



Safe ESA: Addressing Sexual Harassment

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Why Diversity Matters: we know that the quality and the impact of our science will benefit from broader involvement of diverse scientists.

Diversity and Inclusion are core values of ESA and have been recognized in ESA’s Diversity Statement as revised in 2014 (<https://www.esa.org/about/esa-diversity-statement/>). ESA Council approved two new sections in 2017: Black Ecologists and Inclusive Ecology. Creating an inclusive environment can ensure that all scientists contribute to advancing science. How to think about diversity, equity, and inclusion:

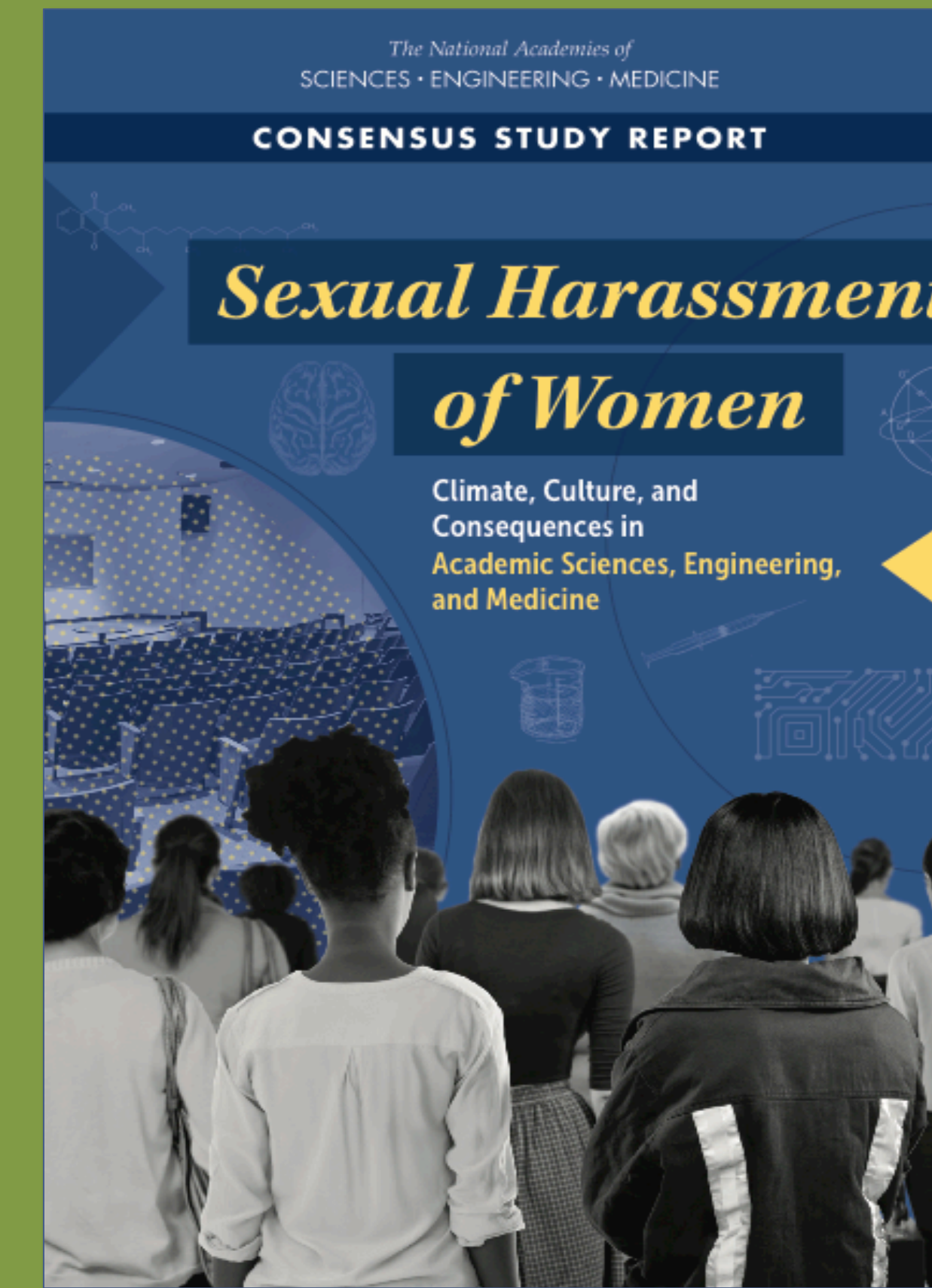


Diversity: Being invited to the party

Equity: Everyone gets to dance.

Inclusion: Everyone helps make the playlist

Inclusion is the optimal state – feeling valued and having a sense of belonging to the group



National Academies Consensus Report, June 2018

Recommendations for Societies:

Advance culture changes that reduce or prevent sexual harassment;

Enact and strengthen codes of conduct and rules (including re: conference attendance);

Investigate reports of sexual harassment;

Require members to acknowledge, in writing, the society’s rules and codes of conduct relating to sexual harassment during conference registration and membership sign-up and renewal;

Support and design programs that prevent harassment and provide skills to intervene when someone is being harassed;

Factor harassment-related professional misconduct into scientific award decisions.

To advance these recommendations, 2019- ESA joined with over 100 scientific societies to create the

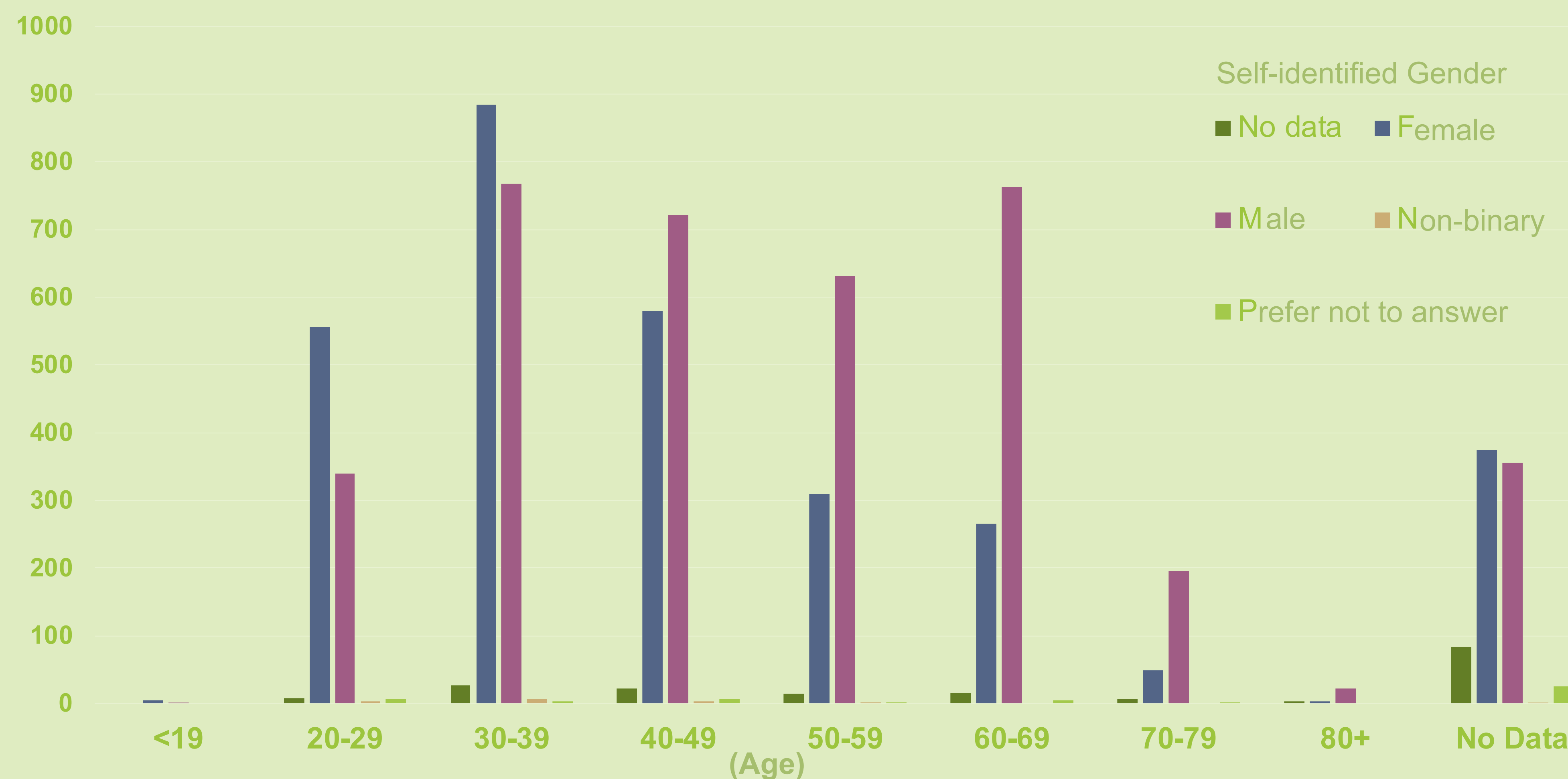


Actions taken at the ESA Annual Meeting

- Bystander training – offered in 2018 and 2019
- Pronoun stickers and ribbons
- KiddieCorp Childcare, free care giver registration, quiet room, nursing room,
- One-day registration option
- Gender neutral bathrooms
- Diversity & Inclusion Travel Scholarships
- Diversity Luncheon – since 2003
- Diversity Forum – since 2018
- In 2019 ESA launched an additional tool to handle misconduct reports (including anonymous reports): *EthicsPoint* online portal
- Governing Board subcommittee established in 2017 to strengthen the Code of Conduct and review possible sanctions, including revocation of awards
- Ethics and conduct code violations investigated by the Professional Ethics and Appeals Committee

ESA membership: gender distribution

Number of ESA members by age and gender (2018)



The percentage of members who identify as female drops off after age 40

Brief history of ESA actions

1950 -First Woman ESA President, E. Lucy Braun

2015 - ESA Code of Conduct first created, amended 2018

2018 – ESA formal procedures for handling misconduct cases adopted

1975 - ESA Code of Ethics published, amended 1989, 2019

2016 – Social media guidelines cover harassment

2019 – ESA joins Society Consortium on Sexual Harassment