

Beyond Buzzwords:

Collective Action and Grassroots Movements to Address Sexual Harassment in Academia

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Executive Board UAW4121

Leadership Seattle 500 Women Scientists

Harassment is ubiquitous

63.2%

of women and nonbinary Postdocs at UW have experienced discrimination and/or harassment in their time at UW

60%

of women and

80% of nonbinary

ASEs at UW have experienced discrimination and/or harassment at UW in the last year

58%

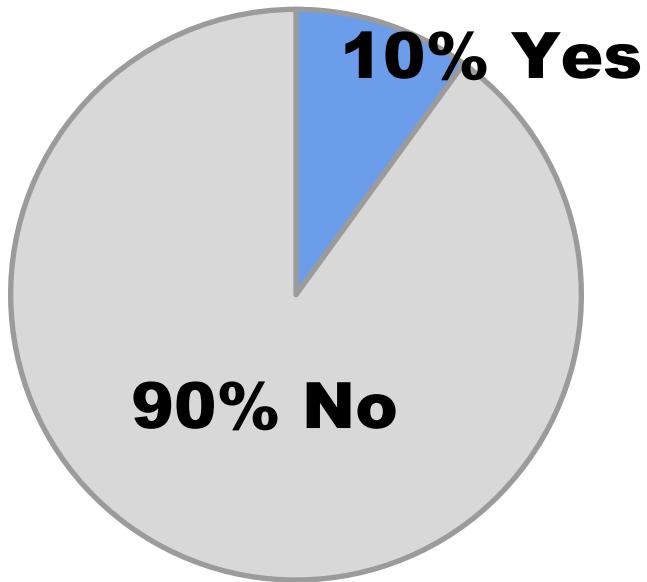
of women in academic positions nationally indicated they had experienced sexual harassment

-NASEM 2018

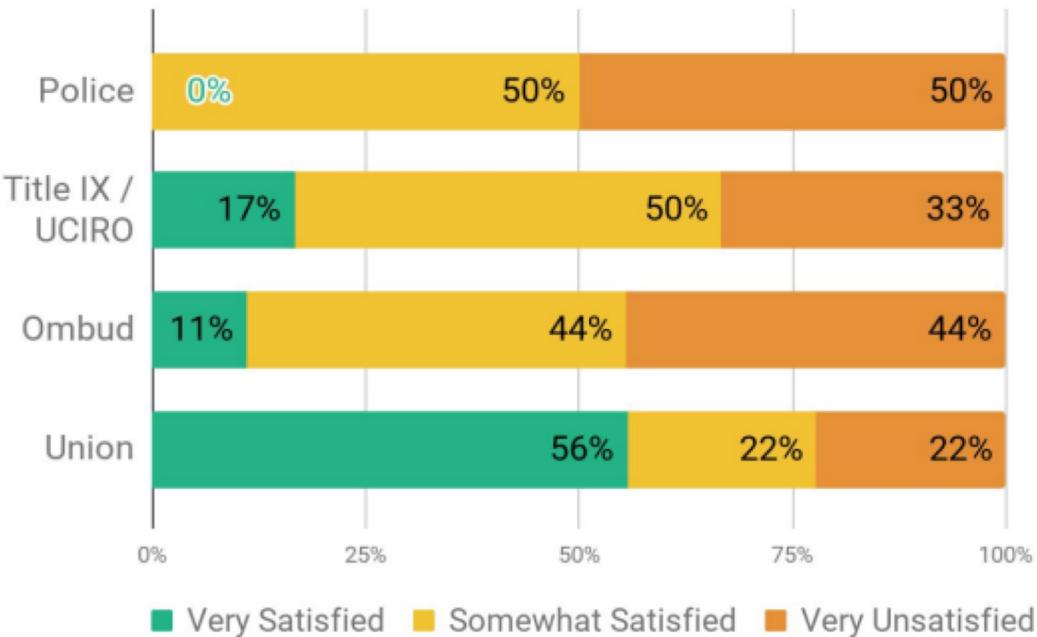
-UW PostDocs Equity Survey 2018

-UAW-UW Equity Survey 2019

Did you report?

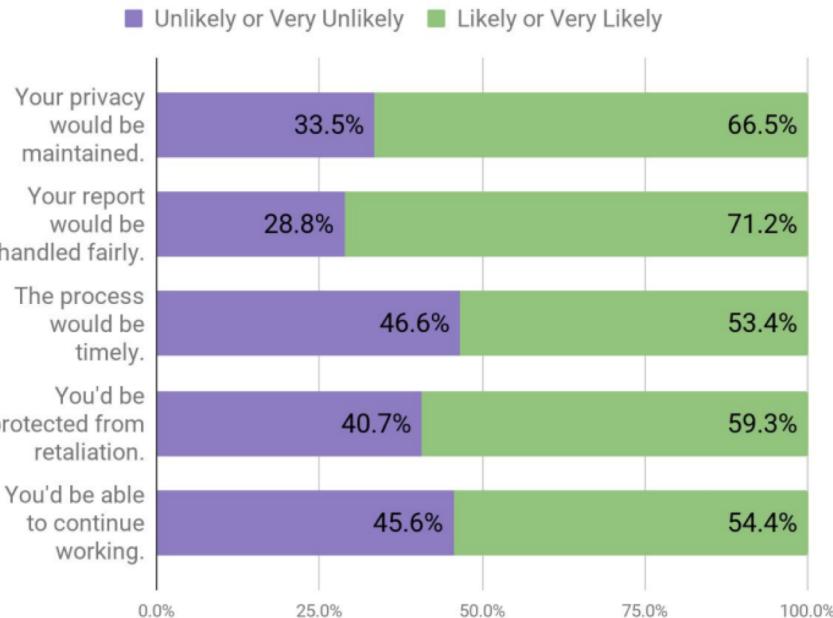


Satisfaction with Reporting Resources

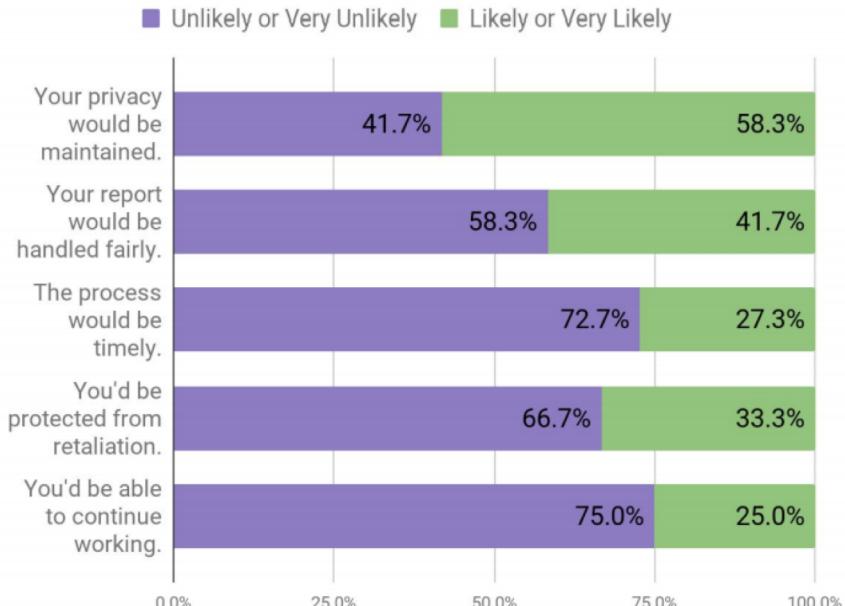


Perceptions of Reporting

Perceptions of Likely Experiences with UW Reporting



Perceptions of Likely Experiences with UW Reporting of People with Experience of UW Reporting





Collective Action & Grassroots Movements



Contract Wins

OUR CONTRACT



Peer-Led Trainings

Paid positions for 2 ASE members and 1 PD to develop & implement joint peer-to-peer sexual harassment prevention training

Contract Wins



Improve Reporting When Discrimination Happens

- Timeline
- Interim measures
- Remedies
- Notification of Rights

Contract Win (PostDocs)



Alter Power Dynamics between Individual Postdocs and Supervisors

- IDPs
- Secondary Mentor

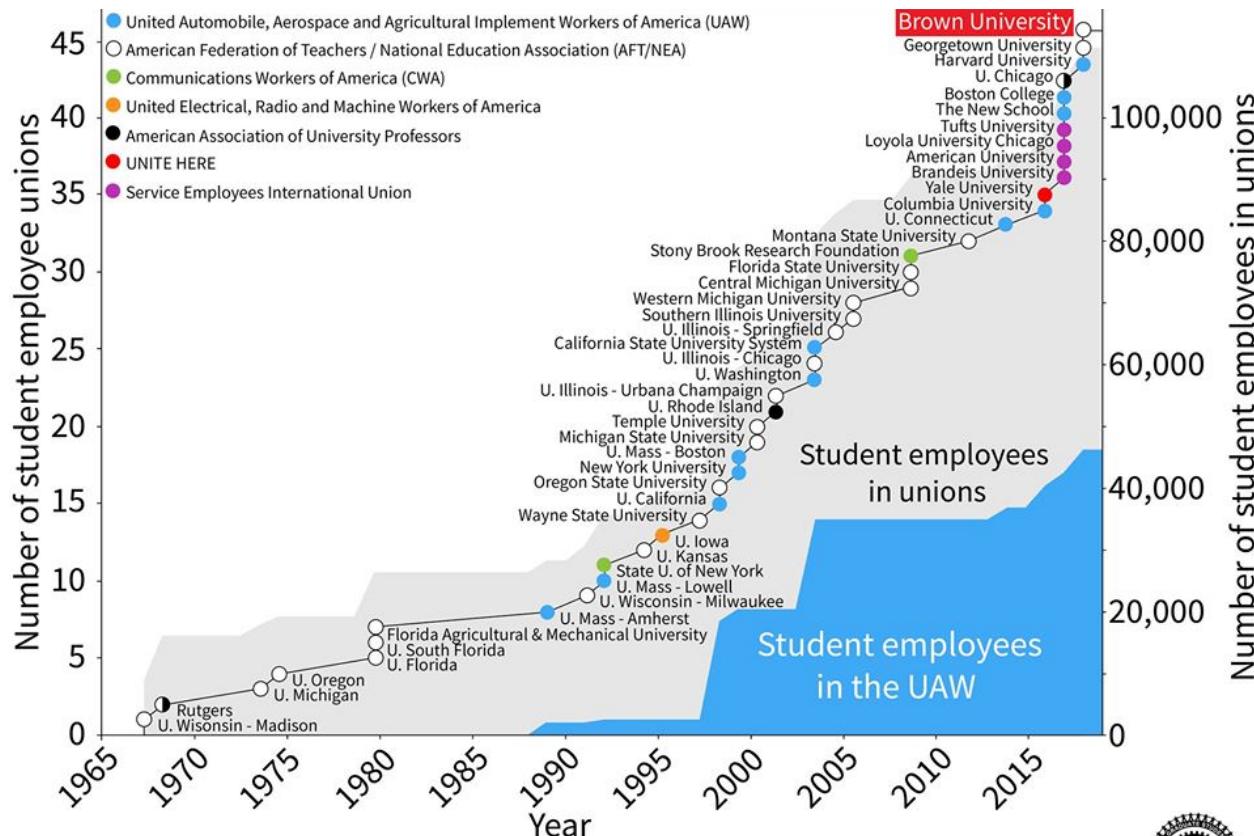
Contract Wins



Address Other Systemic Forms of Discrimination

- Trans Inclusive Healthcare
- Mental Healthcare
- International Scholars
- Wage Transparency
- Childcare

Academic Student Employee Unionization



Collective Action and Grassroots Organizing through unionization is a uniquely powerful tool for breaking down structural power imbalances that sustain sexual harassment in academia.

- BARGAINING AS EQUALS
- REAL RECOURSE
- ADDRESSING STRUCTURAL INEQUITIES
- PEER SUPPORT

