

Live Poll Results From The Gender Equity Town Hall

Thank you to the 263 RSVPs, 248 Live Poll responses and 54 Q&A participants at the March 15th 2019 Town Hall event.

56 Grad Students

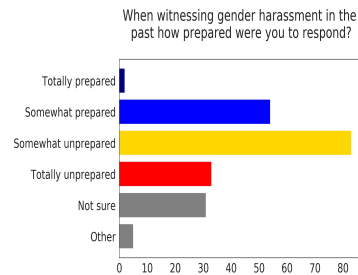
21 PostDocs

61 Faculty

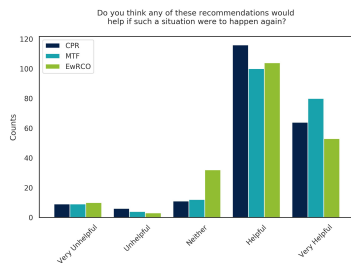
87 Staff

Climate

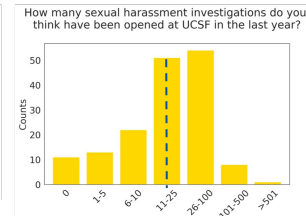
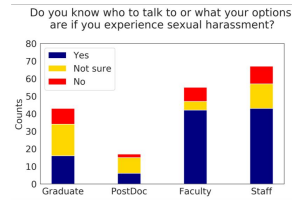
83% of responses witnessed sexual harassment during their scientific career.



"Teaching sanctions will only work if more respect and emphasis is placed on teaching."
- UCSF Faculty.



Transparency

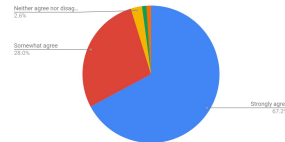


Responses to the transparency section reveal communication issues on two levels.

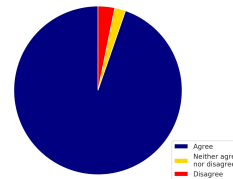
1. Few attendees knew who to contact if they experience gender or sexual harassment, particularly students, postdocs and other non-staff.
2. Guesses for the number of sexual harassment investigations conducted in the last year ranged broadly from 0 to >500, while in fact there were about 25.

"We shouldn't have to learn about faculty misbehavior through news reports - we should hear it first from UCSF." - Anonymous Q&A Response

Trainees should be made aware of adjudicated cases of sexual and gender harassment before starting to work in a lab.



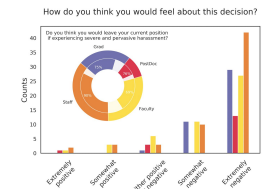
UCSF should publish a periodic report of complaints and sexual misconduct.



Our suggestion that UCSF should produce a regular document summarizing claims adjudicated, and in-progress received overwhelming support.

We also suggest that UCSF produce a simple 1-page document that is widely circulated to illustrate the reporting procedure.

Hierarchy

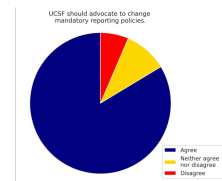
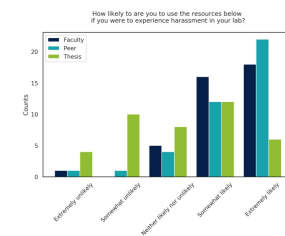


We attempted to illustrate the dilemma of scientists or staff experiencing harassment but trapped by commitment to their work.

Leave or stay following harassment – most can imagine the extremely negative impact of such a decision.

We would like to improve data collection in this area to better inform our suggestions.

"Why is there only 1 CARE advocate?! We are the 2nd largest employer in the city." - Anonymous Q&A Response



We want UCSF to offer broader reporting and support options

Graduate students would welcome an independent faculty- or peer- mentor, but had mixed feelings about confiding to a thesis committee.

Our suggestion to change mandatory reporting policies met widespread approval.