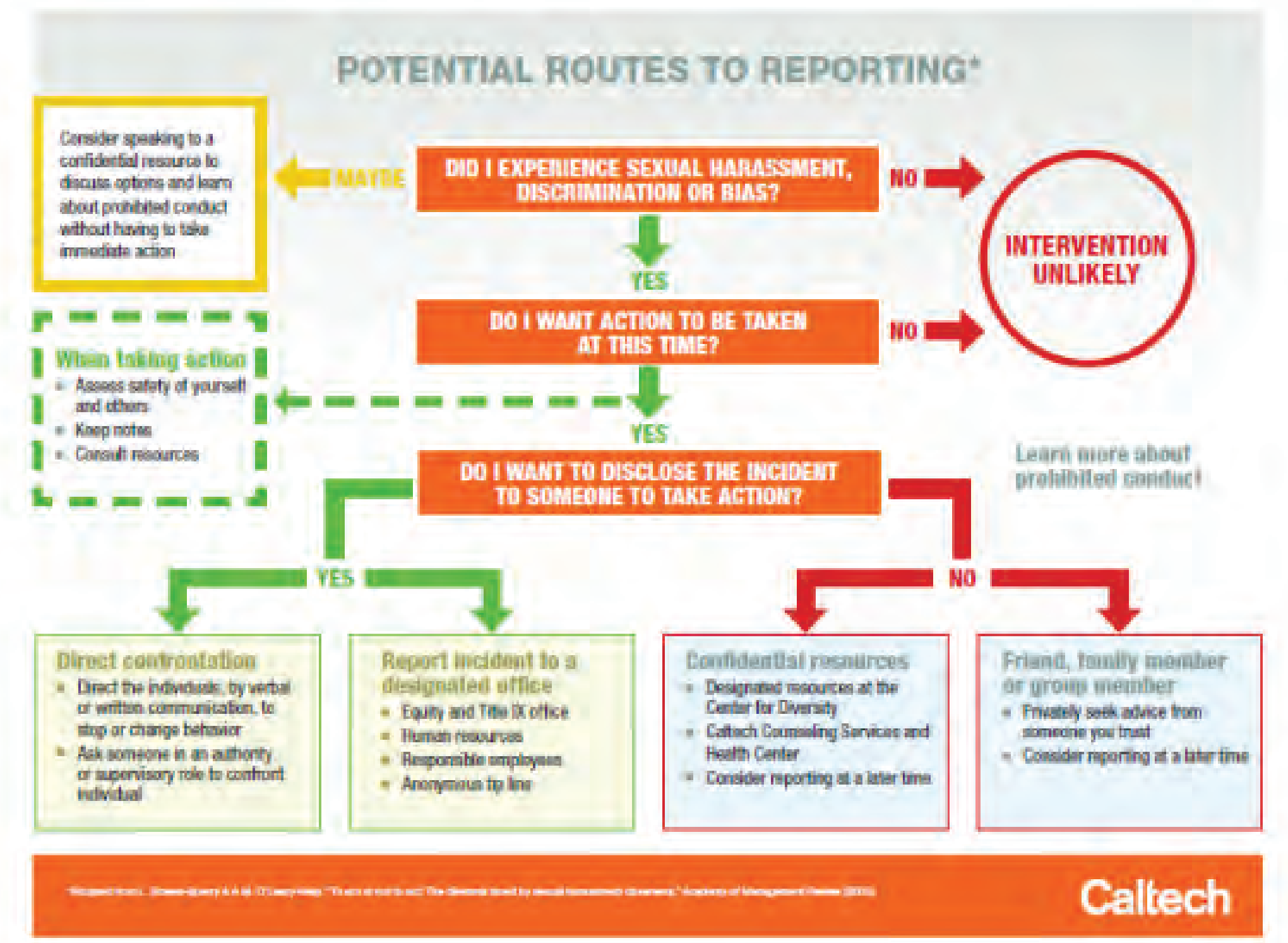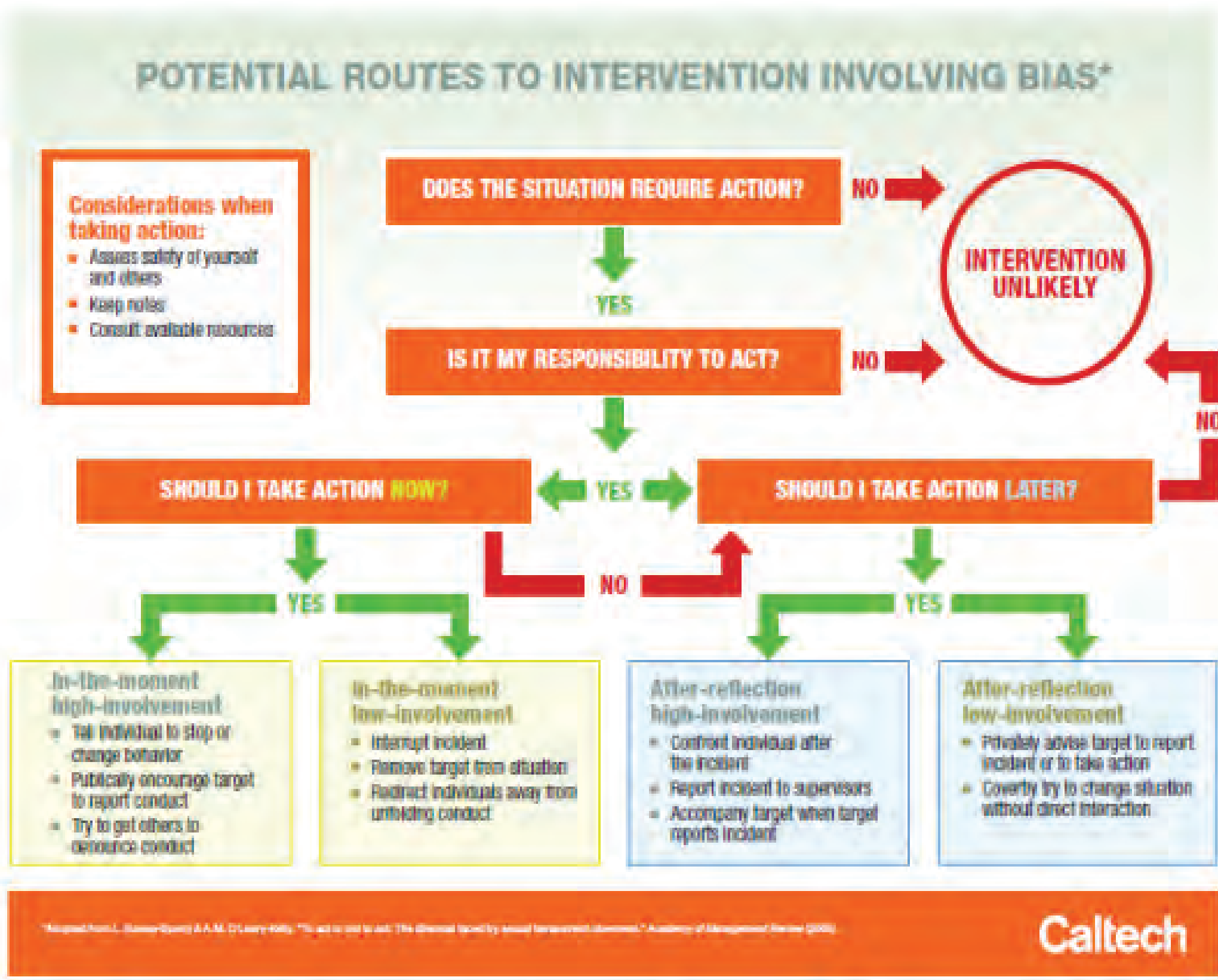
EMPOWER — **Empower** individuals to step up and take action that promotes gender inclusion in educational and research environments.

PROVIDE — **Provide** courses of action, guidance, and resources that enables individuals, when confronted with problematic behavior, to find the language and support to respond in a manner that is appropriate to their situation.

POTENTIAL ROUTES TO INTERVENTION INVOLVING BIAS*

POTENTIAL ROUTES TO REPORTING*

[1] Feldblum & Lipnic (2016) Select Task Force on the Study of Harassment in the Workplace. U.S. Equal Employment Opportunity Commission.
[2] The National Academies of Sciences, Engineering, and Medicine (2018) Sexual Harassment of Women. Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine, National Academy Press, Washington, D.C.
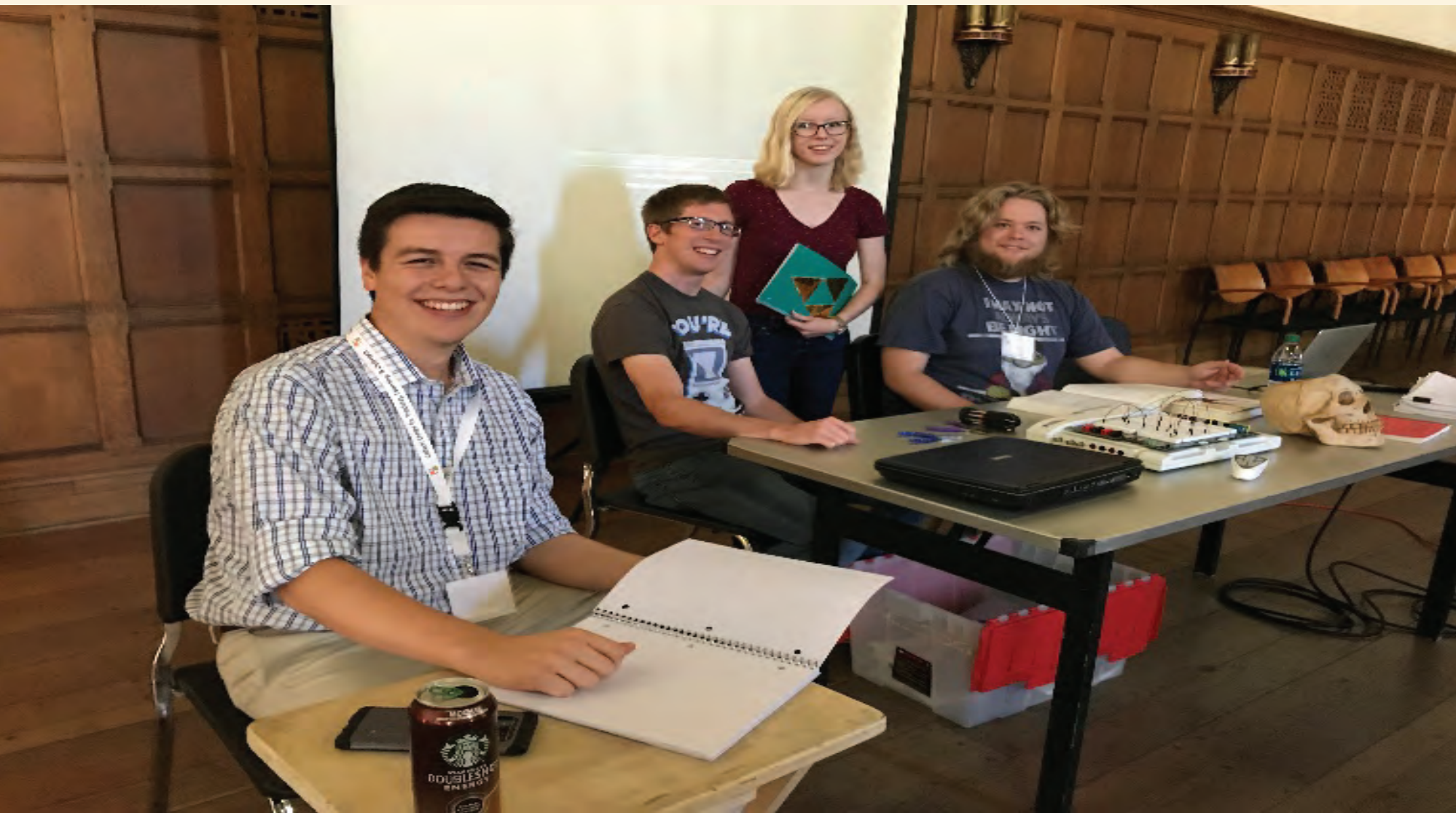
Start a dialogue. Raise Awareness. Effect Change.

Interruptions presents the internal conversations that women have when they are interrupted or when they recognize that their ideas are not being given equal consideration as their male counterparts.

Imbalance shows the challenges of mentoring early-career researchers, including the imbalances in power and gender that can be found in science and engineering environments

Sidelines shows how unconscious bias can impact a student's participation in an engineering course and challenges teaching assistants and faculty to consider strategies to ensure educational equity.

Off Course captures the concerns student researchers may face in their academic careers and highlights the effects of poor mentoring, imposter syndrome, and unwanted sexual attention.

Online Tools

• Discussion Questions and Further Reading with Each Vignette

• Risk Factors for Harassment

• Decision Trees

    Sexual Harassment Intervention

    Bias Intervention

    Reporting

• Bystander Intervention

• Creating an Inclusive Classroom and Laboratory Environment

• Mentoring Tips

• Reducing Bias

• Responding to Harassing, Discriminatory, or Bulling Behavior

Links to Resources

Online Feedback Form and givingvoice@caltech.edu