



Dear Colleagues,

I am pleased to include another issue of RFS Briefings with some timely and encouraging updates on women in science.

Of note in particular:

To Prevent Sexual Harassment, Academic Institutions Should Go Beyond Legal Compliance to Promote a Change in Culture: Current Approaches Have Not Led to Decline, www8.nationalacademies.org, June 12, 2018

The National Academy of Sciences, Engineering and Medicine released its *Consensus Study Report. Sexual Harassment of Women - Climate, Culture, and Consequences in Academic Sciences, Engineering and Medicine*. [Read More](#).

How Universities Deal With Sexual Harassment Needs Sweeping Change, Panel Says, [mobile.nytimes](http://mobile.nytimes.com), June 13, 2018.

A new report by The National Academy of Sciences, Engineering and Medicine concluded that despite concerted efforts over the years, we have not seen significant reductions in sexual harassment in these fields. [Read more](#).

Goldman Sachs Pledges \$500 Million for Female Founders, www.bloomberg.com. June 19, 2018

Goldman Sachs announced a new initiative, "Launch with GS," which will invest \$500 million of firm and client capital in businesses and financial products run by women. [Read more](#).

See below for more news about women in science

Please continue to share important news and opportunities with us so that we may share it with you, and others who are committed to supporting the careers of exceptional women in science.

With regards,



Karla Shepard Rubinger
Executive Director
Rosalind Franklin Society

RFS Briefings

July 17, 2018

Female Historians Try to End the I-Didn't-Know-Any Women Excuse for Men-Only Panels, www.chronicle.com, June 8, 2018

Women Also Know History, a searchable online database of female historians, was launched by a group of female historians on June 5 in response to the notable absence of female historians invited to speak at conferences, be quoted in articles, or included in syllabi. Women Also Know Stuff, a database of 1,650 female-identifying political scientists, was the impetus for this new resource. Diverse Sources, a database of underrepresented people available to talk to reporters about science, health, and the environment, is another example of efforts to make the composition of professional forums more equitable with regard to gender and race. Historians can register online to be included in Women Also Know History. Within days of its launch, nearly 1,000 women had registered. [Read more](#).

NIH Announces 2018-2019 Medical Research Scholars Program Class, www.nih.gov, June 11, 2018

NIH has chosen 37 students for its Medical Research Scholars Program, including medical, dental, and veterinary students, to begin in July/August 2018. Participants will pause their university studies to live on the intramural campus of NIH, and conduct basic, clinical, or translational research. The program attracts “brightest talent from across the country . . . the future leaders in American medicine,” according to the director of the Program. Given this accolade, it is notable that 65% of the students are women. These scholars will receive mentored training from fulltime NIH investigators and will work with advisors to create a career development plan. [Read more](#).

Research: How Sexual Harassment Affects a Company's Public Image, <https://hbr.org>, June 11, 2018

In the face of myriad accounts of sexual harassment reported in the media, companies are anxiously reevaluating their anti-harassment policies and implementing mandatory employee training. The consequences of these harassment claims are stunning. *Harvard Business Review* conducted a series of experiments in the U.S., with about 1,500 participants, and found that “a single sexual harassment claim can dramatically

reduce public perceptions of an *entire* organization's gender equity" with regard to hiring and promotion, and contribute more broadly to perceptions of "structural unfairness." [Read more.](#)

To Prevent Sexual Harassment, Academic Institutions Should Go Beyond Legal Compliance to Promote a Change in Culture: Current Approaches Have Not Led to Decline, www8.nationalacademies.org, June 12, 2018

The National Academy of Sciences, Engineering and Medicine released its *Consensus Study Report. Sexual Harassment of Women - Climate, Culture, and Consequences in Academic Sciences, Engineering and Medicine*. The "best available" data to date, cited by a press release about this report, show that 58 percent of women faculty and staff in all disciplines have experienced sexual harassment, and women of color experience more harassment (sexual, racial, or both) than other groups. The cumulative effect of sexual harassment damages research integrity and contributes to a loss of talent in science, engineering, and medicine. According to the report, "organizational climate" is the single most significant factor in determining the presence of sexual harassment in the workplace, suggesting the need for a systemic change to the culture and climate in higher education. The full report is available from the National Academies Press. [Read More.](#)

Gender Gap Without Gender Bias?, www.insidehighered.com, June 12, 2018

A major 2017 political science study showed a significant gap in publication rates for men and women across 10 prominent journals that could not simply be explained away by a low overall share of women in the field. In response, a new *PS: Political Science* report based on self-audits at 5 major journals suggested that editorial practices are not systematically biased against women, a positive finding that raises the question of why, then, women are underrepresented as authors in respected political science journals. Other factors need to be further explored, such as "pipeline issues," lower confidence levels of women seeking to publish, and subtopics more likely to be studied by women. This article presents an overview of studies and commentary relating to this unexplained problem. [Read more.](#)

How Universities Deal With Sexual Harassment Needs Sweeping Change, Panel Says, mobile.nytimes.com, June 13, 2018.

A new report by The National Academy of Sciences, Engineering and Medicine concluded that despite concerted efforts over the years, we have not seen significant reductions in sexual harassment in these fields. As defined in this report, sexual harassment includes sexual coercion, unwanted sexual attention, and gender harassment. The academies' first report addressing sexual harassment offered 15 detailed recommendations, some of which would overturn longstanding practices in academia, including the advisory system, to ensure that students and junior researchers are not dependent on one senior researcher for advancement and access to grants. The fact that academic workplaces are second only to the military in the rate of sexual harassment underscores the magnitude of this problem and the weight of this report. [Read more.](#)

Pregnancy Discrimination is Rampant Inside America's Biggest Companies,
www.nytimes.com, June 15, 2018

Despite years of corporate efforts to create a more accepting workplace for women, including programs to retain mothers, pregnancy discrimination is still pervasive from Walmart to Wall Street and from private to public sectors – though in corporate office towers, it is subtler. “Getting pregnant is often the moment [women] are knocked off the professional ladder,” according to the authors, who note that the NYT reviewed thousands of pages of court and public records and interviewed dozens of women, their lawyers, and government officials. The steady increase in the annual number of pregnancy discrimination claims filed over the past 20 years with the Equal Employment Opportunity Commission, approaching an all-time high, emphasizes the extent of this problem. Case studies reported in the article add another level of credence. [Read more.](#)

How Sally Ride Became a Successful STEM Entrepreneur, www.forbes.com, June 17, 2018

On June 18, 1983, Sally ride became the first American women to travel into space. In the years following her two journeys to space and her work with NASA, Ride began to see a shift away from girls' interest in STEM. To address this gap, she and four colleagues founded a science education company called “Imaginary Lines,” later changed to “Sally Ride Science, Inc.” for branding purposes. Former academics, the founders were forced to “step out of their comfort zone” by establishing a business model that included selling books online and getting corporate sponsorships for teacher training, for example. Though Ride passed away in 2012, the company lives on, now as a nonprofit at UC San Diego. [Read more.](#)

An Astronaut Reflects on Sally Rides' Legacy for Women in STEM,
<https://www.smithsonianmag.com>, June 18, 2018

June 18, 2018 marked the 35th anniversary of Sally Ride's launch into space on the Challenger space shuttle. As the first American woman to achieve this feat, she inspired girls to pursue careers in science and engineering. More than 50 women, mostly Americans, have since flown into space. Yet, more work is needed to “democratize space for all.” Bonnie Dunbar, NASA astronaut, who worked with Ride to promote women in STEM reflects on why girls and young women are not entering STEM careers to the extent one might expect, citing the lack of adequate education in K-12 schools, perceived perceptions of “hostile work environments” for women, and outdated stereotypes of engineers and scientists portrayed in the media. [Read more.](#)

Why the Medical Research Grant System Could Be Costing Us Great Ideas,
www.nytimes.com, June 18, 2018

The medical research grant system in the U.S., run NIH, may be failing as evidenced by the increasing difficulty faced by researchers in obtaining funding. For example, the average researcher with an MD is 45 years old and the average researcher with a PhD is 42 years old before obtaining the first ROI, i.e., “think big” grant. Such grants are arguably “hard to write, take a lot of time, and require a lot of experience to obtain,” according to the author. When the system was devised, more than half of submitted grants were funded. Now, NCI, for example, funds only about one-tenth of grants,

favoring low-risk research. Moreover, experienced researchers, men, and whites have an advantage over others. Consequently, the authors conclude that “We may be missing out on a lot of excellent, and perhaps novel, work . . . because of structural problems.” [Read more.](#)

What’s Holding Women in Medicine Back from Leadership, hbr.org, June 19, 2018

For more than 40 years, at least 40% of medical students have been women and this past year, their enrollment has exceeded that of males. Yet, women account for only 34% of all physicians in the U.S., and are poorly represented in terms of medical leadership. Women account for only 18% of hospital CEOs and 16% of all deans and department chairs, as well as only 10% of senior authors and 7% of Editors-in-Chief at prestigious medical journals. Factors contributing to such gender disparities include: implicit gender and maternal bias; system-wide policies; and sexual harassment. Based on a review of the research, the authors propose a range of pragmatic, evidenced-based solutions to help retain women and advance their medical careers. [Read more.](#)

Goldman Sachs Pledges \$500 Million for Female Founders, www.bloomberg.com, June 19, 2018

Goldman Sachs announced a new initiative, “Launch with GS,” which will invest \$500 million of firm and client capital in businesses and financial products run by women. Changing the current culture where men dominate the financial services industry “will take time . . . and a concerted effort by all organizations to foster environments that allow talent to thrive,” according to GS’s chief strategy officer. [Read more.](#)

It’s Not Always Clear What Constitutes Sexual Harassment. Use This Tool to Navigate the Gray Areas, hbr.org, June 19, 2018

In response to the #MeToo movement, the Times Up movement, and noted confusion about what demarcates mild to serious forms of gender-based offenses, the author developed the Spectrum of Sexual Misconduct at Work (SSMW). This tool provides both a blueprint for men, women, and organizations to identify levels of offense in the workplace and a mechanism for talking about sexual misconduct. The reported experiences of companies who have used the tool – ranging from corporations to nonprofits – have been successful, according to the author. [Read more.](#)

Joanne Lipman’s Win Win: Crucial at a Time When Women’s Movements Are Seemingly Talking Only to Other Women, www.firstpost.com, March 20, 2018

Win Win: When Business Works for Women, It Works for Everyone, a book by Joanne Lipman, argues that men must be part of the conversation to fix the gender imbalance in the workplace. The most important take-away from the book, according to the review, is that “communication is key” especially given the current attention to Times Up and #MeToo, which focus on how women in the workplace can overcome gender gaps by themselves. A senior journalist and former editor-in chief of USA Today, Lipman bases her work on government studies, brain research, transgender scientists, and other sources. [Read more.](#)

It Is Time for Zero Tolerance for Sexual Harassment in Academic Medicine,

Abstract, journals.lww.com, February 2018

A paper in *Academic Medicine* describes efforts in scientific societies to address the problem of sexual harassment and to begin to foster safe environments at national meetings. Though women increasingly hold positions in academic medicine, recent surveys show that sexual harassment is prevalent in academic medical centers.

[Read more.](#)

Women and Men in STEM Often at Odds Over Workplace Equity,

www.pewsocialtrends.org, January 9, 2018

Overall, women working in STEM experience inequalities, including sexual harassment and barriers to career success. However, according to the findings of a study conducted by the Pew Research Center in summer 2017, the situation is exacerbated for three groups of women in STEM: women employed in STEM settings where they are outnumbered by men; women working in computer jobs; and women who hold postgraduate degrees. The survey findings have important implications for the broader issues faced by women across occupations and industries. [Read more.](#)