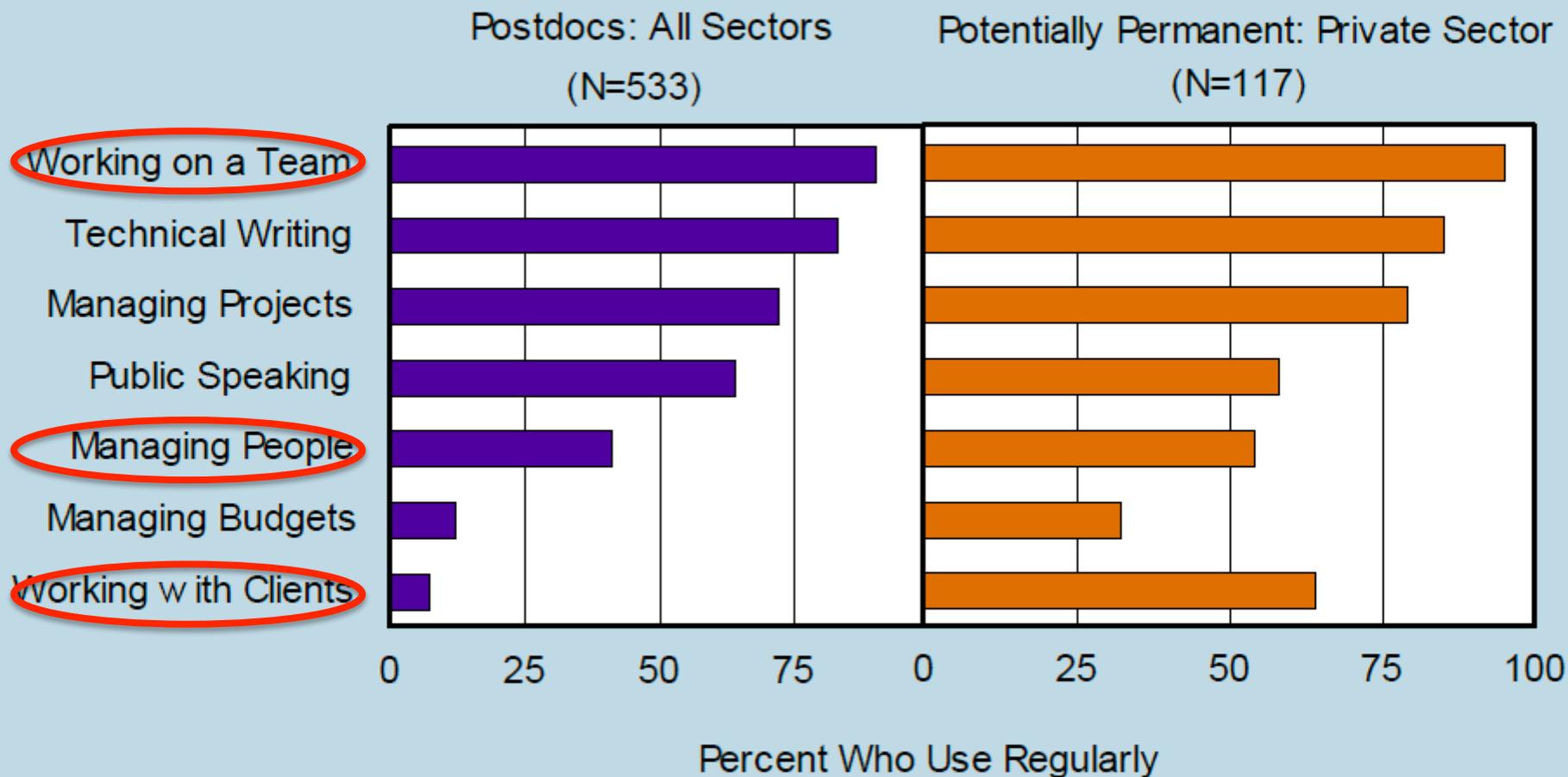


Interpersonal and Management Skills Regularly Used by New Physics PhDs, Classes of 2009 & 2010 Combined



Percentages represent the proportion of physics PhDs who chose “daily”, “weekly” or “monthly” on a four-point scale that also included “never or rarely”. Data only include U.S.-educated physics PhDs who remained in the U.S. after earning their degrees.

Mistakes and how to handle them

- What do you do when you make a mistake?
- How do you know you've made a mistake?

How do you know when you've made
a mistake?

What should we do when it's pointed
out we made a mistake?

Why should we point out sexist/racist mistakes?

- Mistakes aren't necessarily hate crimes
- Diverse groups are more innovative (<http://www.scientificamerican.com/article/how-diversity-makes-us-smarter/>)
- Because science is still disproportionately white and male.
- having a female name on an application to do research at a university makes it less likely to get accepted – even from female mentor (<http://www.pnas.org/content/109/41/16474>)
- Science misses out on $>1/2$ the talent in the world (women and POC)
- “Leaky Pipeline”
- See: http://www.slate.com/blogs/bad_astronomy/2014/11/17/casual_sexism_when_a_shirt_is_more_than_a_shirt.html

Sexism in science

- It doesn't mean
 - advisers take their students aside and say “don't worry, you'll pass your thesis defense, because I've noticed we both have a penis.”
 - tenure committee meetings include the action item “DID YOU NOTICE SHE'S A WOMAN? INAPPROPRIATE? DISCUSS.”
 - lab doors have signs saying “no open-toed shoes and no chicks.”
- See more at: <http://www.damemagazine.com/2014/11/13/hes-smart-enough-land-drone-comet-naked-lady-shirt#sthash.wvPuVPhR.dpuf>

continued

- Here's what male scientists and historically male-led departments do instead:
 - Offer little or no maternity leave for graduate students.
 - Evaluate women employees on their personalities rather than their competence.
 - Make jokes or use language that cause women colleagues to feel left out and belittled.
 - Hire people who just seem to fit in with the culture that thinks all of this is okay.

How do you know when you've made
a racist/sexist mistake?

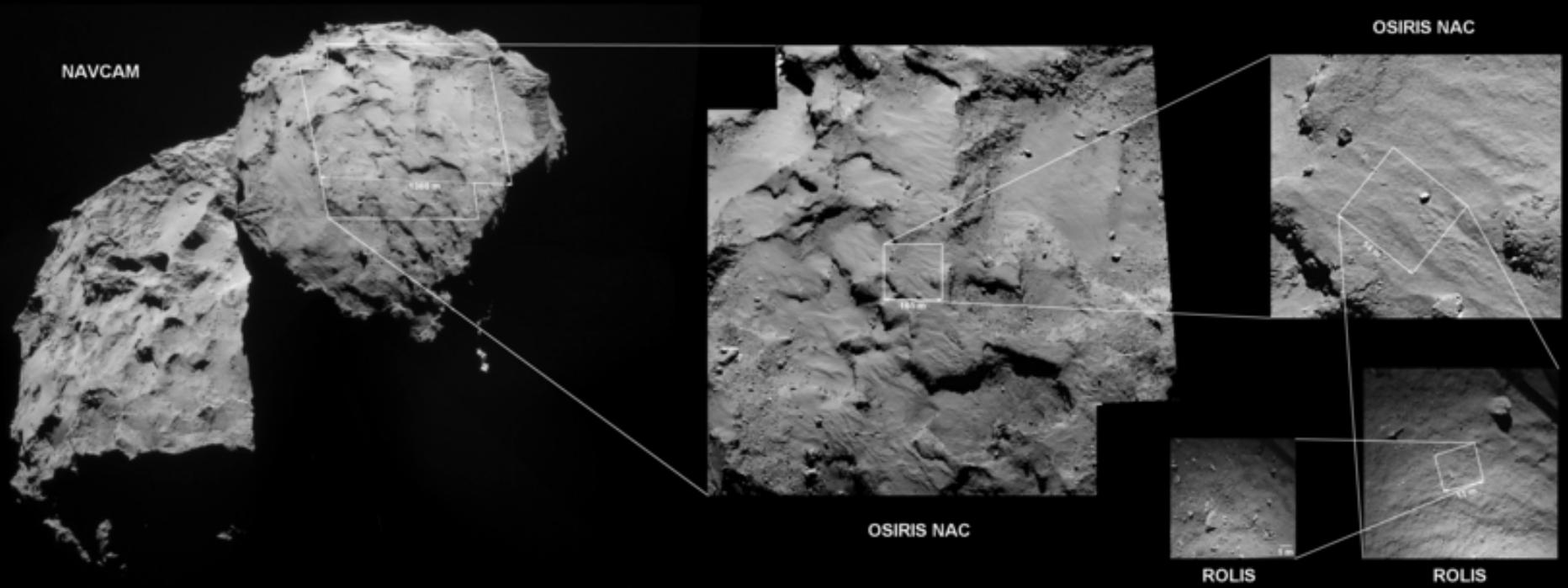
What not to do when someone points out your mistake

- Assume it doesn't matter because you didn't intend it
- Assume it wasn't really racist/sexist
- Tell the person who pointed it out that they are "being sensitive" or "should have worded it better" or "be less emotional" or that "They're ignoring a bigger point or problem"
- Name calling
- Death threats

How to apologize

- <http://www.cuppacocoa.com/a-better-way-to-say-sorry/>
- (Data): I'm sorry for...: *Be specific.*
 - Wrong: *I'm sorry for being mean.*
 - Right: *I'm sorry for saying that nobody wants to be your friend.*
- (Analysis): This is wrong because...:
 - Wrong: *This is wrong because I got in trouble.*
 - Right: *This is wrong because it hurt your feelings and made you feel bad about yourself.*
- (Conclusion): In the future, I will...:
 - Wrong: *In the future, I will not say that.*
 - Right: *In the future, I will keep unkind words in my head.*
 - Wrong: *In the future, I won't push.*
 - (Right: *In the future, I will keep my hands to myself.*)
- Will you forgive me? Now, there is no rule that the other person has to forgive you. Sometimes, they won't. That's their decision.. But you should at least ask for it.

11/12/14 ESA Rosetta/Philae



A case study

International live broadcast of landing



#shirtgate #shirtstorm

- Said during interview "Rosetta is the sexiest mission that's ever been. She is sexy, but I never said she was easy."



Rose Eveleth

@roseveleth

Follow

No no women are toooooo totally welcome in our community, just ask the dude in this shirt. [youtube.com/watch?v=NSv6ZB...](https://www.youtube.com/watch?v=NSv6ZB...)

7:22 AM - 12 Nov 2014

1,188 RETWEETS 922 FAVORITES



Twitter & Blog comments

- "You think a shirt like this makes women feel welcome? I don't." – Katie Mack on twitter
- "this shirt as an example of how women in STEM fields might be made to feel indirectly uncomfortable in a male-dominated working environment despite no overt sexism or harassment being inflicted upon them"
- "So isn't this a double standard? I spend time writing about how I should be able to wear what I want as a scientist and here I am really upset by his shirt? This is the really important reason why it is different, in case it wasn't immediately obvious to you right away. It objectifies women."

More comments

- Taylor joined an online chat with the Wall Street Journal. In response to a question over how he was accepted in science with his tattoos with: “The people I work with don’t judge me by my looks but only by the work I have done and can do. Simple.” As a post at Business Insider dryly noted “If only women could hope to someday be judged that way too.”
- <http://www.theguardian.com/science/2014/nov/13/why-women-in-science-are-annoyed-at-rosetta-mission-scientists-clothing>

Apology

- Asked during Friday's livestream for an update on how the research coming from Philae ... Matt immediately launched into an apology for his wardrobe choice.
- “The shirt I wore this week,” he said, and started to choke up. “I made a big mistake and I’ve offended many people and I’m very sorry about this.”



Backlash - twitter

- Elly PriZeMaN – I am hartbroken to see my friend getting upset for the world to see just because he was himself. What he achieved was lost in negativity.
- Chistopher Katko - @roseveleth Why are you objectifying a man by basing your opinion solely on his appearance, and not his contribution to society?
- @hardcore_ts - Seriously, @roseveleth quit your bitching. The fact that you see this shirt as a problem, simply says volumes about YOU, not him.
- @hummelmose - @roseveleth You shout about a man in a shirt, and wear a ring in the nose? #Whybother?
- An indiegogo campaign was set up to buy Matt “a nice gift”.

More backlash

- @drx001 - @roseveleth Sometimes try sex. You'll be better.
- @hardcore_ts - @bucksci @roseveleth LOL so wearing a shirt with good looking women = women abuse? You're an absolute MORON. Jump off a cliff. Please.
- @voteforcantwell - @roseveleth Please kill yourself <http://www.christophercantwell.com/2014/11/13/interstellar-patriarchy/> ...
- Blog: “Mr. Taylor then made the bad situation worse. Instead of telling these progressive puritans to go pound silicon dioxide, he issued a sobbing public confession straight out of a Maoist show trial. This guy just dropped a dishwasher on an ice cube 300 million miles from home and he’s groveling to a coven of D-list bloggers?”

Blog comments

- You made him apologize. You have no honor. You sicken me.



YOUR NAME · a month ago

Man humanity is going down the toilet... a man lands a probe on a comet a momentous occasion in the history of science.... but internet feminists feel the need to ignore all that and bring the very same man to tears.

9 ^ | v · Share ›



Guest · a month ago

Clearly this hateful outpouring over a simple shirt is wrong. Those who have directed hate in this way must ask themselves what else they have done to promote women's rights. The absurd attack reminds me of Alan Turing. It is just humbug and hypocrisy from feminists, who regard Kim K and sundry pop starlets as examples of female empowerment.

7 ^ | v · Share ›

Support from astronomical societies

- At a recent European Space Agency media conference, a scientist wore a shirt with sexualised imagery of women, and used an analogy with sexual references. **Scientists and science journalists (both women and men) made the fair and reasonable criticism that this was inappropriate for an official media conference and scientific workplace.** The relevant scientist has since apologised.
- Subsequently, a number of media articles about this incident have been critical of feminism, and the scientists (particularly women) who criticised the sexual imagery and references have been abused through social media. The media criticism is unwarranted and the abuse is reprehensible.

Progress

- Women in STEM shirt (<http://www.futuristmm.com/future-space/shirtgate-fuels-feminist-kickstarter-campaign/>)
- People are capable of learning. People have the right to change their minds. Sometimes discrimination is out of malice, but it's also often out of ignorance or thoughtlessness. People LEARN - and when they do, they are allowed to say "Wow, I was a complete and utter idiot about [X], sorry about that." That's called progress.



Not a big deal

- <http://womeninastronomy.blogspot.com/2014/11/its-not-about-that-damn-shirt.html>
- The shirt might seem to be "not a big deal", but our world is the sum total of every "not a big deal".
- It's "not a big deal" when someone tells you he came to your talk because you're attractive.
- It's "not a big deal" when a coworker comments on your appearance.
- It's "not a big deal" when someone makes a "joke" at work demeaning women.
- It's "not a big deal" when you are asked in a job interview if you have or are planning to have kids.
- It's "not a big deal" when someone assumes you are your own secretary on the phone.
- It's "not a big deal" when someone calls you "Miss" and your male colleague "Doctor."
- It took 4 minutes for a women on twitter to get death threats for using a hashtag.
- "Men are afraid women will laugh at them. Women are afraid men will kill them." - Margaret Atwood. Guys: if you have not heard, or sat down and really thought about the above quote, do so now. It is absolutely true.

Reading assignment

- Pick one of the links in this talk and write a short summary and/or reflection of the article
- OR: Pick a different article on a similar topic, write a summary and defend why you chose that article
- E-mail this before the next class.