

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

-UW PostDocs Equity Survey 2018

60%

of women and

80% of nonbinary
ASEs at UW have
experienced discrimination
and/or harassment at UW
in the **last year**

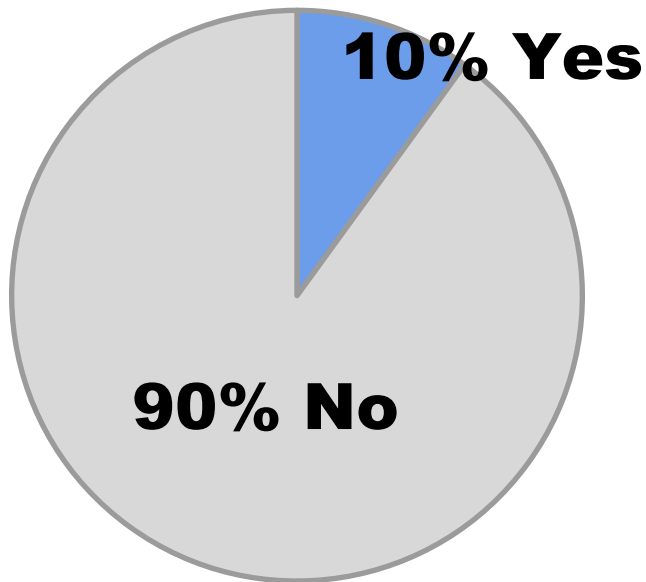
-UAW-UW Equity Survey 2019

58%

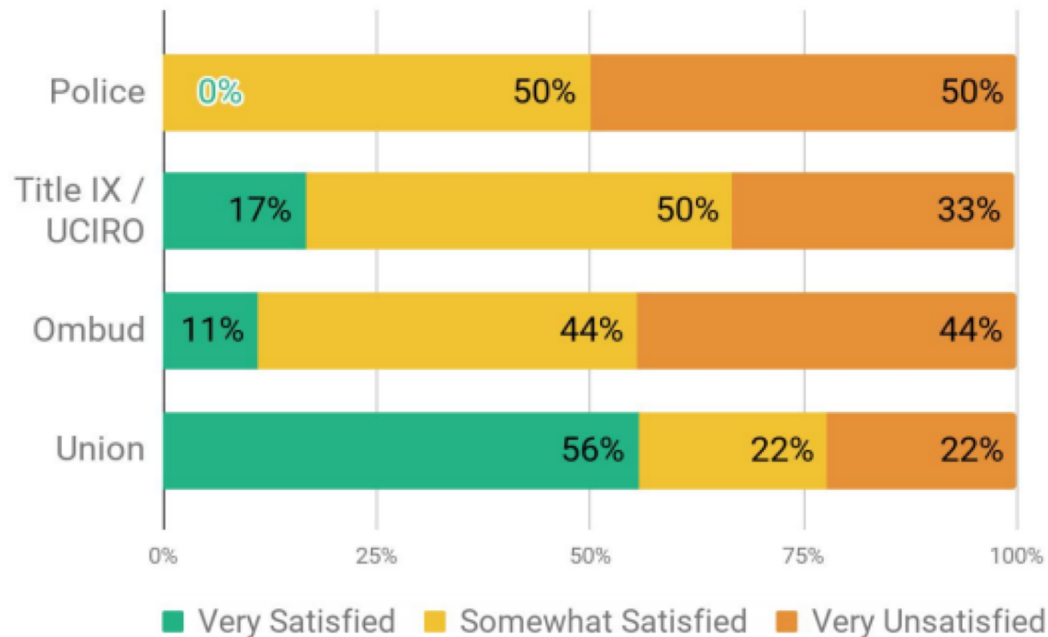
of women in academic
positions nationally
indicated they had
experienced sexual
harassment

-NASEM 2018

Did you report?

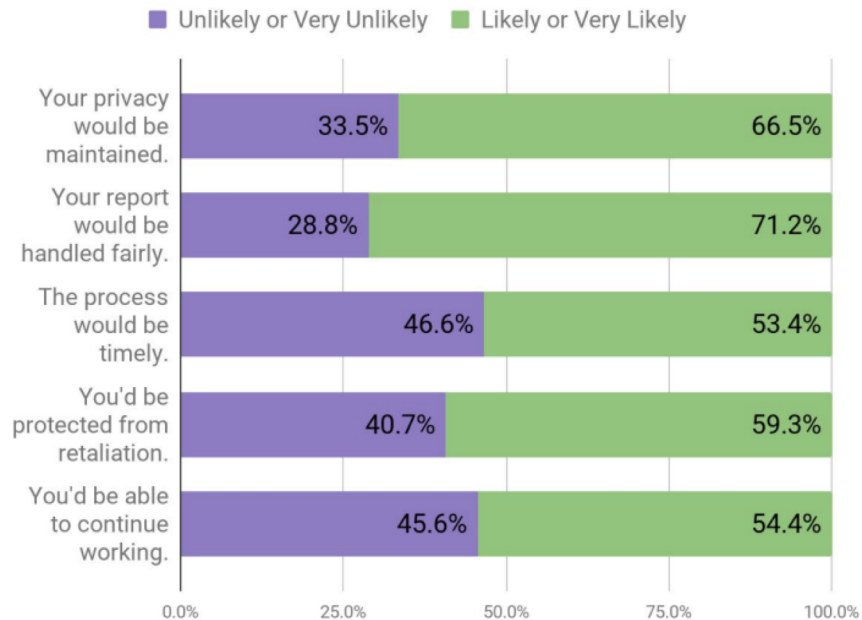


Satisfaction with Reporting Resources

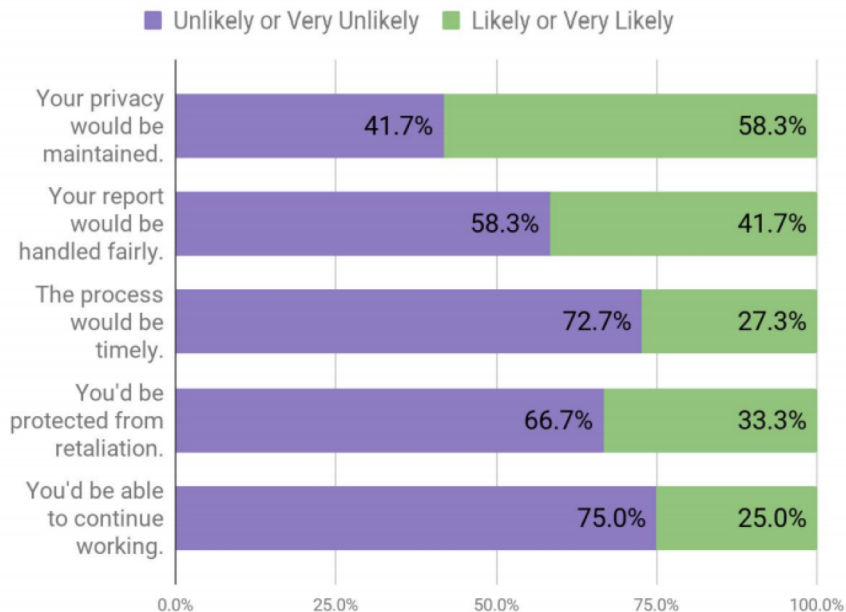


Perceptions of Reporting

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

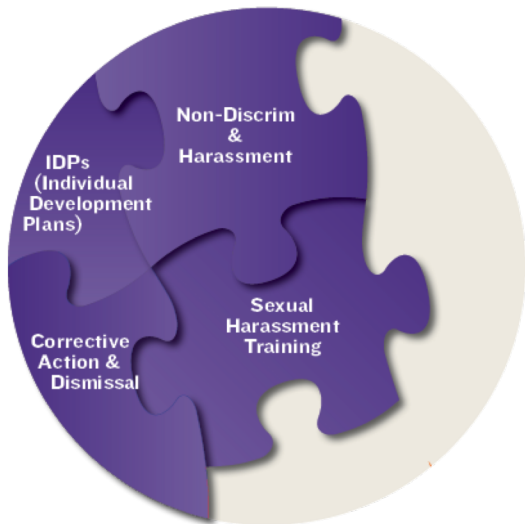


Improve Reporting When Discrimination Happens

- Timeline
- Interim measures
- Remedies
- Notification of Rights

Contract Win (PostDocs)

OUR CONTRACT

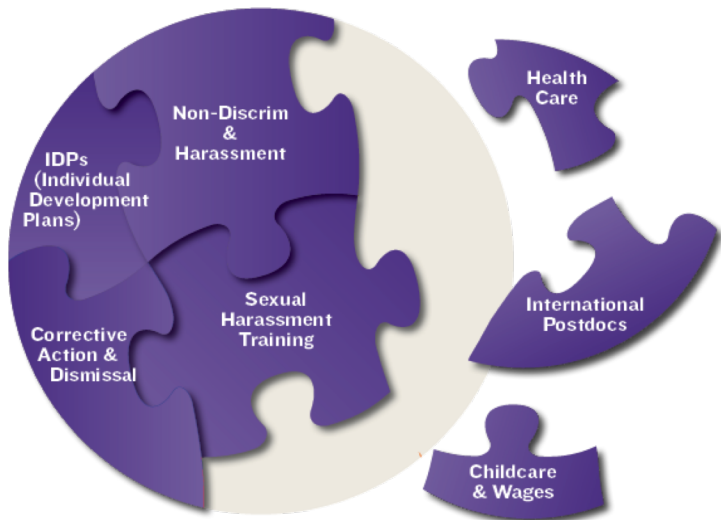


Alter Power Dynamics between Individual Postdocs and Supervisors

- IDPs
- Secondary Mentor

Contract Wins

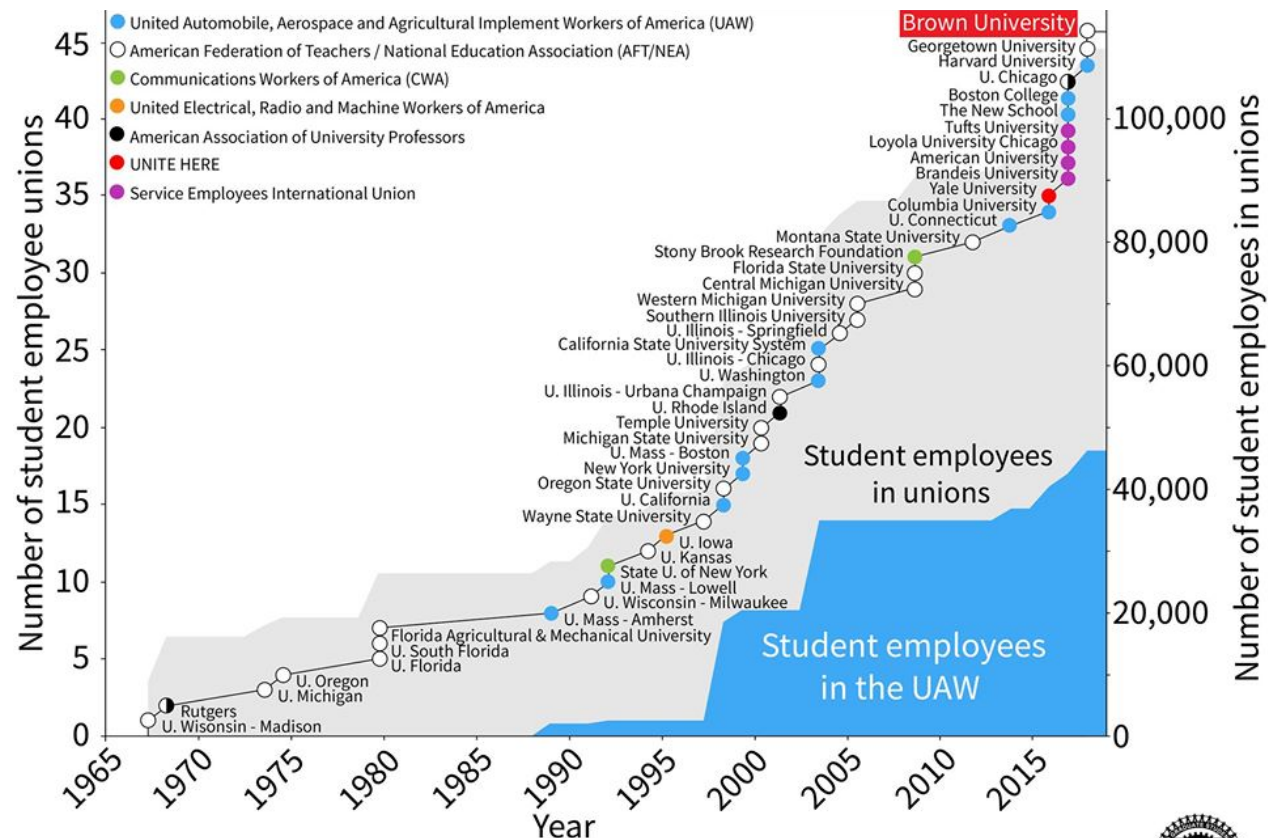
OUR CONTRACT



Address Other Systemic Forms of Discrimination

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

Academic Student Employee Unionization



Compiled list: goo.gl/s0o1Hh

Harvard Graduate Students Union - UAW



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

