

Changing the Culture of Science to Maximize Talent and End Harassment

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Bottom line: it is time for change

“Sexual harassment is about power. The goal of the perpetrator, most commonly but not exclusively a man, is to objectify, exclude, demoralize, diminish, and coerce the victim, most commonly a woman, to exert power over her. It’s morally indefensible, it’s unacceptable, and it presents a major obstacle that is keeping women from achieving their rightful place in science... It is clear we must do more to change the fundamental culture of our organizations. ” –Dr. Francis Collins, NIH Director

The National Academies of
SCIENCES • ENGINEERING • MEDICINE

CONSENSUS STUDY REPORT

Sexual Harassment of Women

Climate, Culture, and
Consequences in
**Academic Sciences, Engineering,
and Medicine**

NASEM report has fundamentally changed the conversation in a way that is long overdue...

National Academies of Science, Engineering, and Medicine* (NIH Co-Sponsored) Consensus Study Report - June 2018



..the cumulative effect of sexual harassment is a significant and costly loss of talent in academic science, engineering, and medicine, which has consequences for advancing the nation's economic and social well-being and its overall public health.

*NASEM - Committee on Women in Science, Engineering, and Medicine

promising professional rewards in return for sexual favors

threatening professional consequences unless sexual demands are met

UNWANTED SEXUAL ATTENTION

sexual assault

rape

unwanted groping or stroking

PUBLIC CONSCIOUSNESS

GENDER HARASSMENT

relentless pressure for sex

unwanted sexual discussions

nude images posted at work

relentless pressure for dates

sexually humiliating acts

offensive sexual teasing

sexual insults
e.g. "for a good time call...",
calling someone a whore

sexist insults
e.g. women don't belong in science

offensive remarks about bodies

obscene gestures

vulgar name calling
e.g. "slut," "bitch," "c**t"

sabotage of women's equipment

insults to working mothers
e.g. "you can't do this job with small kids at home"

gender slurs
e.g. "pu**y"



What are the immediate actions we can take/have taken?



How do we change the culture?

Leadership Begins at Home: NIH Anti-Harassment Program



OVERSIGHT

NIH Anti-Harassment Steering Committee



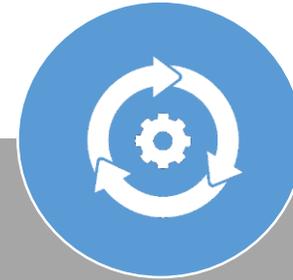
POLICIES

Anti-Harassment Manual
Chapter & Relationship Policy Statement



TOOLS & RESOURCES

Hotline, Webform, Training, Education, and Additional Resources



PROGRAM

NIH Civil Program Expansion Updates



TIMELINE & COMMUNICATIONS

Anti-Harassment Program Launch Timeline and Campaign

NIH Workplace Climate and Harassment Survey: *Looking Within... Tool for us all?*

Goals:

- Assess the prevalence of sexual harassment (SH)
- Determine impact of SH on career choices
- Identify elements of NIH organizational climate associated with SH that will provide opportunities for targeted prevention strategies
- Measure outcomes of SH (job, psychological, and health)



Source: Dr. Hannah Valantine,
NIH

Extramural research: The tip of the iceberg...

THE NIH DIRECTOR

The NIH Director

September 17, 2018

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Changing the culture of science to end sexual harassment



Sexual harassment is about power. The goal of the perpetrator, most commonly but not exclusively a man, is to objectify, exclude, demoralize, diminish, and coerce the victim, most commonly a woman, to exert power over her. It's morally indefensible, it's unacceptable, and it presents a major obstacle that is keeping women from achieving their rightful place in science — as trainees representing the next generation of innovators, as researchers making important scientific discoveries, and as senior

ANTI-SEXUAL HARASSMENT

Anti-Sexual Harassment

[For NIH Staff](#)

[For NIH Awardee Organizations](#)

[Laws and Regulations](#)

[Frequently Asked Questions](#)

For NIH Awardee Organizations and Those Who Work There



NIH expects all members of the NIH community to comply with laws, regulations, and policies protecting the rights and safety of individuals working on NIH-funded projects. Recipients of NIH funding are required also to comply with applicable federal civil rights laws and regulations, as outlined in the [NIH Grants Policy Statement \(NIH GPS\)](#), as a term and condition of award. NIH also expects awardee organizations to:

We are taking action, but we have only scratched the surface. There is much more to do.

Harassment and Discrimination Protections in NIH Training Applications

Notice Number: NOT-OD-19-029

Key Dates

Release Date: November 7, 2018

Related Announcements

[NOT-OD-15-152](#)

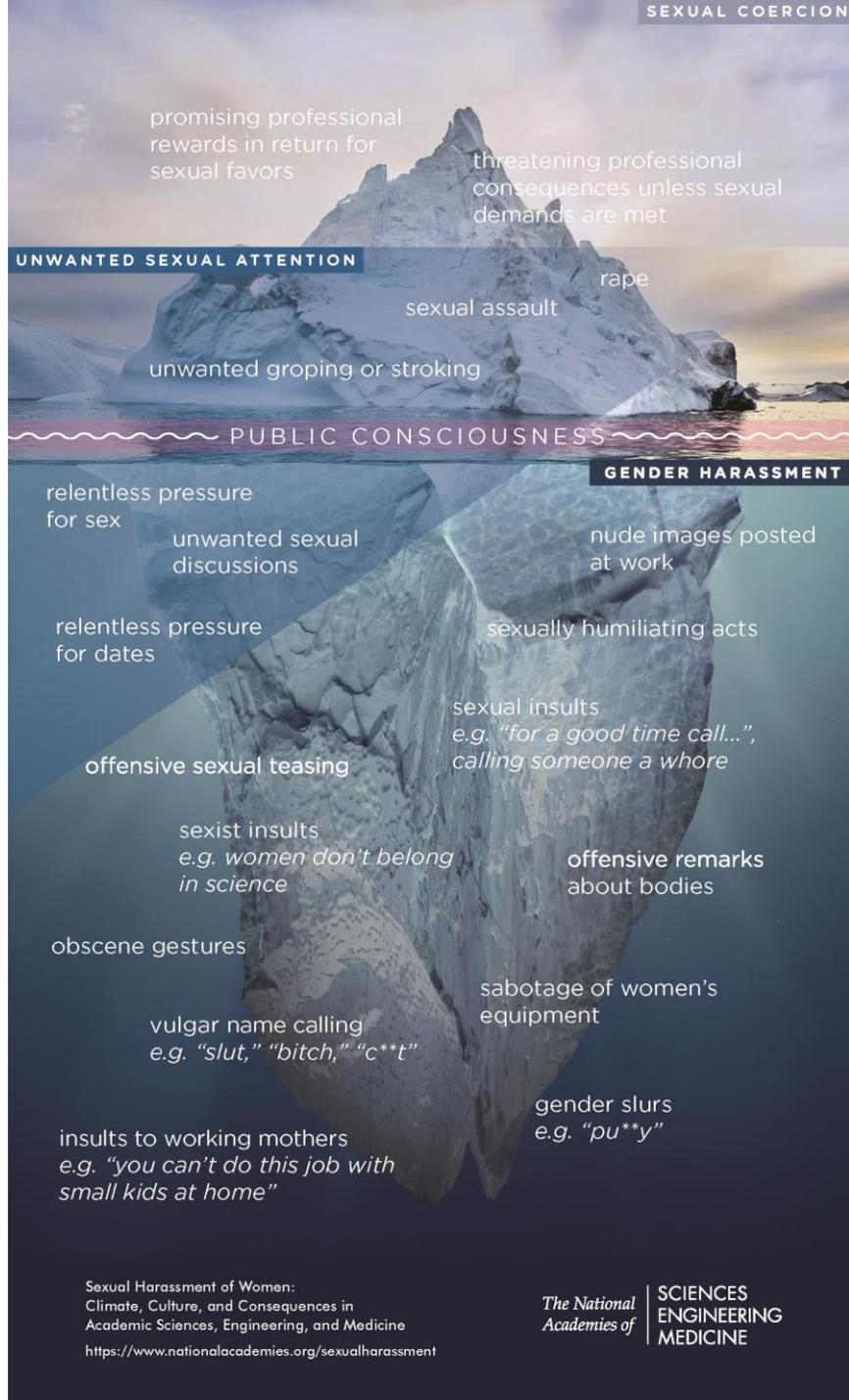
[NOT-OD-18-172](#)

Issued by

National Institutes of Health (NIH)

Purpose

The purpose of this notice is to inform the extramural community that applications for National Institutes of Health (NIH) institutional training grants (T15, T32, T34, T35, T36, T37, T90/R90, TL1, TL4) must include a letter on institutional letterhead signed by a key institutional leader that describes the institutional commitment to ensuring that proper policies, procedures, and oversight are in place to prevent discriminatory harassment and other discriminatory practices. This policy applies to applications submitted for due dates on or after January 25, 2019. The specific section in which the harassment and discrimination protections should appear is detailed below.



What are the immediate actions we can take/have taken?



How do we change the culture?

Ending sexual harassment is a collective responsibility!

“To transform a culture from being one of disrespect and derision to be a culture of respect, everyone needs to know where the problems are and what the flaws are so that everybody can be working on it,” - Lilia Cortina

HUFFPOST

June 16, 2018

Want To End Sexual Harassment? Landmark Study Finds Ousting ‘Bad Men’ Isn’t Enough
The most potent predictor of sexual misconduct goes beyond individual perpetrators

NIH ACD Working Group

- Will be announced during ACD meeting in December
- Charged to both:
 - advise on oversight, accountability, and reporting measures for awardee institutions, that will encourage a reduction in, and prevention of, sexual harassment in biomedical research laboratories;
 - as well as to consider systemwide changes to culture and climate to prevent harassment and gender discrimination
- Opportunity to hear from stakeholders across the enterprise



Charter

Members

Meetings

ADVISORY COMMITTEE TO THE DIRECTOR

Final observations

- The disservice of limiting this (or subsequent) conversations purely to solving the problem of harassment (sexual or other) vs. culture change
- Perpetuating of power structures
 - Money/scientific reputation = power
 - Cultural issue: as a community, we forgive a lot of bad behavior/personality traits if someone is perceived as a “good scientist”
 - How do we work together – funders, institutions, scientists – to move the needle?
- Early pipeline solutions are necessary but insufficient
 - Telling women “just wait a decade or two”

We can do better. We must do better.



*Source: Library of Congress, with thanks to NIH
OLPA Director, Adrienne Hallett*