

# LAND OF MILK AND 'HONEY'

## Confronting Gendered Experiences in Field Research

Katie Hinde, PhD

**ASU** School of Human Evolution  
and Social Change  
Arizona State University

**ASU** Center for Evolution  
and Medicine  
Arizona State University



\*This presentation includes “digital illustrations that include the skeletal remains of humans & other animals, and other displays of death. These illustrations are not real depictions of skeletons who were once living people.”

—anthroillustrated.com, trainee-led initiative

# SCENARIO

<Please ready piece of paper or the note app on your device so you can write down your first thoughts in response to a two-part scenario>

**SCENARIO:** For safety at an behavioral ecology field site, interns do animal subject focal follows in the forest in two-person teams. Alice often says she doesn't feel well and can't do the physically taxing focal follows.

Looking over the schedule to find alternate tasks for Alice, the field manager notices that since the 2nd week of the field season, Sarah has reported being sick on days she is assigned to be paired with Shawn.

<What are your first thoughts?>

## FLASH POLL!

How many folks first thought was about personal conflict? (yes/no)

How many folks first thought was about sexual harassment? (yes/no)

How many folks first thought was about racial bigotry? (yes/no)

# SCENARIO

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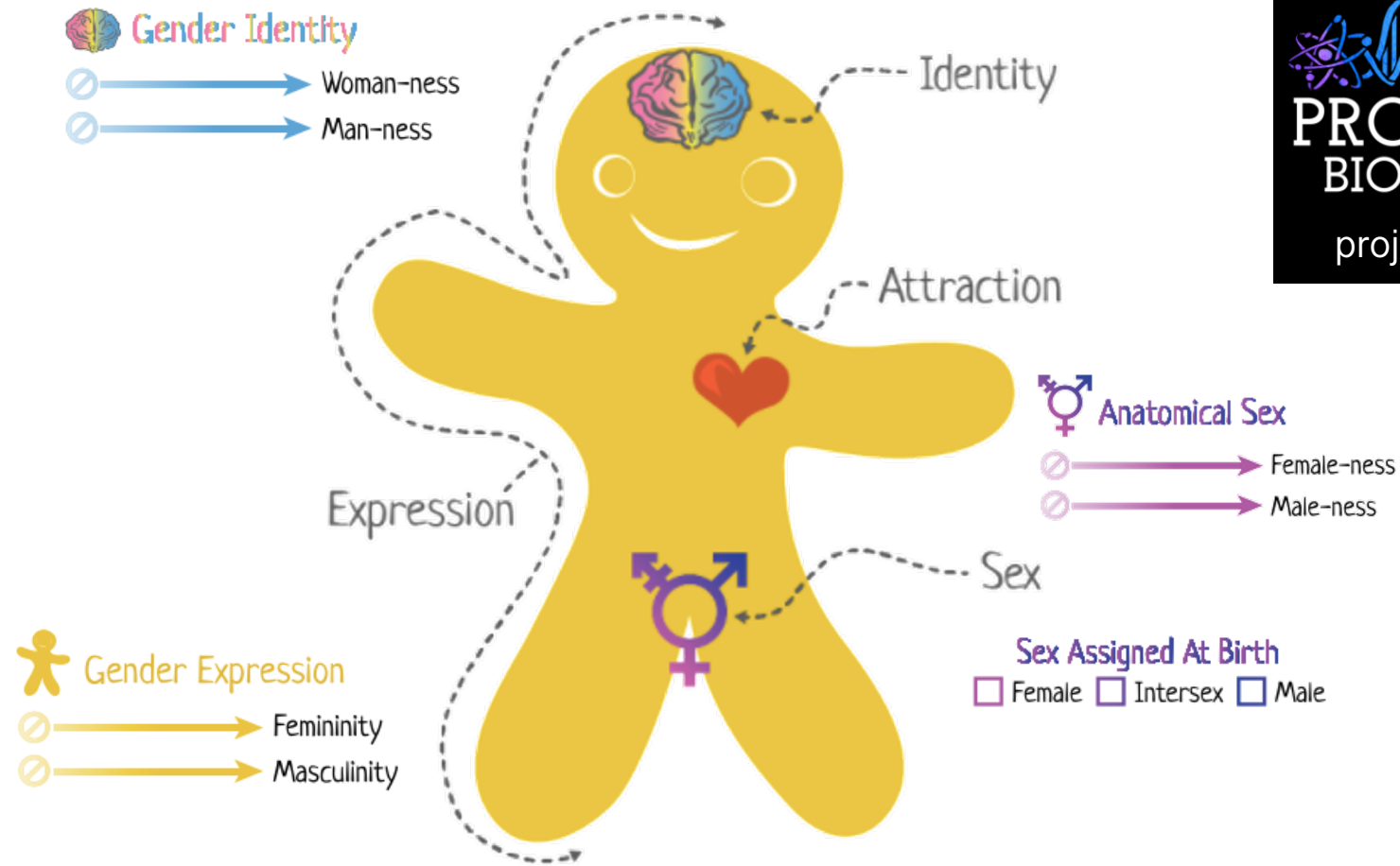
# TALK OUTLINE

- **Gendered Experiences**
- **Disrupting Biases**
- **Collective Action & Principles of Community**



THE IVORY TOWER

# GENDER & SEX



**Typical Human Sex Chromosome Combinations:**  
XX, XY

**Atypical Human Sex Chromosome Combinations:**  
X0, XXX, XYY, XXY  
48,XXXX, 48XXXY, 48XXYY, 48YYYY, 49XXXXX,  
49XXXXY, 49XXYY, 49XXYYY 49YYYY.  
& two cell lines mosaicism (ex: 46,XY/47,XXY)

The Genderbread Person v4  
by Sam Killermann [www.genderbread.org](http://www.genderbread.org)

# GENDERED EXPERIENCES

- Gendered experiences are **widespread** in academia

- Expectations**

- Support**

- Harassment; Assault**

“Gendered experiences” is an umbrella term for lived experiences, encounters, and obstacles (or lack of) that are different or disparate as a function of one’s gender due to interpersonal or institutional biases, either implicit or explicit (bigotry, sexism, misogyny).



# GENDERED EXPERIENCES

Most research on this topic describes the experiences of cis-women, or compares experiences between cis-men and cis-women.

**Systemic biases** impact studies about the experiences of transwomen and transmen, or women with intersecting identities:

- Not incorporated into research design from the jump
- Underrepresentation, marginalization in study population

Previous SABER talk:

**Systemic disadvantages for LGBTQ professionals in STEM**

*Erin Cech, PhD, University of Michigan*  
Thursday, March 18th, 9 am PT





# GENDERED EXPERIENCES

- Gendered experiences are **widespread** in academia

**-Expectations**

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# GENDERED SUPPORT

- men are more likely to be cited
- symposia organized by men have fewer women presenters
- all-male review panels favor manuscripts w/ male corresponding/senior authors
- men are more likely to be journal editors & reviewers

A randomized double-blind study (n = 127) demonstrated gender bias by both male & female science faculty from research-intensive universities.

Compared to identical female applicant, faculty rated the male applicant:

- More competent
- More Hireable
- Higher starting salary
- Offered more career mentorship

See Moss-Racusin et al. 2012; Grogan 2018



# GENDERED EXPERIENCES

- Gendered experiences are **widespread** in academia

- Expectations

- Support

- Harassment; Assault**



# HARASSMENT; ASSAULT

“Universities and colleges have for a long time ignored sexual harassment, hoped it was non-existent or waited for it to disappear.”

“The complexity of sexual harassment as a socio-political problem and a "hot button" political issue in academia and society may exacerbate the anxiety and ambiguity women feel about the situation/incident, making health consequences more serious.”

<Gender> “harassment creates an environment in which women are constantly reminded that they are seen as sex objects and therefore, do not belong where they are.”

-Roosmalen & McDaniel. 1999.  
*Sexual harassment in academia:  
A hazard to women's health.*  
Women & Health. 28:33-54.

# HARASSMENT/ASSAULT

Cortina, Swan, Fitzgerald, & Waldo. 1998. *Sexual harassment and assault: Chilling the climate for women in academia*. *Psychology of Women Quarterly*. 22:419-441

## **SAMPLING APPROACH**

- Large Midwestern university
- stratified random sampling, with demographics of interest “over”-sampled
- women in male-dominated departments (i.e., engineering, chemical sciences, life sciences, and math) “over”-sampled
- ethnic/racial minorities proportionately “over”-sampled
- snowball sampling technique for lesbian & bisexual respondents

## **SAMPLE**

- N=1,037 female participants
- 651 undergraduate, 386 graduate
- USA Racial Identity
  - white (N=356)
  - Asian American/Pacific Islander (N=204)
  - Latina (N=118)
  - African-American (N=98)
  - East Indian (N=26)
  - Native American (N=2)
  - Bi/Multiracial (N=65)
  - International Students (N=135)
  - Other (N=11)
- Lesbian or Bisexual Respondents (N=45)

# HARASSMENT/ASSAULT

## SURVEY INSTRUMENTS

Queried about experiences with faculty on campus:

- insults, crude comments, sexual remarks
- unwanted touching or repeated requests for dates or sexual behavior
- implicit or explicit demands for sexual favors *quid pro quo*
- The final Q-“*Have you ever been sexually harassed?*” measures “respondents’ labeling of their experiences.”

## RESULTS

- 49% of undergraduate & 53% of graduate women experienced sexually harassing behavior at least “once or twice” from an instructor or professor while at the university
- 20% of undergraduate & 26% of graduate labelled these experiences as “sexual harassment”

Cortina, Swan, Fitzgerald, & Waldo. 1998. *Sexual harassment and assault: Chilling the climate for women in academia*. *Psychology of Women Quarterly*. 22:419-441



# HARASSMENT/ASSAULT

## RESULTS cont

- African-American & Latina Women were 1.3x more likely to be harassed
- Lesbian & Bisexual women were 1.6x more likely to be harassed

“Most important, harassment even altered graduate women’s evaluations of their own academic competence; as harassment increased, so did their doubts about their own self-efficacy.”



Cortina, Swan, Fitzgerald, & Waldo. 1998. *Sexual harassment and assault: Chilling the climate for women in academia*. *Psychology of Women Quarterly*. 22:419-441

# HARASSMENT/ASSAULT

Roosmalen & McDaniel. 1999. *Sexual harassment in academia: A hazard to women's health*. *Women & Health*. 28:33-54

## **SAMPLING APPROACH & SAMPLE**

- random sample of all third, fourth, and fifth year women students & fulltime graduate students at large Canadian University
- 1,613 questionnaires mailed out, 455 were completed & returned (RR 28.2%)
- 75% of respondents were undergraduates
- modal age was 22-24
- Division Representation:
  - Humanities/Arts 38.3%
  - Environmental/Health Studies 31.2%
  - Sciences 30.1%

## **SURVEY INSTRUMENT**

*while at the university:*

- persistent derogatory comments & jokes about women and sexuality
- regular assessment and comments on women's appearance
- flirtation
- pinching, touching, leering, grabbing, etc
- request for *quid pro quo* sexual favors
- sexual insult, invite, intimidation, assault

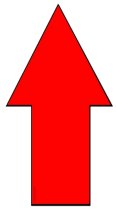
## **OUTCOME QUESTIONS:**

- well-being
  - psychological & emotional
  - physical
- social/interpersonal relations
- effects on vocational development or life opportunities.

# HARASSMENT/ASSAULT

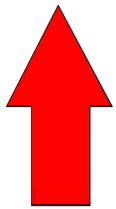
**RESULTS** “77% of respondents experienced at least one sexual harassment incident ranging from sexual insult to sexual assault; 70% had experienced more than one type”

## Direct effects on well-being:



- sleep disruption
- sexual inhibition
- emotional withdrawal
- diminished motivation
- loss of self-confidence
- weight loss
- depression; anxiety

## Indirect effects on well-being:



- diminished personal relationships
- avoidance of men
- loss of trust in men
- loss of friends



**“These effects tend to isolate the woman from the known healthful benefits of social interactions.”**

Roosmalen & McDaniel. 1999. *Sexual harassment in academia: A hazard to women's health*. *Women & Health*. 28:33-54

# HARASSMENT/ASSAULT

A meta-analysis of workplace sexual harassment/assault (49 primary studies; 89,382 respondents) demonstrated that such experiences undermine work satisfaction & performance, psychological well-being, and physical health, especially for younger targets.

**Table 3**  
Meta-Analytic Relations Between Sexual Harassment, and Job Satisfaction, Organizational Commitment, Job Performance, Job Withdrawal, Work Withdrawal, Job Stress, Psychological Well-Being, Psychological Distress, Health Satisfaction, and Health Symptoms

	<i>k</i>	<i>N</i>	<i>r</i>	$\rho$	$SD_{\rho}$	95% <i>CI</i>	90% <i>CrI</i>	<i>V<sub>art</sub></i> (%)
<b>Job-related</b>								
Satisfaction	54	63,025	-.27	-.30	.10	(-.30, -.25)	(-.43, -.17)	8.75
Commitment	16	33,131	-.25	-.28	.06	(-.28, -.22)	(-.35, -.20)	18.80
Performance	7	35,049	-.21	-.23	.01	(-.22, -.20)	(-.25, -.22)	98.74
Job withdrawal	31	26,856	.19	.22	.07	(.16, .22)	(.13, .31)	21.11
Work withdrawal	13	3,878	.24	.31	0	(.21, .27)	(.31)	100
Stress	25	15,027	.14	.16	.04	(.12, .16)	(.12, .21)	62.81
<b>Psychological</b>								
Well-being	19	34,689	-.26	-.30	.07	(-.29, -.23)	(-.38, -.21)	13.84
Distress	42	41,616	.23	.25	.10	(.20, .26)	(.12, .38)	9.44
<b>Physical</b>								
Health	13	33,553	-.22	-.26	.07	(-.25, -.18)	(-.34, -.17)	12.43
Symptoms	18	6,472	.23	.29	.19	(.16, .31)	(.04, .54)	10.40

*Note.* *k* = number of samples; *N* = total number of individuals in the *k* samples; *r* = means of uncorrected correlations;  $\rho$  = means of corrected correlations;  $SD_{\rho}$  = standard deviations of corrected correlations; 95% *CI* = lower and upper limits of confidence intervals. When the homogeneity tests indicated the presence of moderators, the confidence intervals were formed around the uncorrected correlations using the heterogeneous standard error. Otherwise, the homogeneous standard error was used; 90% *CrI* = lower and upper limits of 90% credibility intervals; *V<sub>art</sub>* (%) = percentage of variance explained by artifacts.

Chan DKS, Lam CB, Chow SY, Cheung SF. 2008. Examining the job-related, psychological, and physical outcomes of workplace sexual harassment: a meta-analytic review. *Psychology of Women Quarterly* 32: 362–376.

# GENDERED EXPERIENCES

Despite decades, *literally* **DECADES**, of research on gendered experiences in academia, gendered experiences during fieldwork remained poorly addressed until recently.

'It's not happening. And if it is happening it's coming from the local community'

What happens in the field stays in the field.



Key & Peele, Comedy Central

# GENDERED EXPERIENCES

Despite decades, *literally* **DECADES**, of research on gendered experiences in academia, gendered experiences during fieldwork remained poorly addressed until recently.

This oversight motivated the Survey of Academic Field Experiences (SAFE) in 2013...



# SAFE STUDY TIMELINE

## From the Field: Hazed Tells Her Story of Harassment

January 30, 2012 — Kate Clancy

Clancy invited to present in American Association of Physical\* Anthropology ethics session

January

March

Sept

January

2012

2013

2014

## Retrograde Reactions: Lady in the Field on the Aftermath of Sexual Misconduct

March 9, 2012 — Kate Clancy

Clancy contacts a group of colleagues inviting collaborators for a brief survey for AAPA ethics session: Nelson, Rutherford, & Hinde say yes.



## *Context and Variation*

Human behavior, evolutionary medicine... and ladybusiness.

# SAFE STUDY TEAM



Dr. Kate Clancy, UIUC



Dr. Robin Nelson, Santa Clara U



Dr. Julianne Rutherford, UIC



Dr. Katie Hinde, ASU

- Women
- Intersectional Identities



- Pre-Tenure



# SAFE STUDY TIMELINE

## From the Field: Hazed Tells Her Story of Harassment

January 30, 2012 — Kate Clancy

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Sept

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Feb

April May

July

2012

2013

2014

Clancy invited to present in American Association of Physical Anthropology ethics session

Survey Opens

Survey Closes

## Retrograde Reactions: Lady in the Field on the Aftermath of Sexual Misconduct

March 9, 2012 — Kate Clancy



## Context and Variation

Human behavior, evolutionary medicine... and ladybusiness.

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Preliminary Findings Presented

**PLOS ONE**

OPEN ACCESS PEER-REVIEWED  
RESEARCH ARTICLE

Survey of Academic Field Experiences (SAFE): Trainees Report Harassment and Assault

Kathryn B. H. Clancy, Robin G. Nelson, Julianne N. Rutherford, Katie Hinde

# SAFE STUDY

## SAMPLING APPROACH & SAMPLE

- Online survey posted across myriad social media, blog, media platforms
- chain referral sampling (in a snowball manner)
- A majority of the sample were women N=516/666 (77.5%).
- Predominantly heterosexual (N=572/666, 85.9%), respondents represented six different sexual orientations
- N=658/666 identified as male or female (98.7%)
- N=581/666 (87.2%) identified solely as Caucasian

## SAMPLE cont

- respondents originated from 30 countries, N=498/666, 74.8%
- Trainees: students and postdocs (N=386/666, 58%).  
Faculty: adjunct, tenure-track, and tenured faculty (N=179/666, 26.9%)  
Employees (N=20, 3%)  
Non-Academics (N=43, 6.5%)
- 32 different disciplines across the life, physical, and social sciences  
Anthropologists (319/666, 47.9%)  
Archaeologists (159, 23.9%)  
Biologists (68, 10.2%)  
Zoologists (31, 4.7%)  
Geologists (29, 4.4%)



Clancy KBH, Nelson RG, Rutherford JN, Hinde K (2014) Survey of Academic Field Experiences (SAFE): Trainees Report Harassment and Assault. PLoS ONE 9: e102172.

# SAFE STUDY

## FIELD EXPERIENCE

- Respondents had worked at an average of  $3.2 \pm 0.04$  field sites, however, on average, respondents had only ever worked at one field site directed by a woman ( $1.3 \pm 0.04$ ).
- Over 50% of respondents in the survey had conducted research at four or more field sites ( $N=365/666$ , 54.8%), with no difference between men and women's reporting in number of field sites ( $3.3 \pm 0.08$  vs.  $3.1 \pm 0.05$ ,  $N=658$ ).



Clancy KBH, Nelson RG, Rutherford JN, Hinde K (2014) Survey of Academic Field Experiences (SAFE): Trainees Report Harassment and Assault. PLoS ONE 9: e102172.

# SAFE STUDY



## CODES & POLICIES

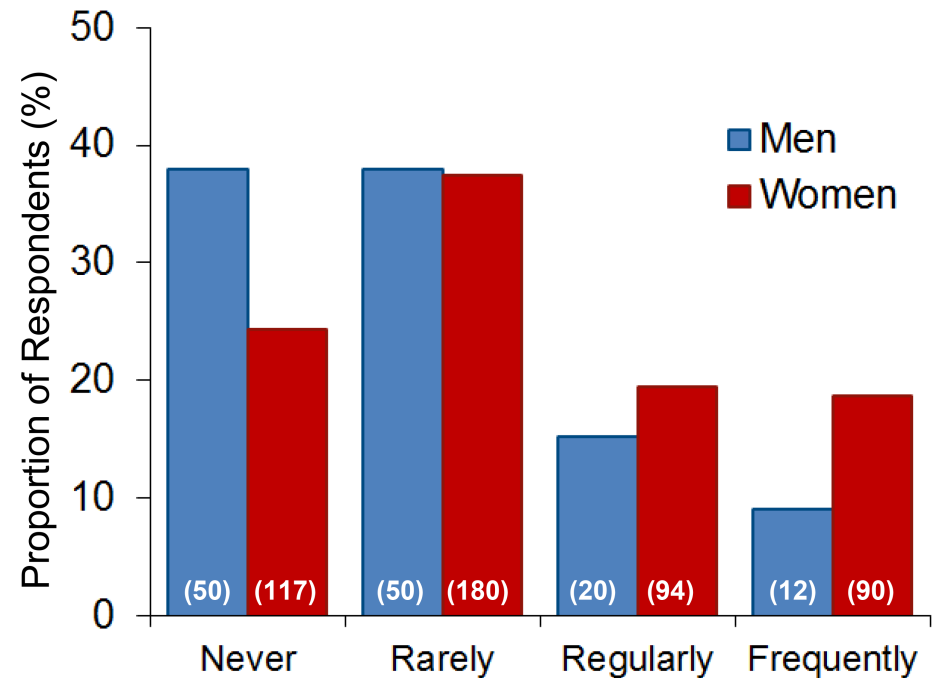
- Fewer than half of survey respondents recalled ever encountering a code of conduct at any of the field sites at which they had worked (N=251/666, 37.7%).
- Fewer than one fourth of respondents recalled having ever worked at a field site with a sexual harassment policy (148/666, 22.2%).

 Clancy KBH, Nelson RG, Rutherford JN, Hinde K (2014) Survey of Academic Field Experiences (SAFE): Trainees Report Harassment and Assault. PLoS ONE 9: e102172.

# SAFE STUDY

A majority of survey respondents reported that they had directly observed or been told about the occurrence of other field site researchers and/or colleagues making inappropriate or sexual remarks at their most recent or most notable field site (N=448/619, 72.4%).

## Frequency of Inappropriate Comments at Field Site



Clancy KBH, Nelson RG, Rutherford JN, Hinde K (2014) Survey of Academic Field Experiences (SAFE): Trainees Report Harassment and Assault. PLoS ONE 9: e102172.

# SAFE STUDY

*“Have you ever personally experienced inappropriate or sexual remarks, comments about physical beauty, cognitive sex differences, or other jokes, at a field site? (If you have had more than one experience, the most notable to you).”*

**Yes/No/I don't know**

**N=423/658, 64%**  
**women 3.5x**

*“Have you ever experienced physical sexual harassment, unwanted sexual contact, or sexual contact in which you could not or did not give consent or felt it would be unsafe to fight back or not give your consent at a field site? (If you have had more than one experience, the most notable to you).”*

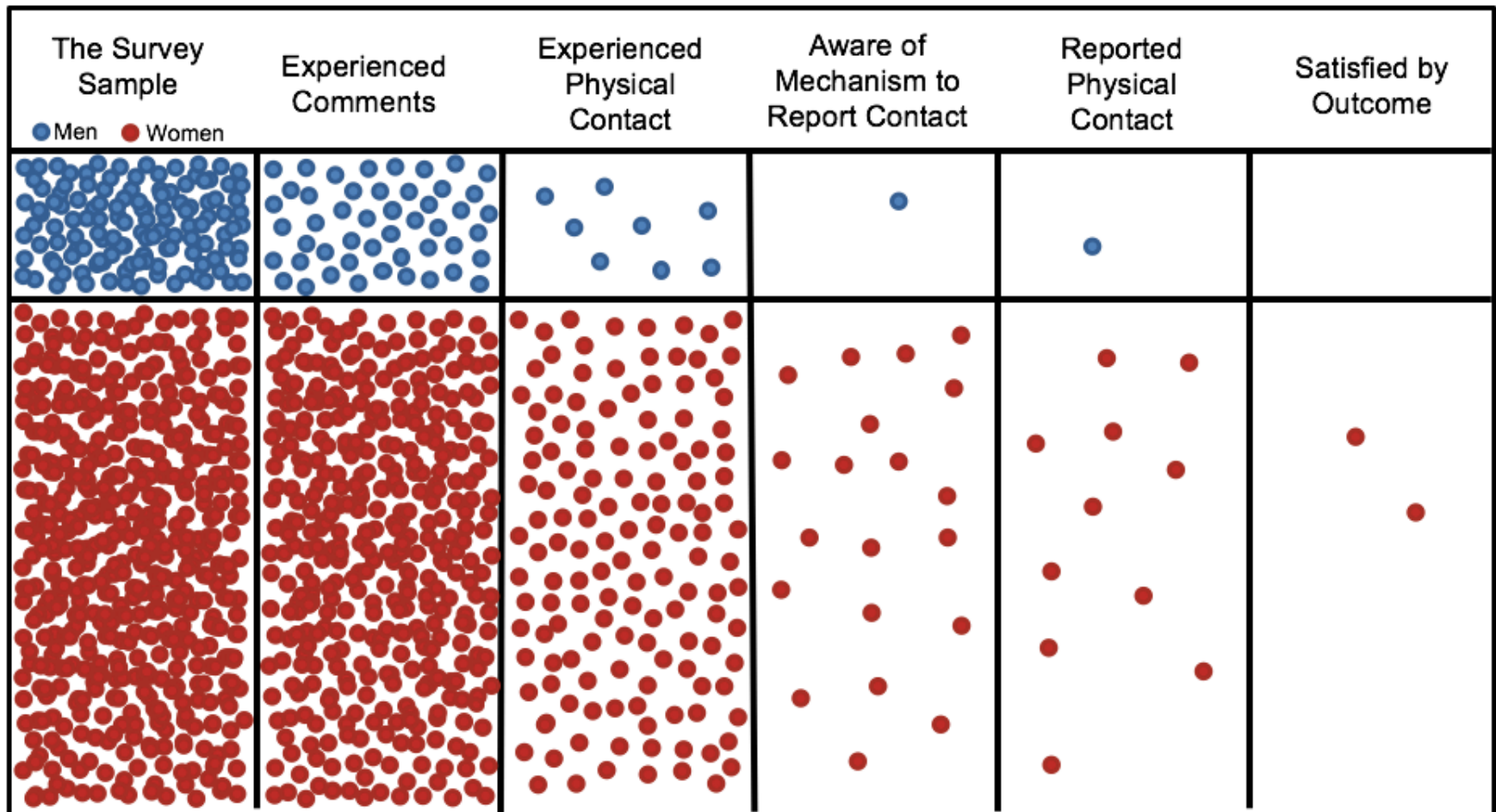
**Yes/No/I don't know**

**N=140/644, 21.7%**  
**women 5.5x**



Clancy KBH, Nelson RG, Rutherford JN, Hinde K (2014) Survey of Academic Field Experiences (SAFE): Trainees Report Harassment and Assault. PLoS ONE 9: e102172.

# SAFE STUDY



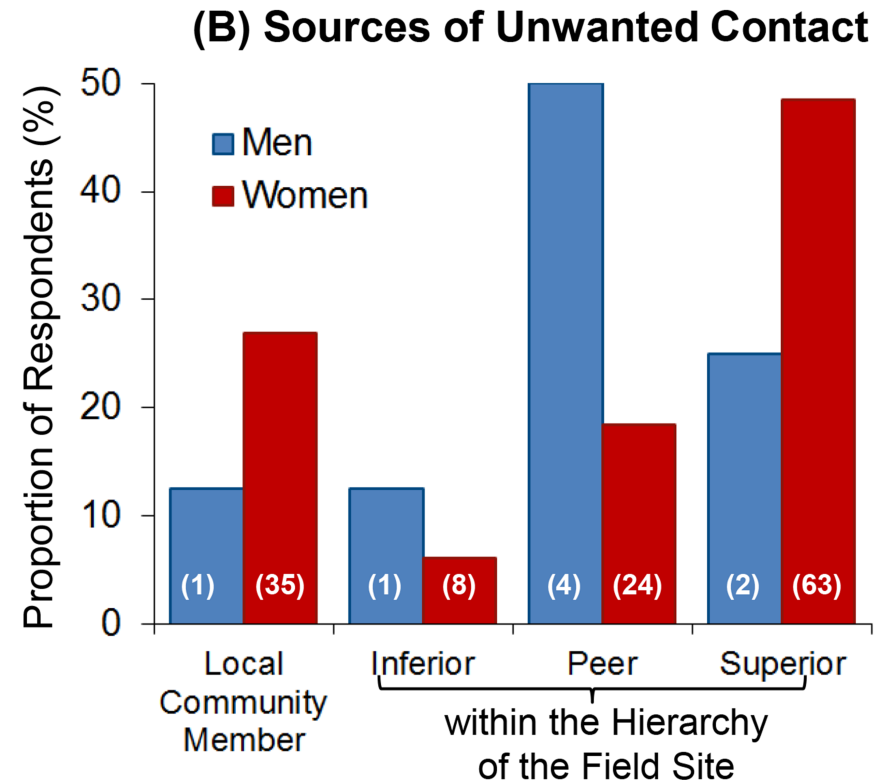
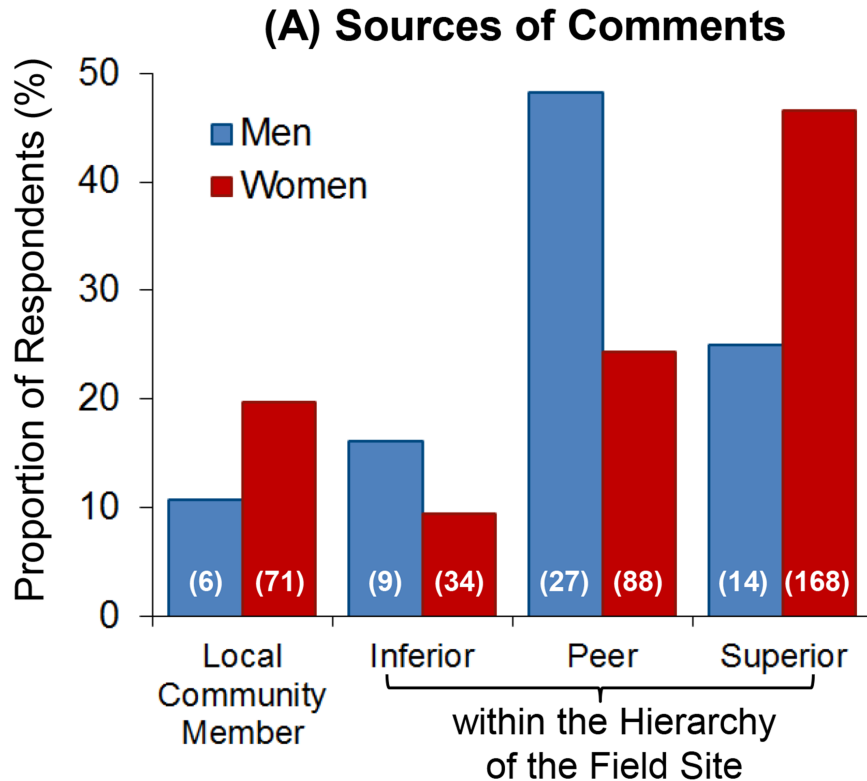
Each circle represents one survey respondent. Area for men and women is representative of their relative proportion of survey respondents.



Clancy KBH, Nelson RG, Rutherford JN, Hinde K (2014) Survey of Academic Field Experiences (SAFE): Trainees Report Harassment and Assault. PLoS ONE 9: e102172.

# SAFE STUDY

Over 90% of women and 70% of men were trainees or employees at the time that they were targeted

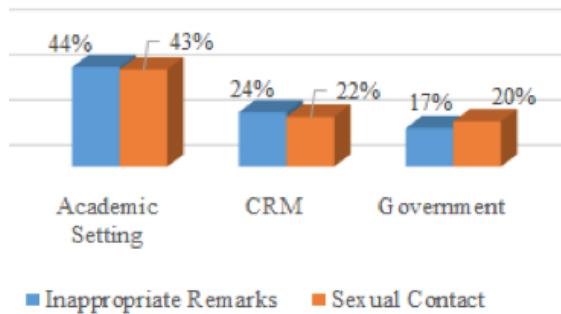


Clancy KBH, Nelson RG, Rutherford JN, Hinde K (2014) Survey of Academic Field Experiences (SAFE): Trainees Report Harassment and Assault. PLoS ONE 9: e102172.



# HARASSMENT/ASSAULT

Academic had higher incidence than industry & government settings



Gender Disparities in Tasks at Work-Associated Shared Living

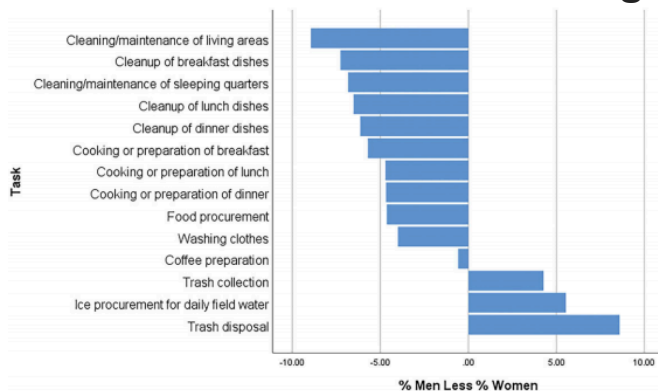


FIGURE 8. Bar chart showing the difference between the percentage of men and the percentage of women performing household tasks. Note: Negative values indicate tasks more associated with women, and positive values indicate tasks more associated with men.

Meyers et al. 2018; Meyers et al. 2015

Workplace Environment Survey Technical Report Department of the Interior in Two Waves: Permanent Employee (2017) & Seasonal (2018)

- Bureau of Indian Affairs
- Bureau of Land Management
- Office of the Inspector General
- U.S. Fish and Wildlife Service
- Interior Business Center
- Office of the Special Trustee
- Office of the Solicitor
- Bureau of Reclamation
- Office of Natural Resources Revenue
- Bureau of Ocean Energy Management
- Office of the Secretary
- Office of Surface Mining Reclamation and Enforcement
- Bureau of Safety and Environmental Enforcement
- U.S. Geological Survey, US National Park Service

Gender Harassment more likely to be directed at unmarried than married women indicating facultative control of harassing behaviors by perpetrators.

# SAFE STUDY



K. Hinde

# SAFE2 STUDY

## Qualitative Interviews & Thematic Analyses

TABLE 1. Demographic Characteristics of Survey Respondents and Subsample of Interviewees

	Willing to Be Interviewed (n = 239)		Interviewees (n = 26)	
<b>GENDER</b>				
Female	190	83%	23	89%
Male	39	17%	3	11%
<b>RACE</b>				
White	200	87%	21	81%
Person of color	21	9%	4	15%
Decline to state	8	3%	1	4%
<b>SEXUAL ORIENTATION</b>				
Heterosexual	195	85%	20	77%
Other	33	14%	6	23%
Decline to state	1	<1%	0	

## Field Experiences

**Tests:** behavioral “tests” (often endurance or tolerance evaluations) that served to establish in-group/out-group dynamics

**Gendered Labor:** women and men being tasked with different kinds of responsibilities that often mapped onto societal prescriptions regarding women’s “physical limitations or natural inclinations.” These tasks included women being required to do the cooking and shopping in team settings

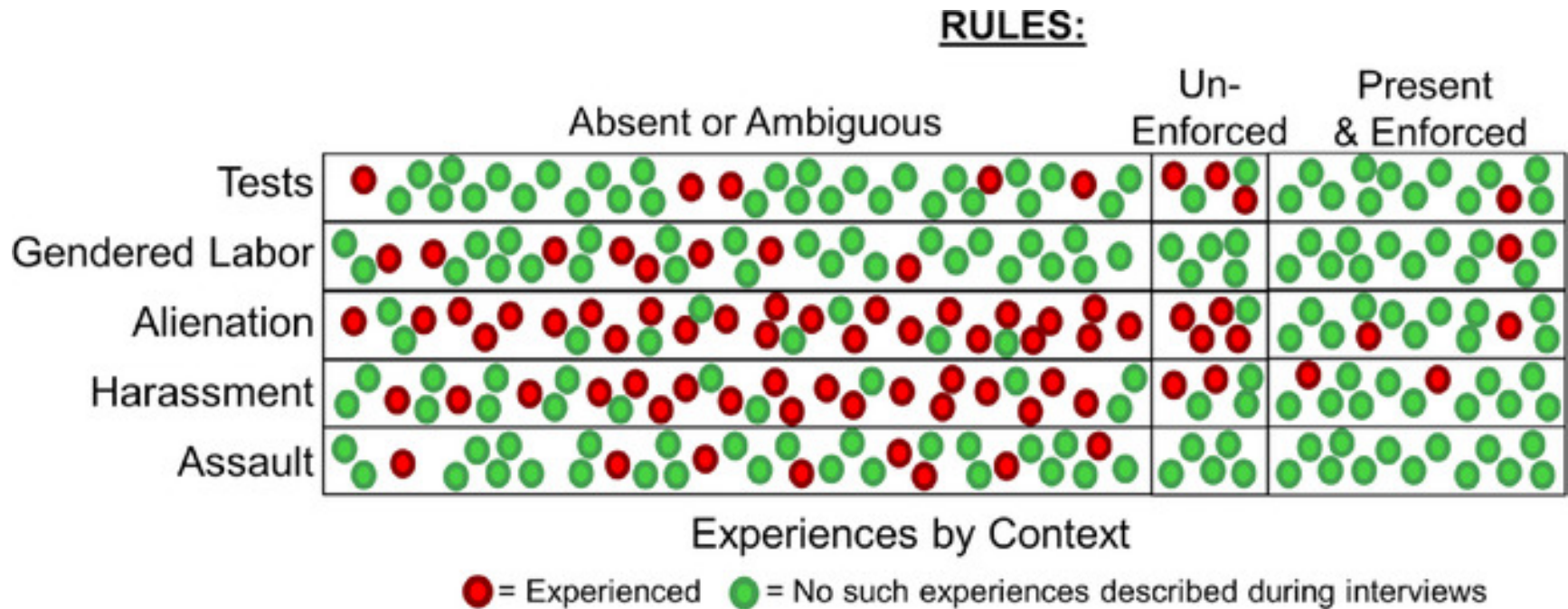
**Alienation:** a feeling of isolation from other researchers or the research that diminished their contributions to the project or removed them from the primary tasks of data collection or analysis



Nelson RG, Rutherford JN, Hinde K, & Clancy KB. 2017. *Signaling safety: Characterizing fieldwork experiences and their implications for career trajectories*. *American Anthropologist*. 119:710-722.

# SAFE2 STUDY

## Unenforced rules function as no rules



 Nelson RG, Rutherford JN, Hinde K, & Clancy KB. 2017. *Signaling safety: Characterizing fieldwork experiences and their implications for career trajectories*. *American Anthropologist*. 119:710-722.

# SAFE2 STUDY

## Context & Characteristics of POSITIVE Field Experiences

- the sites were fair and/or egalitarian in execution
- living and working conditions were intentional and safe
- directors anticipated problems and created avenues for conversations or reporting
- the importance of having women in leadership roles at their sites who are respected & valued by other leaders

*“The field director, on the first day, gathered everyone around and even though he was very casual about it, he welcomed us to the site and listed the ground rules. . . . He made it seem that we were all at the same level and if there were any problems, come to him. So he made it clear how he was going to act as a field director. Sort of what his goals were this field season and how we should all behave and how we should be respectful of others and don’t goof off but we were also going to have fun in the evenings and when we’re not working. We shouldn’t be afraid to come to him with any problems, if they were to occur. And when a problem did occur, I know he took care of it or handled it appropriately.”*

*–Respondent Quote*



Nelson RG, Rutherford JN, Hinde K, & Clancy KB. 2017. *Signaling safety: Characterizing fieldwork experiences and their implications for career trajectories*. *American Anthropologist*. 119:710-722.

# CULTURE CHANGE

1) Empower & recognize survivors and other vulnerable members of our professional community as resourceful scholars who have met the immediate and enduring effects of trauma and risk with creativity, self-preservation, and determination

2) Affirm a fundamental commitment to promoting physical & emotional safety

3) Generate relations of trust through consistent and transparent procedures, centering survivors' self-determination, privacy, and right to disengage be honored

4) Develop and implement survivor-centered, anti-harassment programs

5) Build cultural competency & cultural humility into anti-harassment programs



“No one should have to endure harassment to be able to do the work they love,”

-B. Voss, Associate Prof, Stanford



Voss, B. L. (2021). Disrupting Cultures of Harassment in Archaeology: Social-Environmental and Trauma-Informed Approaches to Disciplinary Transformation. *American Antiquity*, 1-18.

# DISRUPTING BIASES

**SO, how do we get other people to not be biased?**

**CHANGE BIASED BEHAVIOR**

**Establish REWARDS for unbiased behavior & PUNISHMENTS for biased behavior**

**ON BOARD people to understand, interrogate, reflect, & disrupt their own biases**

**INTRINSIC    EXTRINSIC**

# DISRUPTING BIASES

## COGNITIVE BIASES

In-Group / Out-Group  
Status Quo  
Fundamental  
Attribution  
Social Learning

## INDIVIDUAL TENDENCIES & CONTEXT

Personality  
Lived  
Experience  
Identity

## ENCULTURATED BIASES

Norms, Mores,  
Values, & Rules  
Philosophical &  
Ethical Perspectives  
Cultural Relativism





# COLLECTIVE ACTION



# COLLECTIVE ACTION

## Organizational

Training: Leadership, Empathy,  
Trauma-Informed Approaches  
Evaluation of Justice, Equity & Inclusion  
Mentoring Review

## Field Site/Lab/Classroom

Codes of Conduct\*  
Principles of Community\*\*  
Oblique Reporting Mechanisms  
Satellite Phones (departmental support)  
Equity audits of TA, RA, trainee tasks

## Individual

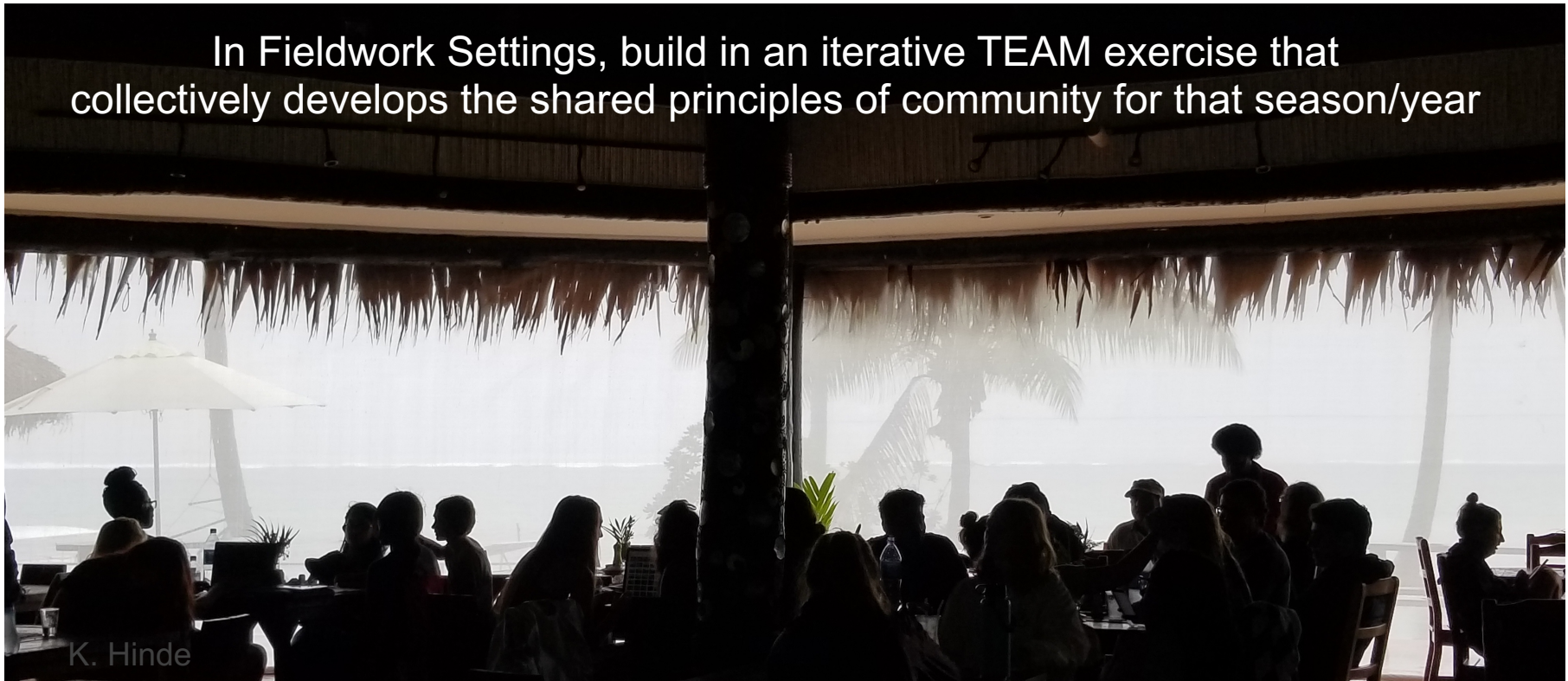
Implicit Bias Assessment  
Continuing Education (at least annually)



K. Hinde

# PRINCIPLES OF COMMUNITY

In Fieldwork Settings, build in an iterative TEAM exercise that collectively develops the shared principles of community for that season/year



1. Fishbowl



2. Small Group\*  
“What’s Missing?”  
“Who’s Missing?”

3. Combine  
& Refine  
& “Finalize”

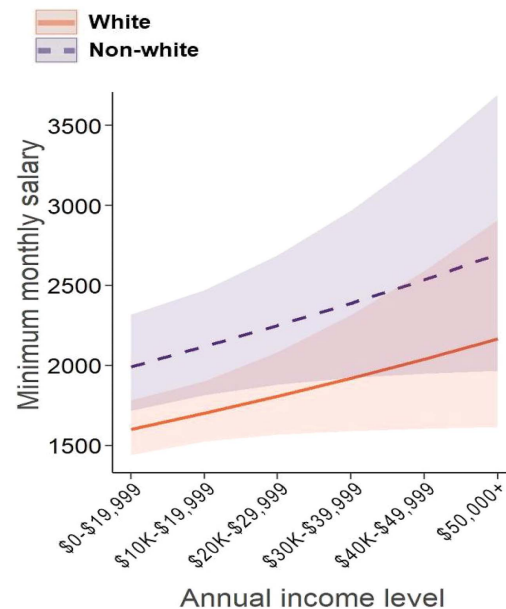
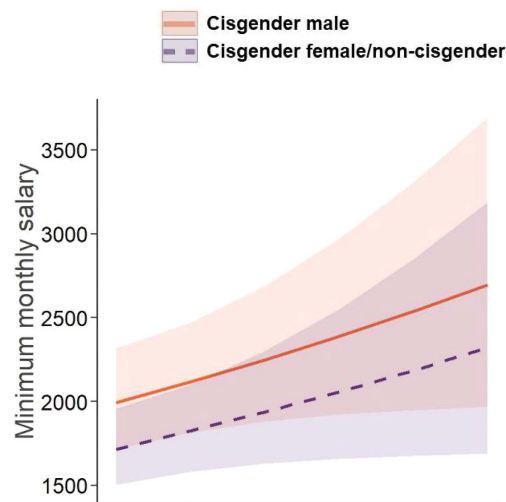
4. Individual  
Reflection &  
Commitment

5. Revisit &  
Refresh  
(repeatedly)

# PRINCIPLES OF COMMUNITY

Women continue to undervalue their earning power, it's on researchers to not exploit that

Living wages are required to recruit racial minority & LGBTQ students and interns to work at field sites



## Attracting Diverse Students to Field Experiences Requires Adequate Pay, Flexibility, and Inclusion

Alex J Jensen, Sara P Bombaci, Laura C Gigliotti, Stephen N Harris, Courtney J Marneweck, Mike S Muthersbaugh, Blaise A Newman, Shari L Rodriguez, Elizabeth A Saldo, Kyle E Shute, Keifer L Titus, Amanda L Williams, Sze Wing Yu, David S Jachowski

BioScience, biab039, <https://doi.org/10.1093/biosci/biab039>

Published: 14 April 2021

Additional considerations to recruit diverse junior colleagues:

- Pay
- Season/Timing
- Work/School Responsibility
- Transportation
- Family/Care Commitments
- Mental/Physical Health
- Work Conditions & Environment
- Qualification Level
- Housing
- No Professional Development
- Inclusive & Safe Workspace

# THANK YOU FOR BEING HERE TODAY

Katie Hinde, PhD

**ASU** School of Human Evolution  
and Social Change  
Arizona State University

**ASU** Center for Evolution  
and Medicine  
Arizona State University



\*This presentation included “digital illustrations that include the skeletal remains of humans & other animals, and other displays of death. These illustrations are not real depictions of skeletons who were once living people.” –anthroillustrated.com, student-led initiative