

Diversity in Physics: The DNP Allies Program

Ron Gilman (Rutgers)

1. Background
2. We have a problem
3. Some things we are doing about it

This talk relates to the activities of the American Physical Society Division of Nuclear Physics (APS DNP) Ad Hoc Committee on Harassment Prevention and the DNP Allies Program, but I am not appearing as an official representative of them.

Background

APS statements, in particular:

<https://www.aps.org/policy/statements/index.cfm#ethics>

Statement 19.1 Guidelines on Ethics

As citizens of the global community of science, physicists share responsibility for its welfare. The success of the scientific enterprise rests upon two ethical pillars. The first of them is the obligation to tell the truth, which includes avoiding fabrication, falsification, and plagiarism. *The second is the obligation to treat people well, which prohibits abuse of power, encourages fair and respectful relationships with colleagues, subordinates, and students, and eschews bias, whether implicit or explicit.* Professional integrity in the conception, conduct, and communication of physics activities reflects not only on the reputations of individual physicists and their organizations, but also on the image and credibility of the physics profession in the eyes of scientific colleagues, government, and the public. Physicists must adopt high standards of ethical behavior, and transmit improving practices with enthusiasm to future generations.

Background

Statement 88.1 Promoting an Inclusive Workplace

The Council of the American Physical Society has long been concerned with the serious underrepresentation of women and minorities in the profession of physics and, over the years, has established a number of programs that attempt to counter this trend. The Council now urges each member of the Society to help in this effort by being sensitive to all matters that affect the atmosphere of the physics workplace.

In particular, actions that create a hostile, intimidating, or offensive work environment for any group undermine the affirmative action efforts of the Society and should be eliminated. These actions include the public posting and viewing of materials that are insulting, derogatory, or exclusionary to a particular group.

We call upon all members of the Society to help ensure that persons of every race, gender, and ethnic origin may feel a welcome part of the physics community.

Background

Statement 94.3 Policy on Equal Professional Opportunity

The APS, to achieve its goal of advancement and diffusion of the knowledge of physics, affirms a policy of equal opportunity for all Society members. This policy requires that the Society and its members conduct their professional activities without discrimination or harassment in regard to personal factors irrelevant to the purposes of the Society including (but not limited to) gender, race, national origin, age, religion, marital status, political views, sexual orientation, or disability. Because respect for individuals is integral to achieving this goal, it is the policy of the APS that harassment of colleagues and co-workers in the professional environment, including sexual or racial harassment, is unacceptable behavior.

... We therefore reaffirm the Society's long-standing commitment to removing barriers impeding the entry of women and minorities to the career of physics, and to fostering their full-fledged participation in our profession.

Background

Statement 00.4 Protection Against Discrimination

The Council of the American Physical Society affirms the commitment of the Society to the protection of the rights of all people, including freedom from discrimination based on race, gender, ethnic origin, religion or sexual orientation. This principle will guide the Society in the conduct of its affairs, including the selection of sites of meetings of the APS.

Background

Statement 08.2 Diversity Statement

To ensure a productive future for science and technology in the United States, we must make physics more inclusive. The health of physics requires talent from the broadest demographic pool. Underrepresented groups constitute a largely untapped intellectual resource and a growing segment of the U.S. population.

Therefore, APS members should work to increase the numbers of members from underrepresented groups in physics in the pipeline and in all professional ranks, with becoming aware of barriers to implementing this change, and with taking an active role in organizational and institutional efforts to bring about such change. Such barriers include: a lack of effective mentoring, all forms of bias (implicit/unconscious, explicit and systemic), a lack of institutional support mechanisms, and an employment search process with a limited candidate pool.

...

Background

Statement 15.2 Statement on the Status of Women in Physics

The American Physical Society (APS) believes full participation by everyone, regardless of gender, is important to the health and future achievements of our discipline. The number of women in physics remains disappointingly low, and biases persist. The APS urges its members, physics leaders and policy makers to take action to improve the recruitment, retention and treatment of women in physics at all levels of education and employment.

Context and Actions

Enabling the full participation of women in physics requires improving how all physicists are treated, with particular attention to practices and assumptions that discourage women from joining and remaining in the profession. Well-intended efforts can fall short due to unintended and unconscious biases. The APS encourages leaders in industry, government, and academia to adopt, monitor, and refine systemic policies and practices that improve the recruitment, retention and treatment of women.

Background

Statement 15.2 Statement on the Status of Women in Physics

The American Physical Society (APS) believes full participation by everyone, regardless of gender, is important to the health and future achievements of our discipline. The number of women in physics remains disappointingly low, and has not improved in decades. The APS urges its members, physics leaders and employers to take action to improve the recruitment, retention and treatment of women in physics at all levels of employment.

Context and Action

Enabling the participation of women in physics requires improving how all physics is done, with particular attention to practices and assumptions that discourage women from joining and remaining in the profession. Well-intended efforts can fall short due to unintended and unconscious biases. The APS encourages leaders in industry, government, and academia to adopt, monitor, and refine systemic policies and practices that improve the recruitment, retention and treatment of women.

Why do we have so many statements on the same problems already recognized ~30 years earlier?



Ellen L. Weintraub ✓

@EllenLWeintraub



I would not have thought that I needed to say this.

♡ 94.6K 7:11 PM - Jun 13, 2019



CHAIR ELLEN L. WEINTRAUB
FEDERAL ELECTION COMMISSION
WASHINGTON, D.C. 20463

Statement

We continue to have a problem with diversity / participation of women and minorities in physics.

office... to the American public and anyone running for public office... to solicit, accept, or receive anything of value from a foreign national... a U.S. election.¹ This is not a novel concept. Electoral intervention from foreign governments has been considered unacceptable since the beginnings of our nation. Our Founding Fathers sounded the alarm about “foreign Interference, Intrigue, and Influence.” They knew that when foreign governments seek to influence American politics, it is always to advance their own interests, not America’s. Anyone who solicits or accepts foreign assistance risks being on the wrong end of a federal investigation. Any political campaign that receives an offer of a prohibited donation from a foreign source should report that offer to the Federal Bureau of Investigation.

Section 2a: We have a problem.

A diversity / harassment problem?
I have not seen it....

Who are these people and what do they have in common?

Julie Herman

Mike Rice

Jack Nelson

Alexandre Pussieldi

Chuck Wielgus

William Strampel

Hans Hermann Groër

Jack Schaap

Timur Dykes

...

Who are these people and what do they have in common?

Jerry Sandusky

Larry Nasser

Al Franken

Donald Trump

Bill Clinton

Joe Biden

Roger Ailes

Bill O'Reilly

Les Moonves

Harvey Weinstein

Kevin Spacey

George Takei

Travis Kalanick

Jeffrey Epstein

Alexander Acosta

Jung Joon-Young

Seungri

...

Who are these people and what do they have in common?

Allegations of behavior ranging from unwelcome to criminal:

Julie Herman: volleyball coach, Rutgers AD “...no video, trust me”

Mike Rice: Rutgers basketball coach

Jack Nelson: swim coach

Alexandre Pussieldi: swim coach

Chuck Wielgus: head of USA swimming

William Strampel: MSU dean who oversaw Larry Nassar

Hans Hermann Groër: Archbishop of Vienna

Jack Schaap: Baptist pastor

Timur Dykes: Boy Scout troop leader

...

88.1: We call upon all members of the Society to help ensure that persons of every race, gender, and ethnic origin may feel a welcome part of the physics community.

from NPR

When Surgeons Are Abrasive To Co-Workers, Patients' Health May Suffer

June 19, 2019 · 12:16 PM ET

As a group, surgeons are not well known for their bedside manner. "The stereotype of the abrasive, technically gifted ... surgeon is ubiquitous among members of the public and the medical profession," write the authors of a [2018 article](#) in the *AMA Journal of Ethics*. While poor manners aren't commonly accepted in most professional circles, representations of surgeons in popular culture often link technical prowess with rude behavior, and some [surgeons have even argued](#) that insensitivity can be helpful in such an emotionally strenuous profession.

from NPR

When Surgeons Are Abrasive To Co-Workers, Patients' Health May Suffer

June 19, 2019 · 12:16 PM ET

A study published [Wednesday in JAMA Surgery](#) challenges these ideas. The study, which looked at interactions between surgeons and their teams, found that patients of surgeons who behaved unprofessionally around their colleagues tended to have more complications after surgery. Surgeons who model unprofessional behavior can undermine the performance of their teams, the authors write, potentially threatening patients' safety.

Section 2b: We have a problem.

Sure, the world has a problem.
But not science / academia.
I have not seen it...

Section 2b: We have a problem.

Fired researcher apologizes

Science, 14 June 2019

#MeToo

One week after Stanford University School of Medicine in Palo Alto, California, fired Jose Montoya, an expert on the parasitic disease toxoplasmosis who has also played a key role in elevating research on chronic fatigue syndrome (CFS), he issued a broad—but vague—apology for the conduct violations that led to the school's 30 May action. On 4 June, *The Stanford Daily* quoted an anonymous statement, which it said came from women affected by Montoya's actions, claiming there had been “extensive allegations of sexual misconduct, assault, and harassment” against him. In a statement subsequently released by a lawyer, Montoya, who is from Colombia, wrote, “The social norms in the U.S. are evolving and quite different than those from my culture and homeland. I did not sufficiently appreciate that difference.” He added: “I have not been involved in any sexual or romantic relationships with employees, trainees, colleagues, or CFS team members.”

Section 2b: We have a problem.

Nearly one in five NIH employees say they experienced gender harassment in the past year

Science, 12 June 2019

National academy to allow expulsion of harassers

Science, 7 June 2019

#MeToo controversy erupts at archaeology meeting

Science, 19 April 2019

Section 2b: We have a problem.

#METOO

Society apologizes for scandal

The president of the Society for American Archaeology (SAA), Joe Watkins, personally apologized on 18 April for the organization's handling of a #MeToo controversy a week earlier when an alleged sexual harasser, whose university had barred him from campus, attended SAA's annual meeting. Attendees complained that SAA officials did not act immediately to eject him, despite being informed that he was present and told about his university's action. Watkins said the group will update its sexual harassment policy and train staff on its "effective and compassionate implementation." But a later SAA tweet—quickly deleted—blamed the university for the situation, sparking yet another tweetstorm, with archaeologists vowing to leave the society. After the SAA controversy, other scientific societies announced reviews of their harassment policies. The American Anthropological Association on 16 April barred individuals sanctioned for assault or harassment by their institutions from its meetings.

Section 2b: We have a problem.

Boston University fires geologist found to have harassed women in Antarctica

Science, 12 April 2019 ...

University of Rochester president resigns as outside attorney issues report on sexual harassment case

Science, 11 January 2018

Yet many of the complainants and their lawyer, Ann Olivarius, a senior partner at the law firm McAllister Olivarius in Maidenhead, U.K., challenged the new report vigorously at a late-afternoon press conference in Rochester. They noted, among other things, that the report repeatedly describes Jaeger's actions as "inappropriate" and "offensive" and that it conceded that because of this, some women "actively avoided pursuing academic opportunities with Jaeger."

This PDF is available at <http://nap.edu/24994>

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Sexual Harassment of Women Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine

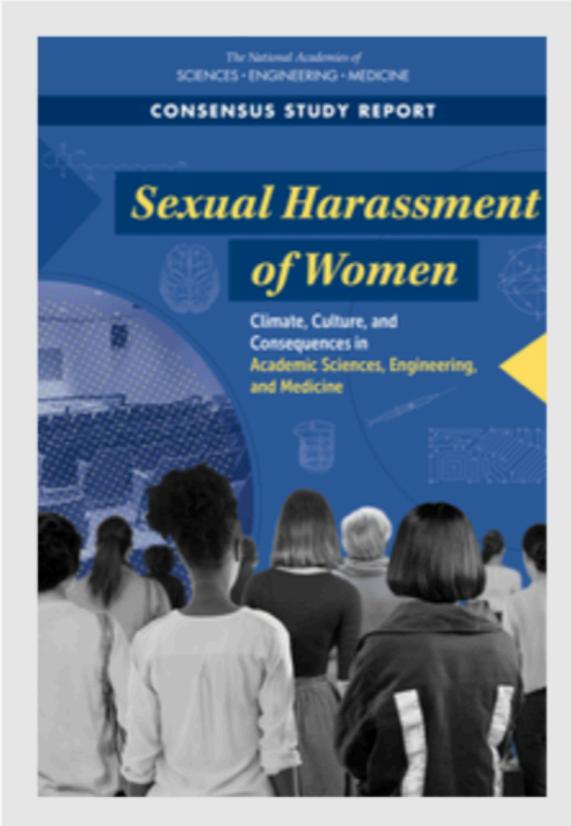
DETAILS

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Committee on the Impacts of Sexual Harassment in Academic Science, Engineering, and Medicine; Committee on Women in Science, Engineering, and Medicine; Policy and Global Affairs; National Academies of Sciences, Engineering, and Medicine



GET THIS BOOK

Section 2b: We have a problem.

Sure, the world has a problem.
But not science / academia.
I have not seen it....

Uhhhh.... OK, BUT NOT PHYSICS!

Three in four female physics undergrads report sexual harassment

By [Meredith Wadman](#) | Apr. 23, 2019 , 1:45 PM

Fully three in four U.S. undergraduate women majoring in physics reported being sexually harassed over a 2-year period ending in 2017, according to a [new paper](#) in *Physical Review Physics Education Research*.

That year, scholars surveyed more than 450 undergraduate women attending conferences sponsored by the American Physical Society. They represented a significant chunk of female physics undergraduates, considering that in 2015—the most recent year for which data are available—1349 women received bachelor’s degrees in physics.

Questioned about specific forms of harassment, 68% reported experiencing sexist remarks such as “women aren’t as good at physics” or being treated differently, ignored, or put down because of their gender. Fifty-one percent said they endured sexual jokes; were the object of sexual remarks about their bodies, appearance, or clothing; or had their sexual activity discussed. And 24% reported receiving unwanted sexual attention.

Section 3:

Some things we are doing about it

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Some things we are doing about it

Who are we?

DNP Ad Hoc Committee on Harassment Prevention:

Ron Gilman (Rutgers University),

Robert Janssens (University of North Carolina at Chapel Hill),

Chair: Filomena Nunes (Michigan State University),

Roxanne Springer (Duke University),

Warren Rogers (Indiana Wesleyan University), and

Sherry Yennello (Texas A&M University).

Three activities you might have noticed:

Pushed APS on “code of conduct”

APS News back page article

Getting DNP Allies Program started (DNP 2017 - 2018)

Section 3:

Some things we are doing about it

APS Meeting Code of Conduct

<https://www.aps.org/meetings/policies/code-conduct.cfm>

It is the policy of the American Physical Society (APS) that all participants, including attendees, vendors, APS staff, volunteers, and all other stakeholders at APS meetings will conduct themselves in a professional manner that is welcoming to all participants and free from any form of discrimination, harassment, or retaliation. Participants will treat each other with respect and consideration to create a collegial, inclusive, and professional environment at APS Meetings. Creating a supportive environment to enable scientific discourse at APS meetings is the responsibility of all participants.

Section 3:

Some things we are doing about it

APS Meeting Code of Conduct

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Participants will avoid any inappropriate actions or statements based on individual characteristics such as age, race, ethnicity, sexual orientation, gender identity, gender expression, marital status, nationality, political affiliation, ability status, educational background, or any other characteristic protected by law. Disruptive or harassing behavior of any kind will not be tolerated. Harassment includes but is not limited to inappropriate or intimidating behavior and language, unwelcome jokes or comments, unwanted touching or attention, offensive images, photography without permission, and stalking.

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Some things we are doing about it

APS Meeting Code of Conduct

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Violations of this code of conduct policy should be reported to meeting organizers, APS staff, or the APS Director of Meetings. Sanctions may range from verbal warning, to ejection from the meeting without refund, to notifying appropriate authorities. Retaliation for complaints of inappropriate conduct will not be tolerated. If a participant observes inappropriate comments or actions and personal intervention seems appropriate and safe, they should be considerate of all parties before intervening.

APS News, April 2019

The Back Page

<https://www.aps.org/publications/apsnews/201904/backpage.cfm.html>

Impressions from the APS Division of Nuclear Physics Fall Meeting

By Sara JaneNote:

The APS Division of Nuclear Physics (DNP) is committed to providing an inclusive space where physicists can exchange ideas and share their interests in nuclear physics, regardless of the origin, color, gender, sexual orientation, gender identity etc, of the scientist.

In this context, last year the DNP requested stories from the membership. Rather than present each story in isolation, we have chosen to collect them as though they happened to one young woman as she navigates DNP meetings...

APS News, April 2019

The Back Page

<https://www.aps.org/publications/apsnews/201904/backpage.cfm.html>

Impressions from the APS Division of Nuclear Physics Fall Meeting

16 diary entries:

1 dangerous “joke”: “some days I just want to shoot all women physicists.”

5 on issues with adviser: ignored², put off for other student, troubled & couldn't sleep, “affair” with adviser

4 troubling “environment” comments: person ridiculed, opinionated politics, complaint about women speakers, ignorance is bliss

3 troubling personal verbal interactions: “thought I was a man”, anatomy, aggressive questions

3 annoying individuals: ankle guy, pressure to dance, invitation to room

APS News, June 2019

Letters

<https://www.aps.org/publications/apsnews/201906/letters.cfm>

Harassment in Physics

Blatant sexism in any professional area does expose an unhappy deficiency in the human condition. Although scientists are mere mortals, we in the APS should expect a higher ethical standard from our members. I can only hope that the small statistical sample presented in the [April 2019 Back Page](#) feature is an aberration and not the norm.

As a Ph.D. student and through a long career as a national laboratory scientist, I personally saw many contrary and very constructive examples. Hopefully, subsequent articles will expose the more positive interactions that current and future female scientists had with their mentors.

Robert G. Lanier, Danville, California

APS News, June 2019

Letters

<https://www.aps.org/publications/apsnews/201906/letters.cfm>

Harassment in Physics

Thank you for publishing the [April 2019 Back Page](#) article “Impressions from the DNP Fall Meeting.” I know APS could be concerned about publishing these sorts of negative reports, but I think the benefit of articles like this is quite substantial. I’m not a member of DNP but I can easily imagine this sort of behavior happens at the APS meetings I attend; and I hope that raising the awareness of these issues will result in improvements over the long term. So again, thank you for the courage to publish this.

Eric Weeks, Atlanta, Georgia

DNP Allies

- Allies program is based on an effort begun in the astronomy community, to provide a “safe zone, resource, network, presence”, intending to avoid some perceived flaws of that program
- We are in addition a symbol of DNP’s interest in being a welcoming community for all
- We started from the ad-hoc committee in 2017, expanded in 2018, and are working on expanding more for DNP 2019.
- It appears APS will be trying to start Allies programs in other areas.
- Allies Meet pre-DNP
 - Planning, discussion including micro-aggressions, case studies, role playing ...

DNP Allies

Case Study example 1

S... approaches you at the conference and tells you that when she arrived at Waikoloa Village she was greeted by one of her male colleagues who invited her to his room for drinks and getting reacquainted. This is not the first time that he has made this kind of overture to her. She admits to you that at last year's conference, she went out for drinks with him, and they had a good time. She is in a relationship now, and is afraid that he will persist since he has that tendency based on their past interactions.

DNP Allies

Case Study 2

Joe is a senior scholar ... well liked by most and respected for his experience and expertise. Some of the younger faculty and staff view him as a “father type” figure, something Joe appreciates. ... He describes himself as a “hugger” and routinely puts his arm around others, hugs them, and generally touches arms, hands etc. during conversations. Most people are fairly comfortable with Joe’s style. There are some who are somewhat uncomfortable; however, even most of them are willing to pass it off as “that’s just Joe.” There are several others... who are very uncomfortable with Joe’s style, though they have never said anything to him or anyone else about their level of discomfort. Instead, they have opted to limit their interactions with him in an effort to avoid any kind of physical touching.

DNP Allies

Case Study 2

... Julie, a new graduate student immediately felt uncomfortable with Joe touching her during conversations. She confided in another woman on the staff who said, “Oh don’t pay any attention to Joe, he’s harmless, that is just the way he is.” Julie continued to feel uncomfortable and without speaking directly to Joe, went to her group leader / building head with her concerns.

One final point

“I worked with Strom Thurmond all my life,” House Majority Whip James Clyburn (D-S.C.), the highest-ranking African American in Congress, said of the infamous segregationist senator. “You don’t have to agree with people to work with them.”

One final point

“I worked with Strom Thurmond all my life,” House Majority Whip James Clyburn (D-S.C.), the highest-ranking African American in Congress, said of the infamous segregationist senator. “You don’t have to agree with people to work with them.”

I agree, in that APS policy encourages us to work with everyone, in particular without bias to political views.

I disagree, in the following sense: if we are to follow APS policy, I think it is our duty to not enable people who willfully create a hostile environment, violating their duty to have fair and respectful relationships.