



Measuring Sexual Harassment in the STEM Enterprise

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National Center for Science and Engineering Statistics

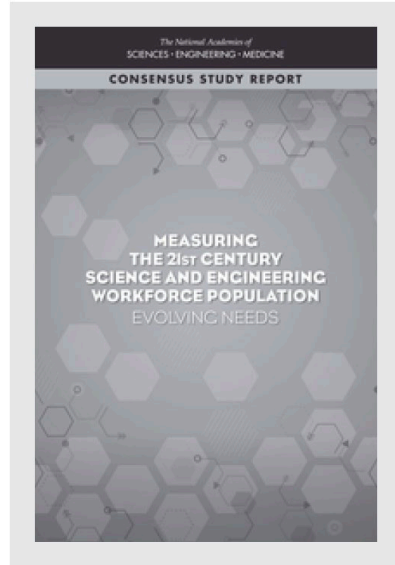
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FCSM

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Project Purpose



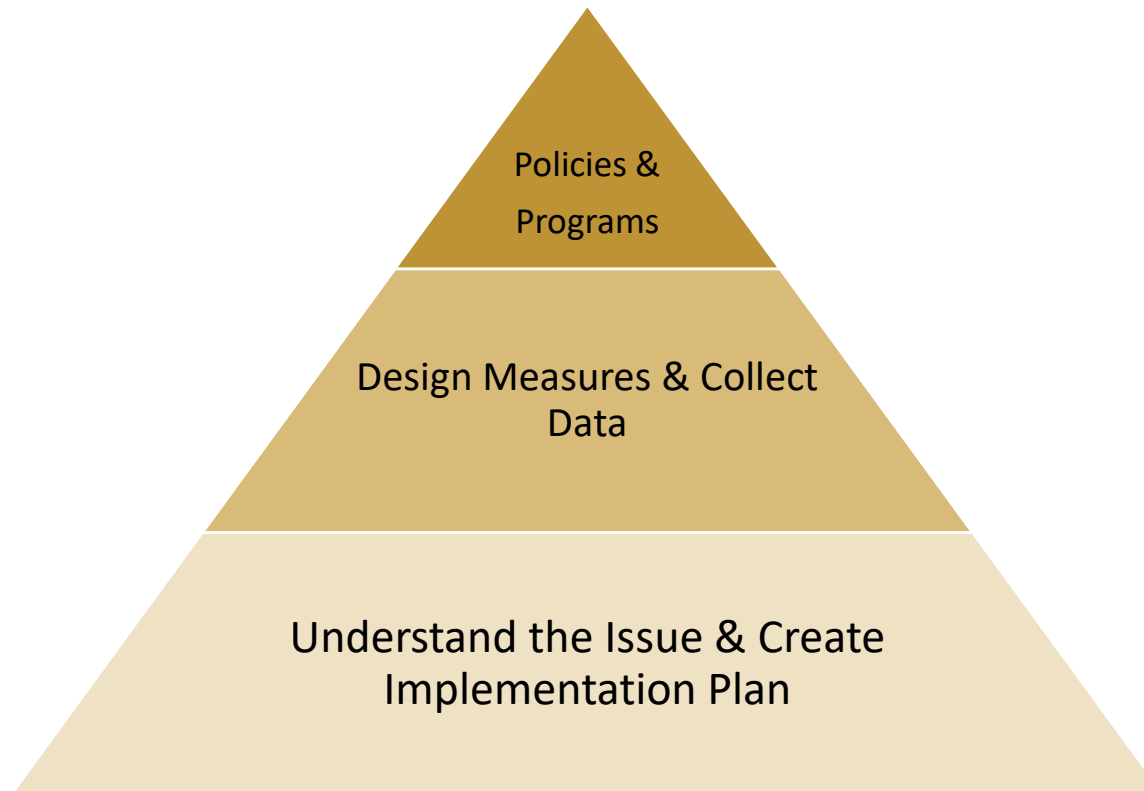
“Discrimination and harassment have long been recognized as barriers to full participation and performance to full capacity in science and engineering fields, not only for women but also for minority groups in general, yet no high-quality national data are available that could advance understanding of the extent, nature, and implications of these phenomena.”¹

RECOMMENDATION 3-6: The National Center for Science and Engineering Statistics should develop for the surveys core questions and a more in-depth module on harassment and discrimination.

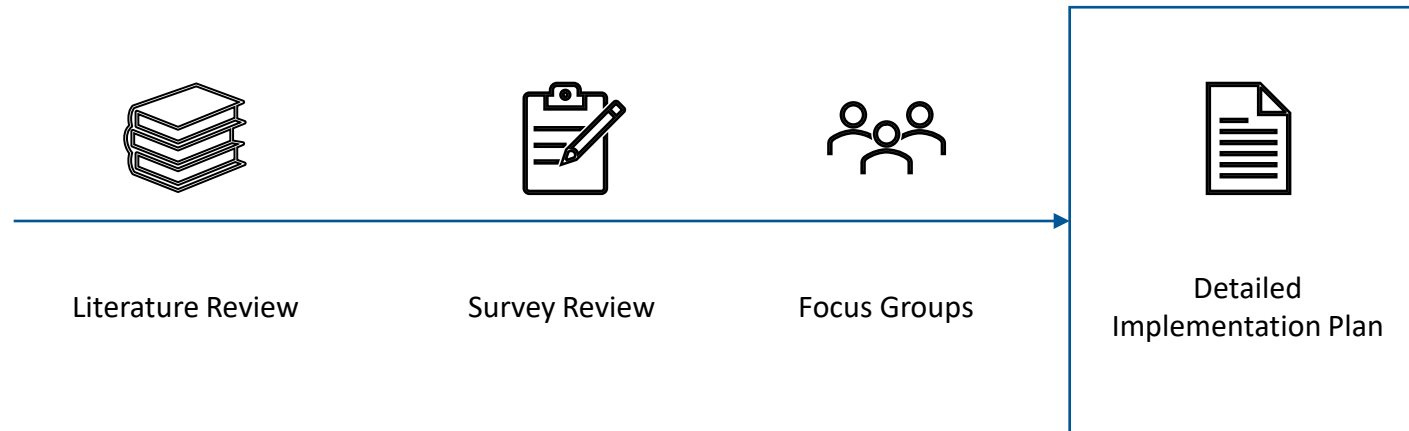
¹ National Academies of Sciences, Engineering, and Medicine. 2018. *Measuring the 21st Century Science and Engineering Workforce Population: Evolving Needs*. Washington, DC: The National Academies Press. <https://doi.org/10.17226/24968>.

Project Overview

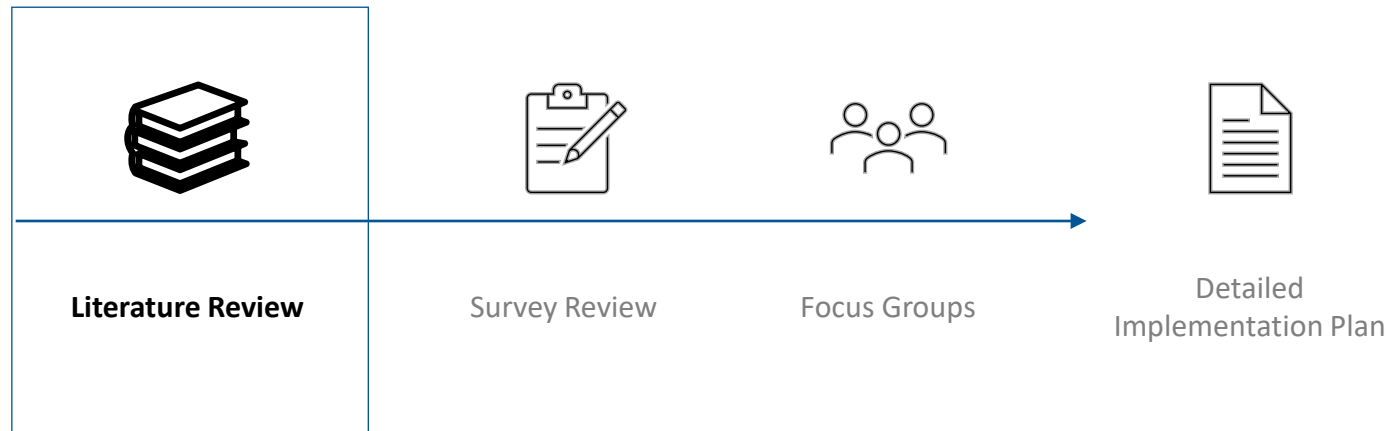
Primary Goals: Gain an understanding of how sexual harassment operates in STEM, a variety of options for measuring sexual harassment, and the strengths and weaknesses associated with each option



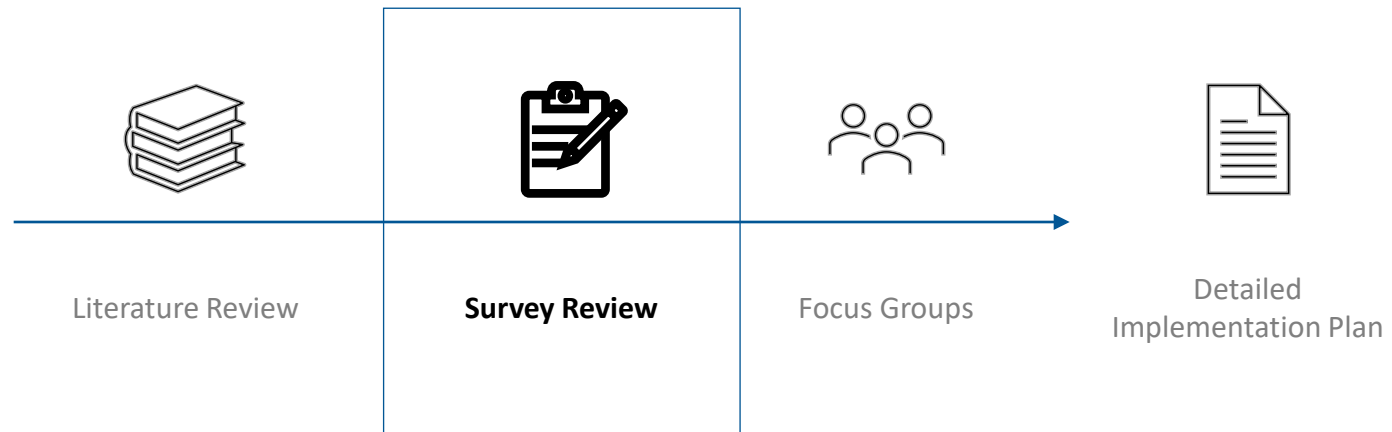
Project Phases



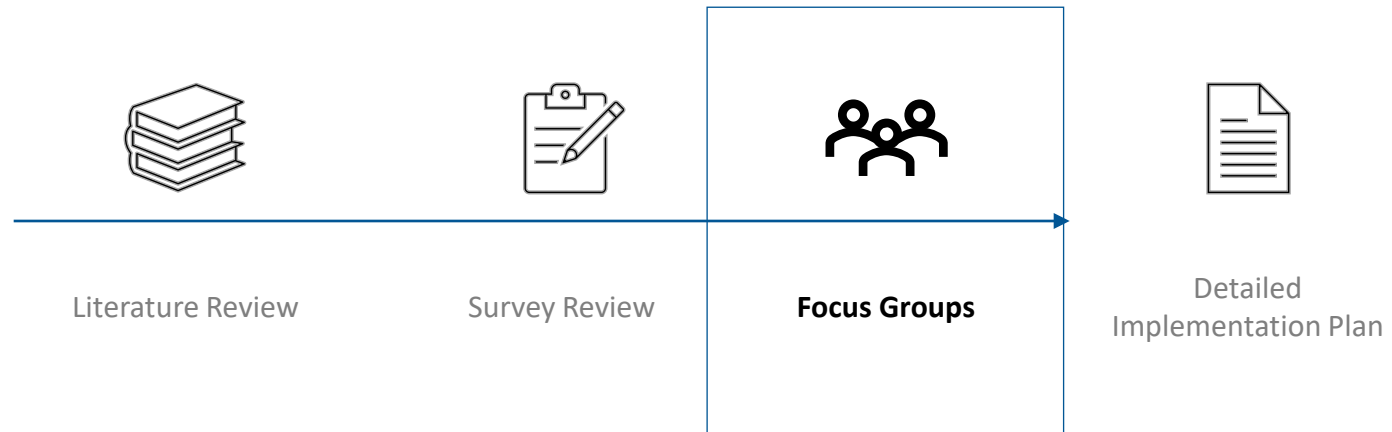
Project Phases



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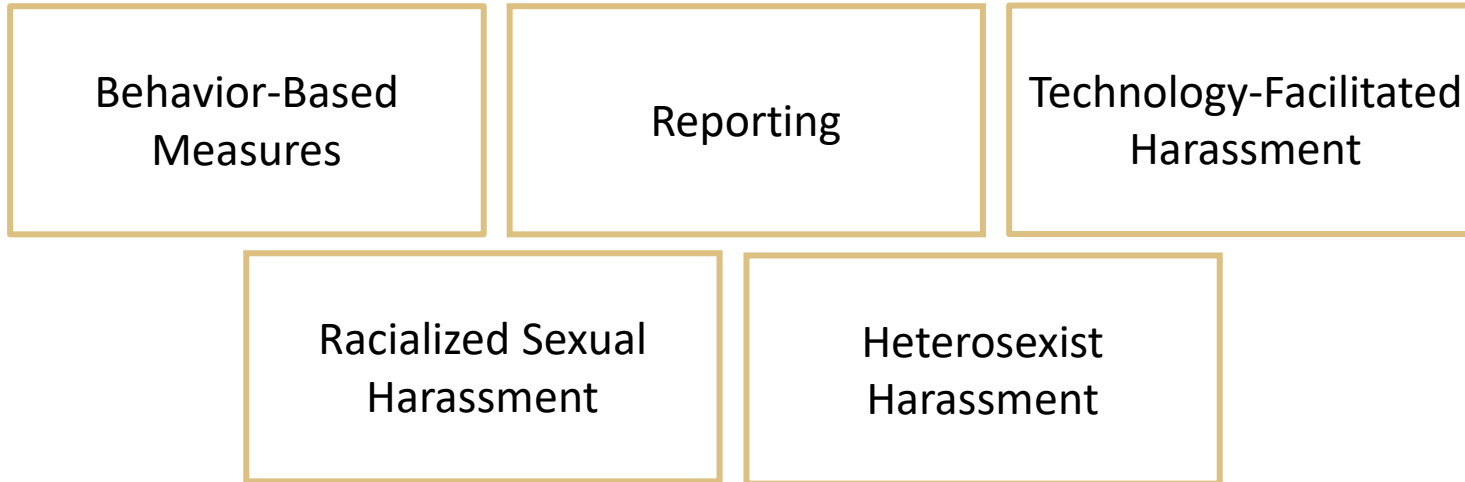


Project Phases



Key Findings and Recommendations

Content Considerations



Recommendation

Prioritize an intersectional approach when assessing sexual harassment and the reporting of sexual harassment by including measures assessing heterosexist harassment, racialized sexual harassment, and the reporting of these experiences.

Key Findings and Recommendations

Survey-fielding Considerations

Covering the STEM Pipeline

Frequency

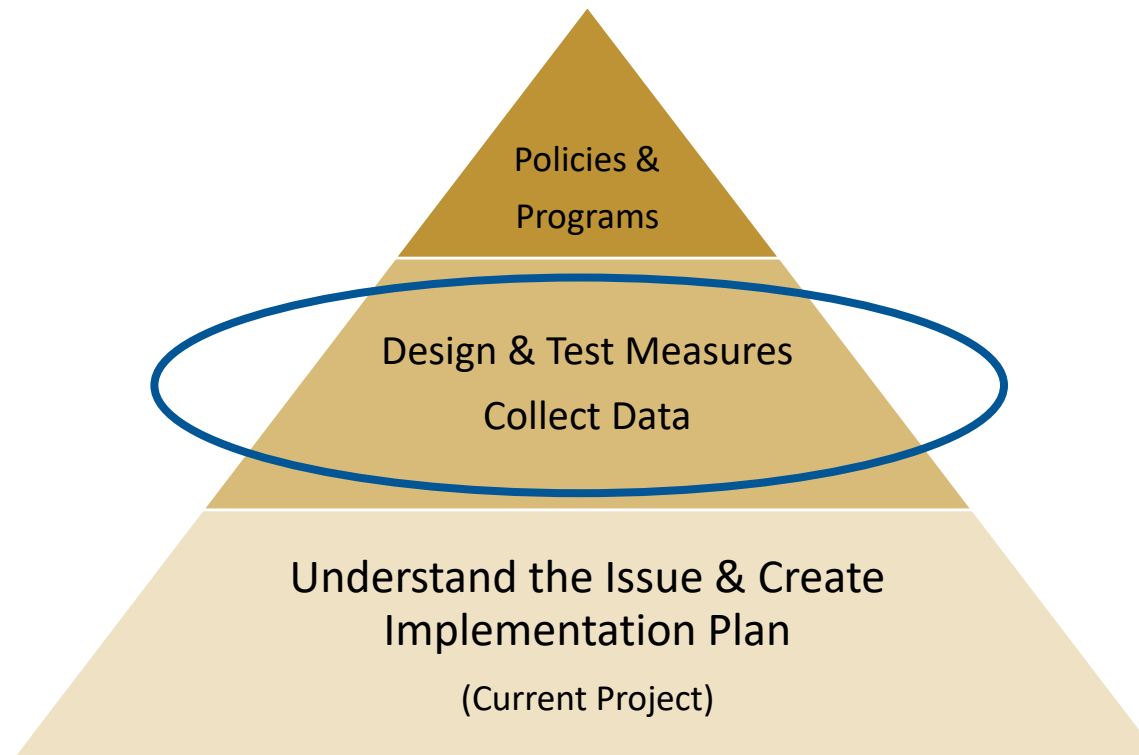
Sensitivity

Recommendations

- Target both STEM students and professionals at various stages (i.e., undergraduate, graduate, early-, mid-, late-career professionals) and ensure appropriate coverage of underrepresented groups in STEM.
- With a longitudinal design, fielding frequency should account for how experiences are expected to change within the population.
- Web- or paper-based surveys should be used due to sensitive nature of questions. Phone-assisted surveys should not be used.
- The survey should not originate from the institutions.

Next steps

- Continue the qualitative work to better understand factors that contribute to harassment (e.g., intersectionality).
- Develop a core set of questions and module for NCSSES surveys
- Test and refine questions across multiple surveys
- Ongoing data collection





Questions?

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