

# Report on Data Analysis of the Survey on Gender Discrimination and Sexual Harassment in the Public History Field



**Final Report | April 2022**

**Content Warning:** This report contains content related to topics such as sexual harassment and gender discrimination. These topics can be difficult and might be traumatizing for some readers. Please care for your safety and well-being and opt-out of reading if necessary.

**Prepared by:**

**Tammy Messick Cherry**  
Senior Researcher, Ober Research

**Heidi Kartchner**  
Director, Ober Research

Please consider the environment and distribute this report electronically when possible.

# Table of Contents

3	<b>Editorial Note from NCPH and AASLH</b>
5	<b>Executive Summary</b>
9	<b>Project Overview</b>
9	Introduction
9	Methodology
10	Confidentiality
10	Note on Word Choice
10	Limitations
12	<b>Data Analysis and Findings</b>
12	Participant Demographics
23	Participant Definition of Gender Discrimination and Sexual Harassment
24	Understanding the Described Instances
25	Victim and Perpetuator Demographics
27	Number of Instances of Gender Discrimination and/or Sexual Harassment
28	Descriptions of Instances
30	Locations of Instances
32	Identification of the Perpetuator
35	Specific Descriptions Related to the Incidents
36	Demographic Characteristics of Victims and Perpetuators
44	Additional Forms of Discrimination
46	Incident Reporting
47	Decision to Not Report
49	What Happened Next from the Perspective of the Victim
51	What Happened Next from the Perspective of the Perpetuator
52	What Happened Next from the Perspective of the Organization
54	Resolution to the Incident
57	Resources Used After the Incident
59	Wish for Future Resources
61	Resolution, Restitution, or Restorative Justice
64	Addressing Sexual Harassment and Gender Discrimination in the Future
67	<b>Conclusions and Implications</b>
71	<b>Appendix A: Survey Instrument</b>
79	<b>Appendix B: Coding Rubric</b>

# Editorial Note

## **Editorial Note from NCPH and AASLH regarding the Gender Discrimination and Sexual Harassment Survey Data Analysis prepared by Oberg Research**

The purpose of this survey was to broadly gather data and impressions on the subject of sexual harassment and gender discrimination and begin to map out areas for further research and intervention. The survey effort was meant to be a starting point from which to begin making recommendations to public history sites and educational institutions about ensuring more safe, equitable, and harassment-free work and educational environments. We also hoped it would help our organizations determine the most effective ways we can create resources, policies, and support structures that will influence change.

Beyond the practical concerns of gathering data to inform future work, the survey effort itself was a message that it's essential to talk about these issues and to legitimize this topic as one of the major challenges of the public history field.

When we began writing the survey, we stated our intent to put the needs of survivors at the center of our response to the survey and to work with them to create supportive community structures, where possible and necessary. The first step of living out this intention was to give space to survivors to share their accounts and experiences with their home professional organizations and in doing so, to receive validation that what they experienced is unacceptable to us. We also sought to give allies the opportunity to speak for colleagues who may have been pushed out of our field as a result of their experiences with gender discrimination and sexual harassment. For this reason, the survey was constructed to solicit open-ended responses. While that structure made it difficult to analyze the data, it was necessary to meet our goal of centering the voices of those affected by these issues. As public historians we know that the process by which we work can be as important as the resulting work.

Significant findings include:

- Seventy-six percent of respondents reported experiencing gender discrimination and/or sexual harassment personally and 61% reported they know someone who had. While the survey instrument was not a representative sampling, these numbers are significant and point to the need for additional research and for the field to devote more resources and effort to address these issues;
- A low proportion of the respondents (28%) officially reported instances of harassment and discrimination to their employers or universities;
- Enough data was gathered to understand how people working in our field define sexual harassment and gender discrimination and where the existing legal definitions fall short;
- A significant proportion of the respondents (28%) chose not to supply any demographic information. We assume this was to ensure their anonymity. Potential future surveys designed to gather demographic information will have to take this into account or alternate methods to gather this information will need to be considered, as the lack of data that resulted from this survey is not likely to be entirely a result of design flaws;

- Larger institutions are no better at preventing, addressing, or resolving these issues than small institutions. More policies and human resource structures are not necessarily interventions that will influence the greatest change;
- Survey respondents reported harassment and discrimination by non-colleagues, such as visitors on a tour or donors, and at locations outside of the worksite itself. Work-related discrimination and harassment can be perpetrated and experienced by people from inside the organization as well as outside the organization and can happen anywhere that public history work takes place.

NCPH and AASLH look forward to digesting this report together with our memberships to prioritize where we can make the most effective interventions to ensure safe and equitable work- and learning-spaces for our field. We acknowledge that the survey instrument fell short of our expectations in some cases, and there are ways we will approach this differently in the future. But these issues have long gone under-discussed and under-researched. Something needed to be done. We hope you will join us in solidarity as we continue in our work to improve the laboring conditions of our members and our communities of public historians and students.

# Executive Summary

## Introduction and Methodology

In 2020, the National Council on Public History (NCPH) and the American Association for State and Local History (AASLH) launched an online survey about sexual harassment and gender discrimination in public history. The purpose of this survey was to gather data which will inform the field on the subject and offer suggestions to public history sites and educational institutions about how to address sexual harassment and gender discrimination in public history to ensure more equitable workplace and educational environments. No official definitions of gender discrimination and sexual harassment currently exist in the public history field.

The survey was open from September 24, 2020, to March 1, 2021, and again for one month in November 2021. A total of 447 participant responses were recorded, all of which were self-reported and not part of a randomized population survey. Oberg Research began analysis of the survey data in November 2021.

## Confidentiality

The original survey asked whether participants were willing to be quoted in a report. ***We have only included direct quotes from those who indicated that they were willing to be quoted.*** The comments from those who indicated that they did *not* want to be quoted directly are included in the aggregate reports, but their words remain confidential.

## Note on Word Choice

When discussing sensitive subjects such as sexual harassment and gender discrimination, word choice is important. Additionally, a key aspect of self-determination is that those who have experienced harm should be able to use whatever language they wish to describe themselves and their experiences. The language continues to evolve around these issues. In this report, as requested by the NCPH board-led subcommittee on gender discrimination and sexual harassment, we use ***survivor*** and ***victim*** interchangeably. We also use ***perpetuator*** (rather than perpetrator or abuser). We use these terms to acknowledge that while someone has done harm, that these actions need not necessarily define someone's identity. We do not want to use the language of the criminal justice system as that is often a distraction when seeking community justice.

Throughout the report we use ***participant*** and ***respondent*** to refer to the individual filling out the survey. When referring to the specific experience described in the survey, we use the word ***instance*** or ***case***.

## Limitations

The survey asked a lot of questions that garnered a fairly robust response. However, there were issues with the way the survey was written that caused limitations to the analysis. These include limited description of the instances, missing data, uncertainty on the timing of the incident, survivor and perpetrator demographics, instance frequencies, and the structure of data collection. Further details on these limitations and how they were handled can be found on page 10 of this report.

## Conclusions and Implications

---

### ***Participant Understanding of Gender Discrimination and Sexual Harassment***

#### **Conclusion:**

A high rate of survey respondents had experienced gender discrimination or sexual harassment. Participants generally agreed with the legal definitions of gender discrimination and sexual harassment.

Survey respondents were largely familiar with incidents of gender discrimination or sexual harassment in the workplace. 76% reported that they had experience with it personally, and 61% reported that they knew someone who had. This may indicate high rates of experiences within the field, but it is possible that those with experiences were more likely to self-select to take the survey. Just under half (43%) of all the participants indicated that they had 5+ instances that they know of and/or had experienced.

**Implications:**

- More discussion needs to be facilitated to understand where legal definitions fall short of ensuring equitable work and learning environments.
- More research is needed to understand the rate of instances of gender discrimination or sexual harassment overall in the field.

**Conclusion:**

We do not know the demographics for those who *did not experience* gender discrimination or sexual harassment.

Only 11% of survey respondents *had not* experienced and did not know anyone who had experienced sexual harassment or gender discrimination in a public history setting or educational institution. Due to the way the survey was designed, we also have no information about who the respondents are that reported that they *didn't have* any experience with gender discrimination or sexual harassment.

**Implications:**

- More research is needed to understand *who has not had* experience with gender discrimination or sexual harassment and what circumstances have allowed these individuals to not share these experiences or be aware of others who have, since that data has not been collected in this survey.

---

***Who is impacted?***

**Conclusion:**

Of the instances that included age, the ages of the victims skewed younger than those of the perpetrator. In 51% of cases, participants indicated that they felt age discrimination was a contributing factor. The most common race/ethnicity reported for both the victim and the perpetrator was “white.” A majority of the victims were reported as “a woman” and “straight,” and the majority of perpetrators were reported as “a man.”

**Implications:**

- The majority of perpetrators described in this survey were generally older than the victim, suggesting that experiences of gender discrimination and sexual harassment frequently occurred between age differentials—*younger victim and older perpetrator*.
- While the field of public history tends to be majority white and majority cis-gender, this sample likely does not reflect the true diversity of the field as a whole. More research should be done to better understand how issues related to diversity factor into gender discrimination and sexual harassment and how they intersect with ageism, racism, ableism, and other prejudices and identities within the field.
- Given the amount of missing data for both victim and perpetrator ages, race/ethnicity, gender identity, and sexual orientation more research is needed to better understand the demographics for both the victim and the perpetrator.

**Conclusion:**

The main perpetrators were reported as supervisors (33%) and colleagues/co-workers/peers (32%), site visitors (12%), and board members (12%).

**Implications:**

- Discrimination and harassment were reported to come from both inside the organization as well as outside of the organization. While many institutions have a plan in place for discrimination/harassment from supervisors or colleagues, it is also important to have a policy in place for employees who interact frequently with the public, board members, or donors.

---

***What incidents occurred?*****Conclusion:**

The top characterizations of discrimination or harassment were: boundaries crossed (43%), microaggressions (39%), treated differently (32%), and subjected to remarks or behaviors that are disruptive (27%).

**Implications:**

- There were many ways that survey participants expressed being discriminated against or harassed. The scope of harassment and discrimination is varied and characterized in a variety of ways.

---

***Where did the incidents occur?*****Conclusion:**

Incidents largely occurred in the workplace (75%). Incidents were reported as occurring in both large and small institutions at about the same rate. 20% of incidents took place offsite, and 14% took place on campus. It is unclear when the events took place, but at least 19% occurred in the past 1–10 years. A quarter of incidents were “one-time” incidents.

**Implications:**

- Issues surrounding gender discrimination and sexual harassment are evident in *any size institution*. Small or large, institutions need to be aware that issues related to gender discrimination and sexual harassment can occur at their organization.
- Employees are susceptible to gender discrimination and sexual harassment when they are offsite or traveling. Organizations should plan and prepare for issues when employees are offsite.
- Future research work should include understanding the timeframe for when incidents occurred.

---

***What happened after the incident?*****Conclusion:**

Participants reported that the victim/survivor reported the incident in just under a third of cases (28%), and that someone else reported the incident in 8% of cases. Those who did not report the incident cited being afraid of the repercussions (24%), thought they would not be believed or taken seriously (21%), or thought it did not rise to the level of complaint (17%).

Participants reported that in over a third of the instances, the victim or the survivor took steps to separate themselves from the perpetrator after the incident occurred whereas in 40% of the cases, the perpetrator was

reported as continuing as usual. In a third of the instances, the organization was reported as doing nothing. Nearly half of incidents were not resolved to a victim's satisfaction (46%) in any timeframe. Only 16% of victims were satisfied with the resolution of their incident.

**Implications:**

- Institutions and organizations need to create an environment that empowers those who have experienced discrimination or harassment to report the incidents without repercussions. They also need to know and feel that they will be taken seriously and that it is important to report even small matters. In many of these cases, it was up to the victim to take action to prevent future issues or to remove themselves from the situation while the perpetrator and organization continued on as usual. Only a small portion of the participants felt that the incident was resolved to their satisfaction. There is room for improvement for organizations to better handle incidents that have been reported. Currently a large proportion of victims are left without support.

**Conclusion:**

Participants reported that victims/survivors relied on internal colleagues and resources within their field to deal with incidents that occurred. Some also consulted mental health professionals, family, and friends. Some of the victims had no access or knowledge of resources that could help them after being sexually harassed or subject to gender discrimination. Participants "wished" for additional training and policy changes. Many of the participants reporting these instances talked about understanding how to handle issues with visitors or donors, which many institutions may not have considered.

**Implications:**

- Available resources (internal and external) may be inadequate for or poorly advertised to employees as a portion of victims/survivors have been left without any support. Policies should address how to handle incidents of gender discrimination and sexual harassment from the perspective of the victim. Too often, victims are dealing with issues on their own without any plans or policies in place. Institutions need to come up with a plan for dealing with these issues not only between staff but also from the public as well as donors and board members.

---

***What's Next?***

**Conclusion:**

When it comes to resolution, restitution, or restorative justice, participants reported wanting to see the behavior stopped. They also reported wanting to see policy written and implemented and a solid follow-through. Participants reported wanting to create a safe environment for all through increased trainings and proactive supervisors who take the rules seriously. Participants also wanted to feel empowered that after they reported an instance that the organization would pay attention.

**Implications:**

- Acting quickly to intervene is critical. As seen throughout the results of this survey, perpetrators are most frequently able to "continue as usual" and it's up to the victim to stand up to or avoid the perpetrator. Institutions need to protect the survivor and stop behaviors from the perpetrator and enforce consequences.



# Project Overview

## Introduction

In 2020, the National Council on Public History (NCPH) and the American Association for State and Local History (AASLH) launched an online survey about sexual harassment and gender discrimination in public history. The effort was the culmination of more than a year of work by members of NCPH's board-led Subcommittee on Gender Discrimination and Sexual Harassment (GDSH), co-chaired by Kristen Baldwin Deathridge and Mary Rizzo. In addition to the survey, GDSH is creating policies inspired by restorative justice practices, compiling resources, and has updated NCPH's Events Code of Conduct.

The purpose of this survey was to gather data which will inform the field on the subject and offer suggestions to public history sites and educational institutions about how to address sexual harassment and gender discrimination in public history to ensure more equitable workplace and educational environments. The GDSH subcommittee intends to issue reports to the public history field about how gender discrimination and sexual harassment take place, who is most vulnerable and where they are most vulnerable; and what current workplace and professional association policies and best practices can do to create safer, more equitable and inclusive environments. The GDSH subcommittee will put the needs of the survivors at the center of their response to the survey and will work with them to create supportive community structures where possible and wanted.

## Methodology

The survey was open from September 24, 2020, to March 1, 2021, and again for one month in November 2021. A total of 447 participant responses were recorded, all of which were self-reported and not part of a randomized population survey. The survey was deployed using SurveyMonkey. Participants were recruited from the public history field, including museums, historic sites, libraries and archives, and educational institutions. The survey was sent directly to all NCPH and AASLH members and was circulated through a variety of allied organizations, social media, and listserv postings with the goal to circulate as far and wide as possible.

The original survey instrument included 29 questions with the option for additional questions based on how many instances each participant decided to disclose. Questions were a mix of open-ended and multiple-choice questions to allow people to describe their experiences in their own terms. The open-ended questions included asking respondents to define gender discrimination and sexual harassment in their own words, describe up to five instances of gender discrimination or sexual harassment that they experienced or witnessed, and share what happened if they reported these incidents (or why they didn't). The NCPH subcommittee together with AASLH representatives ran initial findings for the survey, and then in September 2021 they engaged Oberg Research to analyze the data.

Oberg Research began analysis in November 2021. Of the 447 recorded responses, we found 7 responses to be blank or otherwise incomplete and those were removed from the database, leaving the database with 440 participant responses. The survey included both closed-ended and open-ended questions. Respondents were not required to answer all of the questions, which means many questions were not answered by the entire data set. When looking at the database by instance or case, there were 731 instances. Analysis of the data included a mixed-methods approach using quantitative and qualitative methods. Qualitative responses were coded by a team of researchers: Tammy Cherry, Teri Grange, Catherine Horman, Amy Judson, and Tiffany Norris.

## Confidentiality

The original survey asked whether participants were willing to be quoted in a report. We have only included direct quotes from those who indicated that they were willing to be quoted. The comments from those who indicated that they did *not* want to be quoted directly are included in the aggregate reports.

## Note on Word Choice

When discussing sensitive subjects such as sexual harassment and gender discrimination, word choice is important. Additionally, a key aspect of self-determination is that those who have experienced harm should be able to use whatever language they wish to describe themselves and their experiences. The language continues to evolve around these issues. In this report, as requested by the GDSH subcommittee, we use **survivor** and **victim** interchangeably. We also use **perpetuator** (rather than perpetrator or abuser). We use these terms to acknowledge that while someone has done harm, that these actions need not necessarily define someone's identity. We do not want to use the language of the criminal justice system as that is often a distraction when seeking community justice.

Throughout the report we use **participant** and **respondent** to refer to the individual filling out the survey. When referring to the specific experience described in the survey, we use the word **instance** or **case**.

## Limitations

The survey asked a lot of questions that garnered a fairly robust response. However, there were issues with the way the survey was written that caused limitations to the analysis. Because of these limitations, we were unable to answer all of the subcommittee's original questions regarding the data set. The limitations and how we handled them are described below.

- *Description of Instance.* The original survey did not include an opportunity for the respondent to share a written description of the instance. This made the "what" of the experience very challenging to interpret, but the checkboxes from the "Description" question (see Appendix A) give researchers some indications of what types of experiences occurred. Throughout the data some participants gave deeper descriptions. Examples are included within the report.
- *Missing Data.* The original survey frequently asked multiple questions within one question. For example, question 11 asks: "Whether you reported the incident or not, what happened next? Was the incident resolved to your satisfaction?" In this open-ended question, participants often would only answer one or the other of the questions and not both. Additionally, many questions were not required. This is not necessarily problematic, but the rate of non-response made it challenging to accurately analyze items across the dataset.
- *Timing of Incident.* The original survey did not ask when these incidents occurred. In the descriptions some participants reflected back upon experiences throughout their entire career. This means that these instances may have been described as recent, but may actually have occurred decades ago. When participants included information related to the timeframe, researchers took note.
- *Survivor and Perpetuator Demographics.* The instances include any known experiences and are not necessarily directly related to the individual taking the survey, therefore demographic characteristics and identities were potentially recalled assumptions about the victim/survivor and the perpetrator

rather than considered known facts. While we have opted to report these, they are not intended as hard evidence but rather an overall trend of perceptions about these characteristics.

- *Instance Frequencies.* The number of experiences reported may or may not have been directly related to the participant taking the survey. We were unable to take an exact frequency of how many experiences occurred to specific individuals due to the fact that the reported instances are *any* known experiences of anyone they know working in a public history setting. In our analysis we noted when we were made aware that it is the person/self or other, but this was not always provided by the participant.
- *Structure of Data Collection.* It takes careful planning to create a survey that will allow for analysis across variables within a dataset. Certain variables need to contain a manageable amount of discrete (non-overlapping) values as well as contain a meaningful amount of data to adequately run specific analyses. Cross-tabulations were not utilized as the database did not allow for discrete and meaningful analyses between variables. Therefore, in this dataset most of the data were analyzed using frequencies and percentages.

Due to the limitations above, the information gained from these data can and should be used as a “needs assessment” or a “stepping stone” to understand which direction further resources and research should be directed regarding this topic. The data presented in this report are not to be used to generalize larger trends about the larger population or field as a whole.

Should the committee decide to re-run this survey in the future, we recommend:

- Asking respondents to describe the “what” of what happened
- In open-ended questions, asking only one question at a time (eliminate double-barreled questions)
- Asking respondents when the incident occurred
- Clarifying who the incident is about (themselves or another)
- Asking demographics from all participants
- Maintaining a manageable number of discrete values for each question

# Data Analysis and Findings

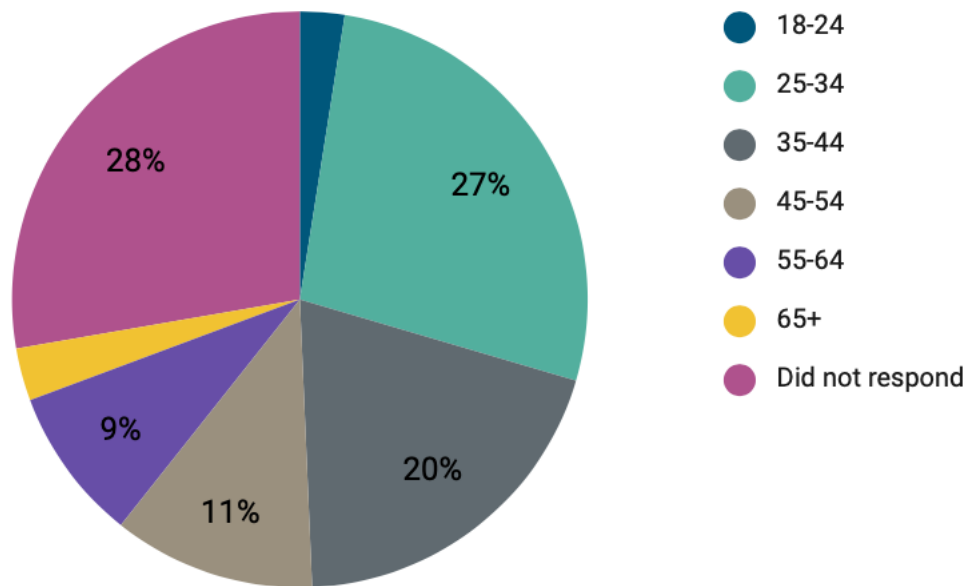
## Participant Demographics

This section of the report summarizes the self-reported participant demographics. ***We do not know the demographics for those who did not experience gender discrimination or sexual harassment.***

### Age of Participants

Participants primarily fell within the 25–34-year-old range (27%), followed by the 35–44-year-old range (20%). 28% did not respond to the question. Participants who did not have an incident to report were not shown the demographic questions.

**Participant Age (n=440)**



**Table: Participant Age (n=440)**

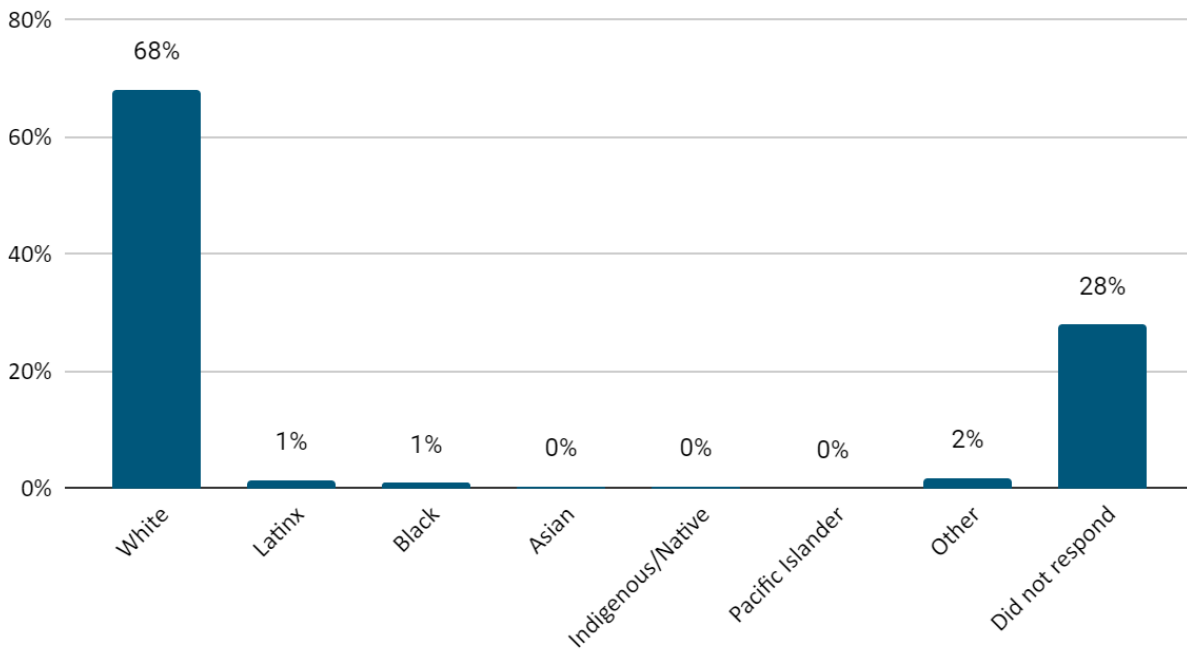
	<i>Frequency</i>	<i>Percent</i>
18–24	11	3%
25–34	119	27%
35–44	87	20%
45–54	50	11%
55–64	38	9%
65+	13	3%
Did not respond to this question	122	28%

## Participant Race/Ethnicity

Of those that reported their race/ethnicity, participants primarily identified as White (68%) with remaining categories combined totaling 4%. 28% did not report their race/ethnicity.

- “American” (Instance ID #1007)
- “Latino/Bi-Racial” (Instance ID #1230)
- “Caucasian. White is not an ethnicity!” (Instance ID #1251)
- “Scottish American” (Instance ID #1212)
- “Spanish” (Instance ID #1262)
- “Mixed race, white and 1/8 Black” (Instance ID #1297)
- “Mixed” (Instance ID #1316)
- “Human” (Instance ID #1419)

### Participant Race/Ethnicity (n=440)



**Table: Participant Race/Ethnicity\* (n=440)**

	<i>Frequency</i>	<i>Percent</i>
White	300	68%
Latinx	6	1%
Black	4	1%
Asian	2	0%
Indigenous/Native American/American Indian	2	0%
Pacific Islander	0	0%
Other (please specify)	8	2%
Did not respond to this question	122	28%

\*Multiple responses allowed. Percentages do not equal 100%.

## Participant Gender Identity

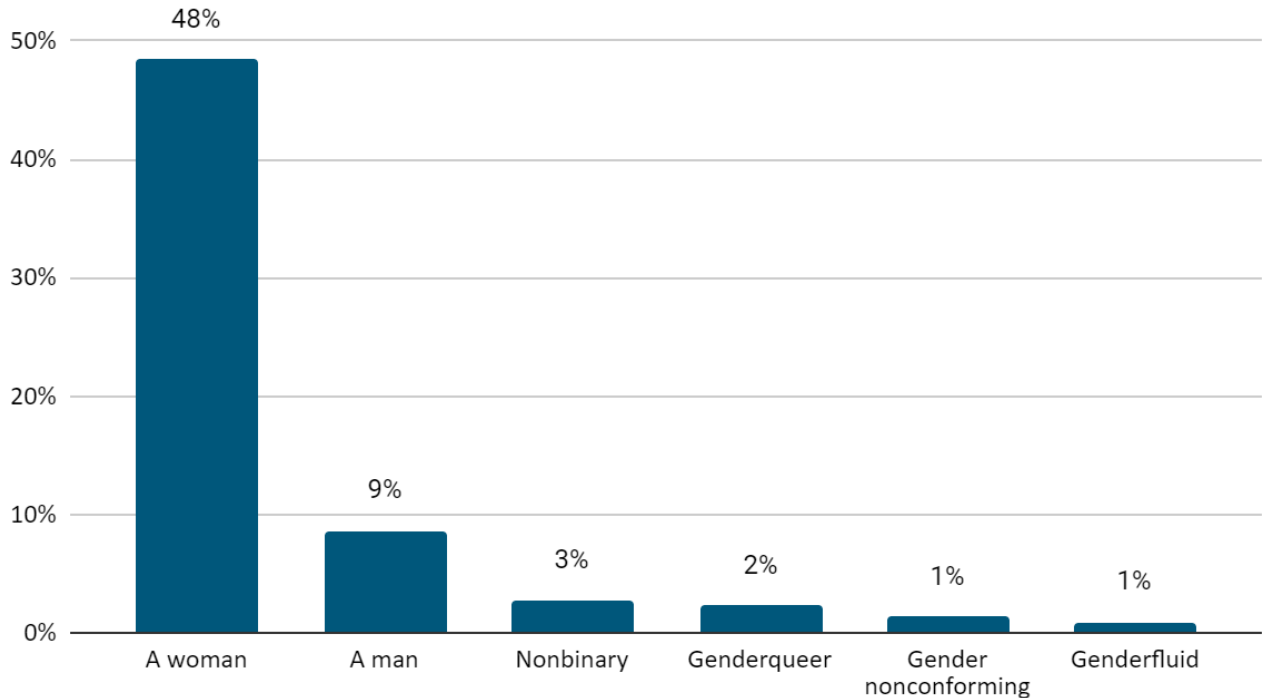
The majority of participants (48%) identified as “a woman” and 21% identified as both “a woman” and “cisgender.” 9% identified as “a man” and 2% identified as both “a man” and “cisgender.” 7% identified as cisgender only. 27% did not report their gender identities.

The graph below shows participant gender identities above 1%. “Other” responses included:

- “‘Feminine of center’ is the way I usually describe my gender” (Instance #1306).
- “A strong ally” (Instance ID #1309).

The remaining categories are shown in the table on the next page.

### Participant Gender Identity n=440



**Table: Participant Gender Identity\* (n=440)**

	<b>Frequency</b>	<b>Percent</b>
A woman	213	48%
A man	38	9%
Nonbinary	12	3%
Genderqueer	10	2%
Gender nonconforming	6	1%
Genderfluid	4	1%
Agender	2	0%
Intersex	1	0%
Transfeminine	1	0%
Transgender	1	0%
Transmasculine	0	0%
Other (please specify)	2	0%
Did not respond to this question	118	27%

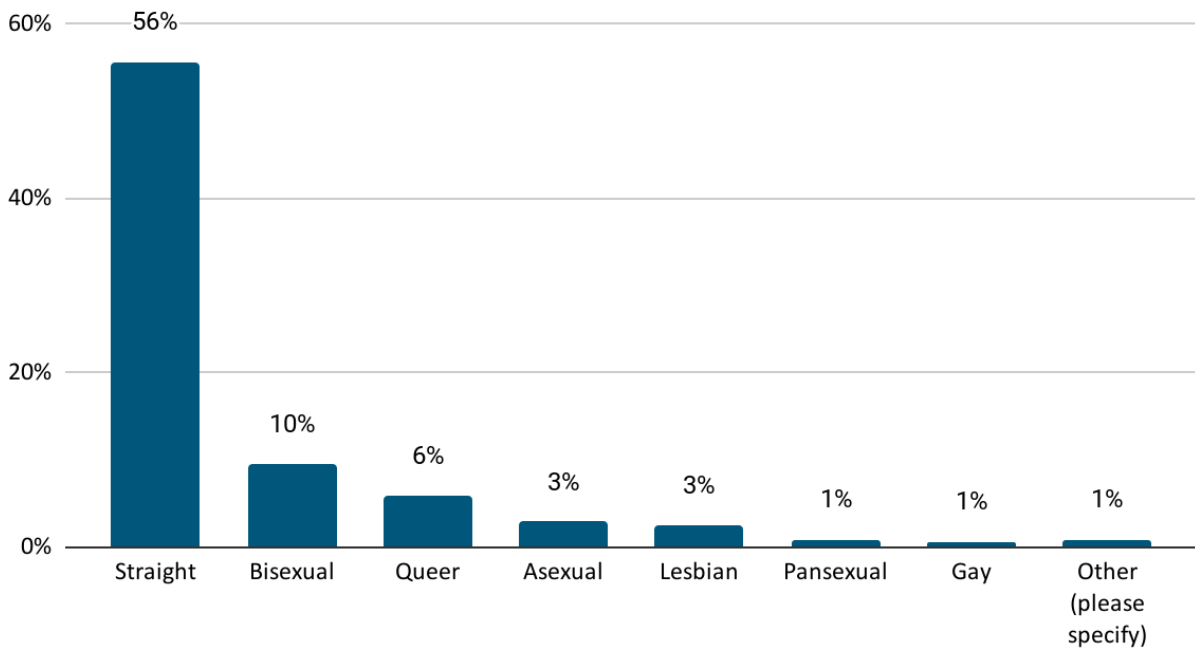
\*Multiple responses allowed. Percentages do not equal 100%.

## Participant Sexual Orientation

Participants primarily identified as Straight (56%), Bisexual (10%) and Queer (6%). 28% did not report their sexual orientation. “Other” responses included:

- “Probably some degree of demisexual?” (Instance ID #1306)
- “Biromantic demisexual” (Instance ID #1239)
- “Heterosexual” (Instance ID #1709)

### Participant Sexual Orientation (n=440)



**Table: Participant Sexual Orientation\* (n=440)**

	<i>Frequency</i>	<i>Percent</i>
Straight	245	56%
Bisexual	42	10%
Queer	26	6%
Asexual	13	3%
Lesbian	11	3%
Pansexual	4	1%
Gay	3	1%
Other (please specify)	4	1%
Did not respond to this question	126	28%

\*Multiple responses allowed. Percentages do not equal 100%.



## ***Participant Occupation***

The highest reported participant occupation was “museum employee” (28%). Historic site/Historical society/Historic preservation employees made up 22%. Educational institution and government employees each made up 15% and non-profit employees made up 13%. 28% of participants did not report their occupations. “Other” responses included:

- “Founder of organization for preservation of African American resources and history” (Instance ID #1001)
- “Nurse” (Instance ID #1315)

**Table: Participant Occupations (n=440)\***

	<b><i>Frequency</i></b>	<b><i>Percent</i></b>
Museum employee	124	28%
Historic site/Historical society/Historic preservation employee	96	22%
Educational Institution (Professor, Teacher, Student, Independent Scholar, Fellow/post-doc)	68	15%
Government employee	67	15%
Nonprofit employee	56	13%
Archives employee	37	8%
Consultant	22	5%
Library employee	15	3%
Unemployed/underemployed	12	3%
Volunteer/Paid intern/Unpaid intern	13	3%
Self-employed	10	2%
Retired	7	2%
Other organization/institution employee	8	2%
Other (please specify)	41	9%
Did not respond to this question	125	28%

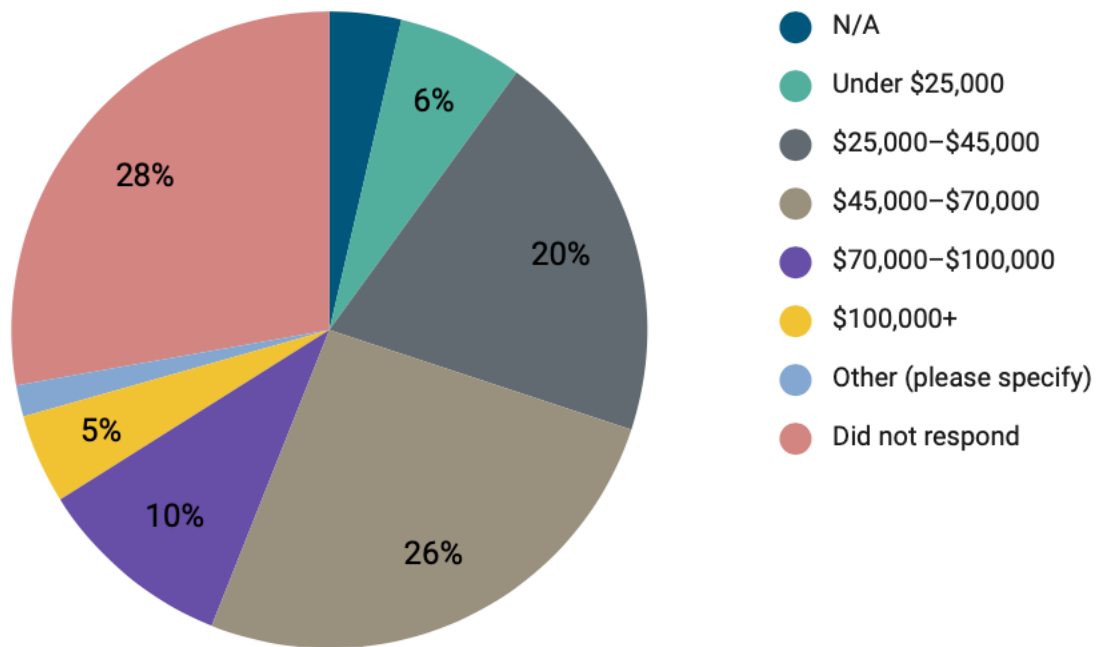
\*Multiple responses allowed. Percentages do not equal 100%.

## Participant Income

Income of participants fell primarily in the \$45,000–70,000 range (26%) while the \$25,000–\$45,000 was close behind (20%). The smallest group with recorded income was the \$100,000+ category at 5%. 28% did not report income. “Other” responses included:

- Retirement
- Joint household income explanations
- \$10,000 per year or less

**Participant Income (n=440)**



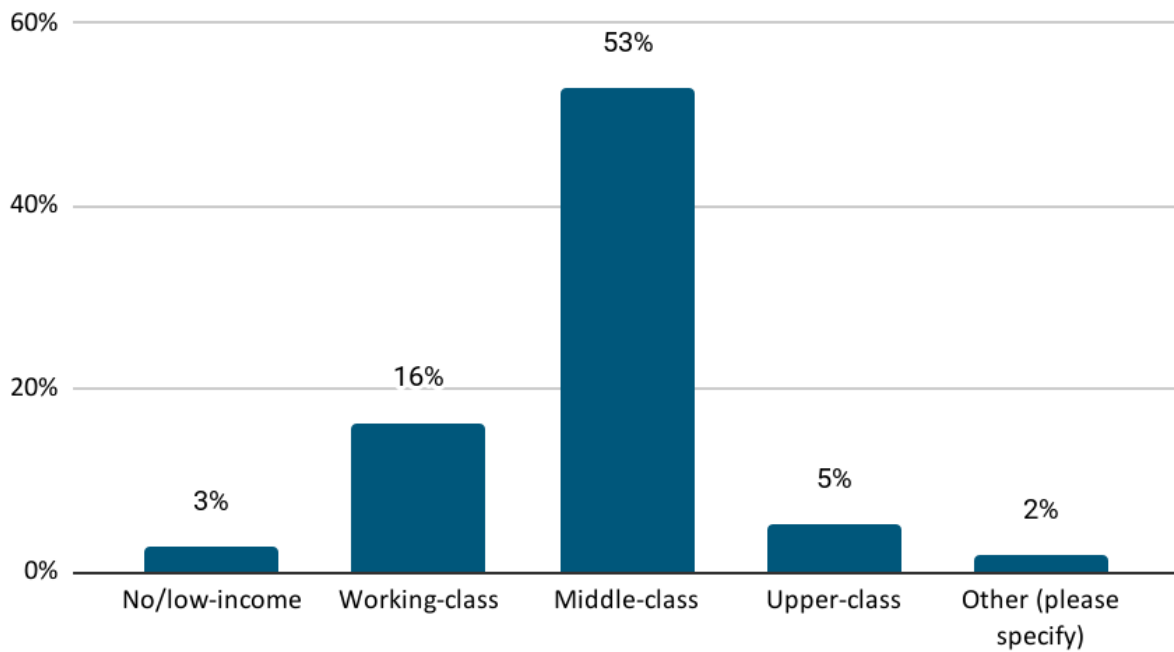
**Table: Participant Income (n=440)**

	<i>Frequency</i>	<i>Percent</i>
N/A	16	4%
Under \$25,000	28	6%
\$25,000–\$45,000	88	20%
\$45,000–\$70,000	114	26%
\$70,000–\$100,000	44	10%
\$100,000+	20	5%
Other (please specify)	7	2%
Did not respond to this question	122	28%

## Participant Class

A large percentage (53%) of participants categorize themselves as middle-class while 3% are in the no/low-income bracket.

**Participant Class (n=440)**



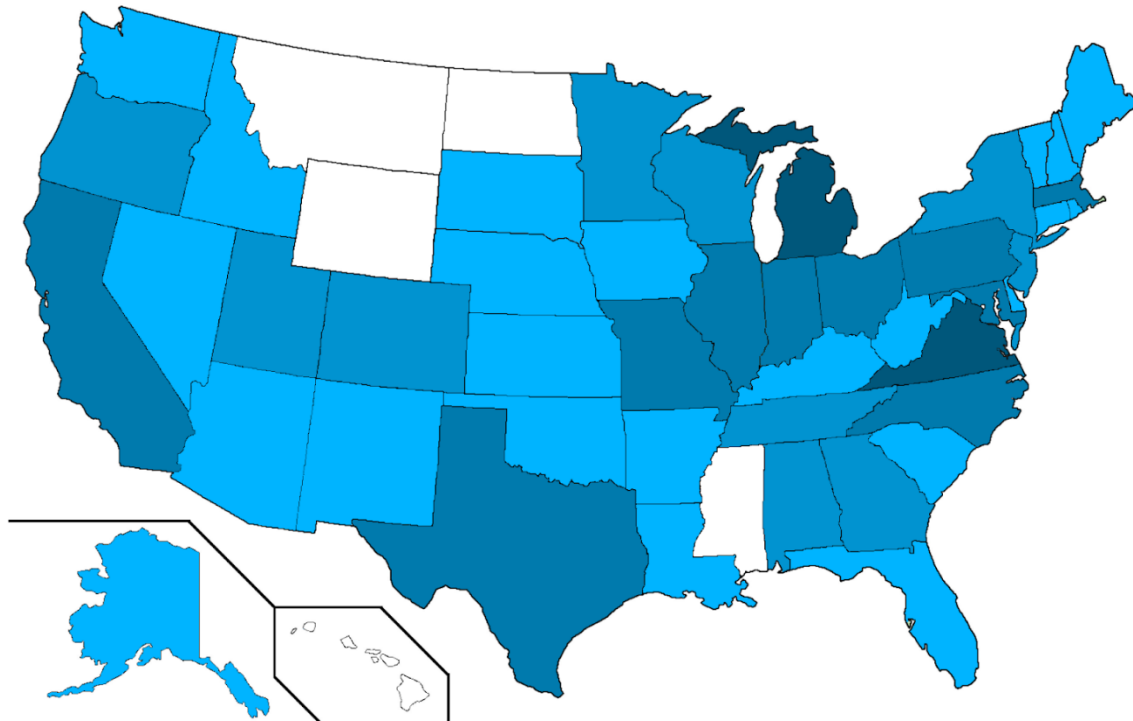
**Table: Participant Class\* (n=440)**

	<i>Frequency</i>	<i>Percent</i>
No/low-income	12	3%
Working-class	72	16%
Middle-class	233	53%
Upper-class	23	5%
Other (please specify)	8	2%
Did not respond to this question	118	27%

\*Multiple responses allowed. Percentages do not equal 100%.

## Participant Locations

Map below indicates locations of participants by state. The darker the shade of blue, the more participants from that state. The majority of participants were from Virginia, Michigan, and Pennsylvania. States not represented in the data were Wyoming, Montana, North Dakota, Hawaii and Mississippi.



**Table: Known Locations (n=307)**

Alabama (8)	Louisiana (5)	Pennsylvania (15)
Alaska (1)	Maine (1)	Rhode Island (1)
Arizona (4)	Maryland (11)	South Carolina (3)
Arkansas (4)	Massachusetts (12)	South Dakota (1)
California (11)	Michigan (23)	Tennessee (8)
Colorado (7)	Minnesota (6)	Texas (10)
Connecticut (4)	Missouri (12)	Utah (6)
Delaware (2)	Nebraska (1)	Vermont (4)
District of Columbia (6)	Nevada (1)	Virginia (24)
Florida (3)	New Hampshire (1)	Washington (4)
Georgia (9)	New Jersey (8)	West Virginia (2)
Idaho (1)	New Mexico (4)	Wisconsin (6)
Illinois (11)	New York (9)	
Indiana (10)	North Carolina (10)	Outside US (3)
Iowa (5)	Ohio (10)	
Kansas (4)	Oklahoma (4)	
Kentucky (5)	Oregon (7)	

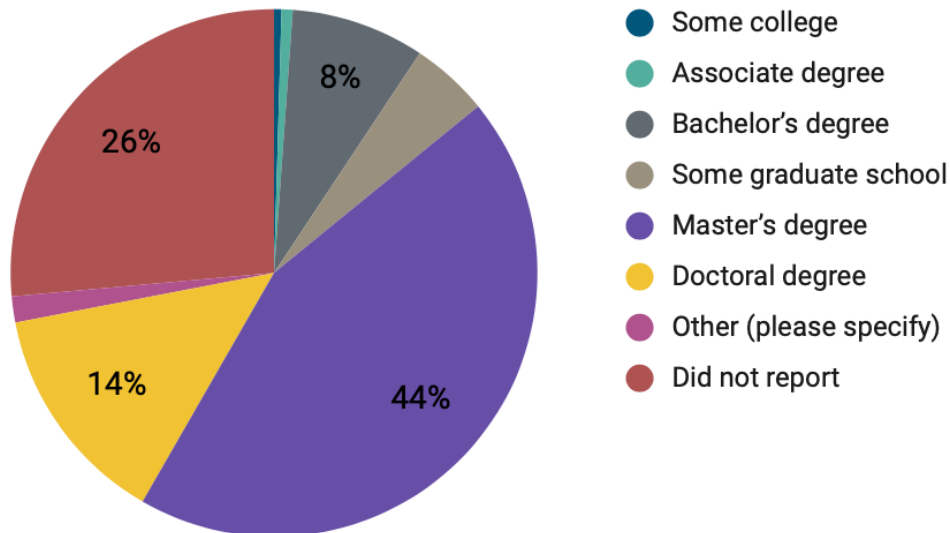
## Participant Education

Overall, the participants are highly educated with 44% of participants reported having a Master’s degree and 14% reported having a Doctoral degree. A total of 14% had some college or higher and 2% indicated “other” in which participants described multiple degrees. 26% did not report their level of education.

“Other” responses included:

- “Two master degrees” (Instance ID #1151)
- “MA and MLS” (Instance ID #1370)
- “Finishing doctoral dissertation” (Instance ID #1626)
- “Two Bachelor's degrees and multiple professional certifications on the state and national levels” (Instance ID #1519)

**Participant Education (n=440)**



**Table: Participant Level of Education (n=440)**

	<i>Frequency</i>	<i>Percent</i>
High school	0	0%
Some college	2	0%
Associate degree	3	1%
Bachelor's degree	36	8%
Some graduate school	21	5%
Master's degree	194	44%
Doctoral degree	60	14%
Other (please specify)	7	2%
Did not respond to this question	116	26%

## Participant Disabilities

Only 16% of participants reported a disability, compared to 26% of adults in the United States reporting a disability. Of those who reported disabilities they were primarily Psychiatric (4%), Physical (3%) and Neurological (3%). 87% of participants did not report a disability.

### Participant Disability (n=440)

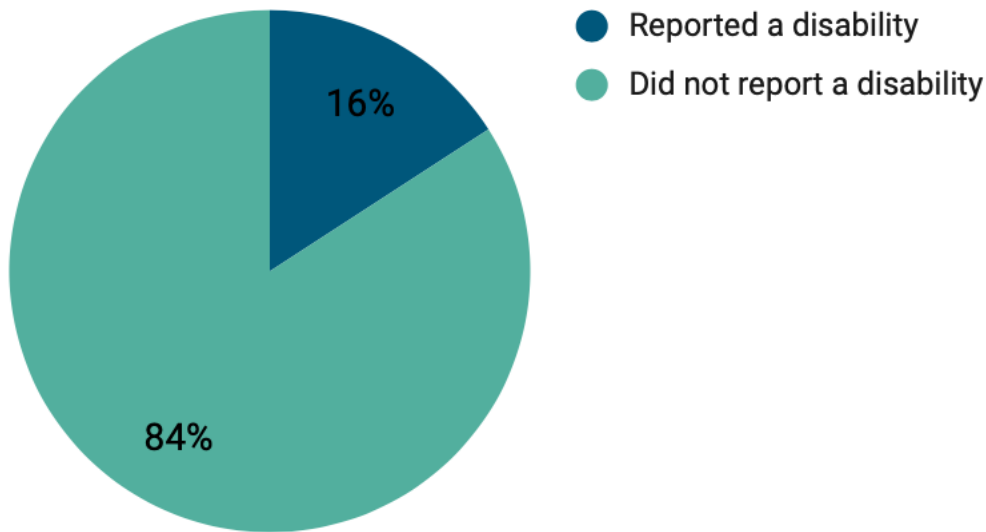


Table: Participant Reported Disabilities\* (n=440)

	<i>Frequency</i>	<i>Percent</i>
Total reported a disability	72	16%
Did not report a disability	382	87%

\*Multiple responses allowed. Percentages do not equal 100%.

Table: Participant Disability Type\* (n=440)

	<i>Frequency</i>	<i>Percent</i>
Psychiatric	17	4%
Physical	13	3%
Neurological	12	3%
Learning	8	2%
Visual	8	2%
Hearing	4	1%
Other (please specify)	10	2%
Did not report a disability	382	87%

\*Multiple responses allowed. Percentages do not equal 100%.

# Participant Definitions of Gender Discrimination and Sexual Harassment

Oberg Research used the following definitions to compare to the responses that participants gave for gender discrimination and sexual harassment<sup>1</sup>:

- **Gender discrimination definition:** “Sex discrimination involves treating someone (an applicant or employee) unfavorably because of that person’s sex, including the person’s sexual orientation, gender identity, or pregnancy.”
- **Sexual Harassment definition:** “It is unlawful to harass a person (job applicant or employee) because of that person’s sex. Harassment can include "sexual harassment" or unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature.”

We used these definitions to compare to responses to determine if the participants had ideas of gender discrimination and sexual harassment that went above and beyond these legal definitions to aid NCPH and AASLH in understanding where resources and training are needed to support public history workers experiencing what we and they might define as gender discrimination and/or sexual harassment but which does not meet the narrower legal definitions. Participants generally agreed with the definitions of gender discrimination and sexual harassment.

Additionally, due to the two-part nature of the original question, many participants only defined one or the other.

The following is an example of a participant comment that was consistent with the above definition of Gender Discrimination:

- Gender discrimination: “Where gender is a factor in any aspect of your work performance but not relevant to the job itself. Gender discrimination could include being undermined, undervalued because of your gender, denied promotion, denied opportunities, etc. Gender prevents an equal opportunity to be a contributing part of a team.” (Instance ID# 1478)

The following is an example of a participant comment that was consistent with the above definition of Sexual Harassment:

- “Sexual harassment is any situation (physical, mental, vocal, etc.) in which an employee feels violated by another colleague(s) in a sexualized/suggestive manner.” (Instance ID#1478)

---

<sup>1</sup> <https://www.eeoc.gov/sex-based-discrimination>

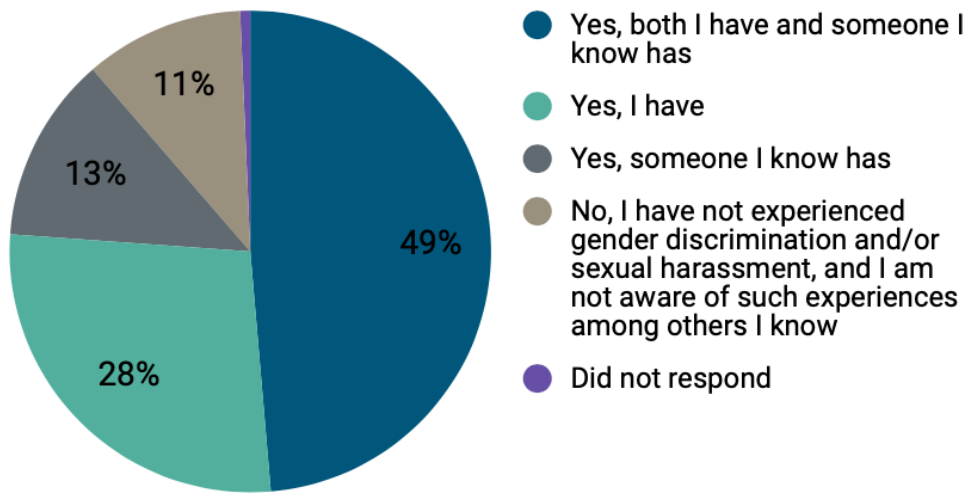
## Understanding the Described Instances

Participants were asked whether they or someone they know had experienced gender discrimination and/or sexual harassment in an educational or professional setting in public history. **A high rate of survey respondents experienced gender discrimination or sexual harassment.**

Almost half (49%) of participants reported that they **and** someone they knew have experienced gender discrimination and/or sexual harassment in an educational or professional setting. 28% had experienced this themselves and 13% knew someone who had. 11% had no experience with either and weren't aware of others having experienced it either.

It is important to note that in the survey, those who did not have experience with gender discrimination or sexual harassment **were not asked to report their demographics.**

### Experience with Gender Discrimination and Sexual Harassment (n=440)



**Table: Given the definition you have provided, have you or someone you know experienced what you would personally identify as gender discrimination and/or sexual harassment in an educational or professional setting in public history (broadly defined)? (n=440)**

	<i>Frequency</i>	<i>Percent</i>
Yes, both I have and someone I know has	214	49%
Yes, I have	121	28%
Yes, someone I know has	55	13%
No, I have not experienced gender discrimination and/or sexual harassment, and I am not aware of such experiences among others I know	47	11%
Did not respond to this question	3	1%



## Victim and Perpetuator Demographics

Participants were asked to describe the identities of the victim and the perpetrator in an open-ended question. Not all participants answered this question and when they did it was often challenging to tell who they were referring to. The following table shows the breakdown from this open-ended question. In a little under half of the total instances, participants described themselves as the victim (42%). In about one-third of cases the victim was described but it was unclear whether it was referring to themselves or someone else (29%). In the remaining instances (11%), the participant referred to an incident related to another person (not themselves). 18% of instances did not include an answer to the question.

**Table: Self or other (n=731)**

	<i>Frequency</i>	<i>Percent</i>
Victim self	308	42%
Victim described, but unclear	211	29%
Victim not self (other person)	82	11%
Did not respond to this question	130	18%

In the majority of the instances, victims were described as a specific person (57%), but in some cases the victims were described as more than one person or as a group of people (11%). Some participants' examples:

- "A white male professor in his 60s made belittling remarks to multiple female grad students in their 20s and early 30s (primarily white but one biracial woman)." (Instance ID #1014)
- "Female students in their 20s and 30s being passed over for opportunities in favor of male students in their 20s and 30s, by male in 70s." (Instance ID #1141)
- "I worked at a railroad museum **where young men (teens to mid-20s) were targeted by an older man in his 50s**. When they finally re[ported] it the other managers and board members (men around the same age, 40s–50s) did not want to deal with the issue. A young tour guide (female) was harassed in a verbal sexual manner and in a slanderous manner by men of all ages at the museum, ranging from 18–60s." (Instance ID #1210)

In the majority of instances, perpetrators were described as a specific person (56%), but in some cases the perpetrator was described as more than one person or as a group of people (17%). Often these groups of perpetrators were visitors to museum sites or members of the board of their organization. Some participants' examples of this:

- "**55-year-old white female museum director, 40-year-old white male curator of education, 33-year-old white female curator of education all talk down to me and treat me like I'm stupid**. Even when I come up with an event, campaign, or exhibit ideas I'm told "wow that is a great idea, so and so will go ahead and do it" instead of me. I'm just a 28-year-old female museum assistant and they make sure I don't forget it." (Instance ID #1032)

- “Interned in my early 20s, **members of the public (typically men in their 40s and 50s)** made harmful comments about my gender, made passes at me in public, made sexist comments” (Instance ID #1075)
- “The [victim] is/was a white female in a professional setting, with incidents occurring intermittently from her late 20s through her late 30s. **The aggressors ranged from mid-30s to late-50s/early-60s white men and women in their mid-40s through mid-50s.**” (Instance ID #1185)

Participants identified the perpetrator in 589 instances. Of those instances, they largely identified someone other than themselves as perpetrators. In 1 instance, they identified themselves as the perpetrator.

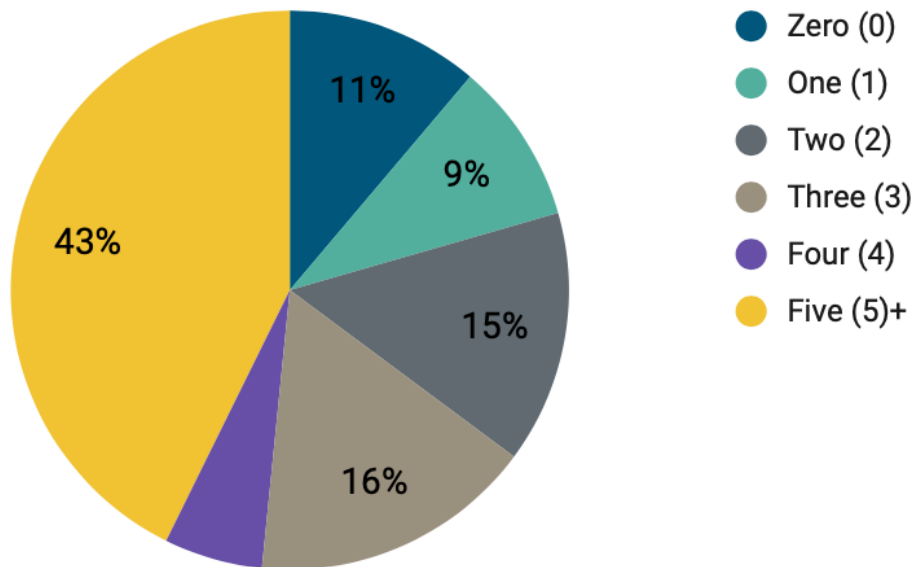
- “At an off-site holiday party, I—an older (50s), white man—told a much younger (20s-30s) worked regularly in our workplace that she looked ‘beautiful’ that evening while talking with her in a 1-to-1 interaction.” (Instance ID #1410)

## Number of Instances of Gender Discrimination and/or Sexual Harassment

Participants were asked how many instances of gender discrimination and/or sexual harassment they or another person experienced in an educational or professional setting in public history. They were given the categories of Zero (0), One (1), Two (2), Three (3), Four (4), or Five (5)+.

The largest category of instances is 5+ with 43% of participants reporting in that category. The second highest was 3 instances (16%) and the smallest category is 4 instances at 6%. The number of participants that had zero instances to report was 11%.

**Number of Instances Experienced (n=440)**



**Table: How many instances of gender discrimination and/or sexual harassment have you or another person experienced in an educational or professional setting in public history (broadly defined)? (n=440)**

	<i>Frequency</i>	<i>Percent</i>
Zero (0)	49	11%
One (1)	41	9%
Two (2)	64	15%
Three (3)	72	16%
Four (4)	25	6%
Five (5)+	187	43%

## Descriptions of Instances

Participants were given an opportunity to record up to five instances of examples of gender discrimination or sexual harassment against them or someone they knew. In total, 731 instances were described.

Once a participant put in information about five incidents (the max they were able to input into the survey) they were asked how many more additional they could add. Only 6 people responded to this question, but responses were generally along the lines of *“Many. I’m stopping here. It’s continuous”* (Instance ID# 1431).

Participants were given an opportunity to “describe” their instance by checking boxes for any of the following statements seen in the table below.

A large number of participants responded to having experienced boundaries being crossed without consent (43%) and microaggressions (39%). 32% reported being excluded or treated differently from others. 13% reported being attacked verbally, 4% experienced threats of violence and 2% reported being physically attacked. 7% reported other instances which included their reporting of incidents being ignored by their organization, their jobs being threatened or refused the additional funding they needed, and other individuals plagiarizing their work. Below are examples of these instances reported as other.

### **Being ignored**

- “I fought against it myself but nothing came of it.” (Instance ID #1033)
- “Several LGBTQ coworkers considered reporting this or opening a dialogue about it but decided it wasn't worth the potential trouble for us.” (Instance ID #1234)
- “Women passed up for an opportunity all spoke about it after. It was acknowledged off record by managers and directors it was always going to the man who was promoted.” (Instance ID #1727)

### **Losing, or threats of losing financial support**

- “I was an intern and found out I was getting paid less than my male colleague (also an intern), when we had the same credentials and I actually had more relevant education experience. The male VP of the company told me it was because I was a woman.” (Instance ID #1029)
- “Eventually I lost the job and it was awarded to a less qualified male.” (Instance ID #1107)
- “After the County Executive cut nearly 25% of my annual budget, I started to look for another job seriously, and was recruited by a local museum where conditions were equally bad.” (Instance ID #1195)
- “I did not report for a long time because I was told that my tenure would be at stake if I were to come forward.” (Instance ID #1347)

**Threats of publishing participants’ work without their permission and under the name of the person in a position of power**

- “My research was used on several occasions without my consent by the husband of my clerical assistant, who was a friend of the County Clerk and County Legislator—indeed, he was allowed to publish WWI material I had researched and presented at a statewide conference.” (Instance ID #1195)

**Table: How would you characterize an instance of discrimination or harassment you noted in the previous question? (Please check all that apply.) \* (n=731)**

	<i>Frequency</i>	<i>Percent</i>
Having personal, professional, emotional or physical boundaries crossed without one’s consent (examples include: unwanted attention, compliments, advances, invitations, physical contact)	311	43%
Subjected to remarks or behaviors that implicitly target real or perceived characteristics or identities, sometimes called microaggressions (examples include: harmful jokes, backhanded compliments)	282	39%
Excluded or treated differently than others (examples include: not receiving as much support or guidance as others, asked to do more or different types of work than others, having your work valued differently than others)	237	32%
Subjected to remarks or behaviors that are disruptive to educational or professional activities, performance, or free time	198	27%
Bullying or a hostile/abusive work environment (examples include: retaliation or suggestions of retaliation, physical cornering, intimidation)	153	21%
Subjected to remarks or behaviors that explicitly target real or perceived characteristics or identities (examples include: derogatory comments in face-to-face and online spaces)	146	20%
Passed over for an opportunity	134	18%
Verbally attacked (examples include: being singled out, being subjected to hate speech or slurs)	92	13%
Threats of violence	26	4%
Deliberately misgendered (examples include: incorrect pronouns, gendered descriptors, deadnaming—or use of legal name in lieu of real name)	23	3%
Being physically attacked	12	2%
Other	51	7%
Did not respond to this question	274	37%

\*Multiple responses allowed. Percentages do not equal 100%.

## Locations of Instances

Participants were asked where the discrimination took place. Some of the locations have been condensed for the purposes of this table. See Appendix A for the original choices. When added together discrimination and harassment in the workplace far outweighed the other locations totaling 76%, this number includes all sizes of organizations. 20% of incidents occurred offsite. 14% took place on campus with 9% reporting *both* “campus” and “workplace” (all workplace sizes combined). 6% total took place online (correspondence and work meeting/educational meeting, event, or program). Other (8%) locations included on the phone, “everywhere,” outside businesses, and private homes.

**Table: Where did the discrimination or harassment take place? (Please check all that apply.) (n=731)**

	<i>Frequency</i>	<i>Percent</i>
Workplace (0–30 paid employees)	302	41%
Workplace (30+ paid employees)	254	35%
Campus	105	14%
Other off-site work meeting, event, or program	71	10%
Other on-site work meeting, event, or program	64	9%
Conference	51	7%
Other on-site educational meeting, event, or program	35	5%
Online (correspondence)	27	4%
Other off-site educational meeting, event, or program	26	4%
Internship/partner site	23	3%
Freelance Meeting	17	2%
Online (work meeting / educational meeting, event, or program)	14	2%
Other	56	8%

41% of the reported incidents took place in a smaller workplace with 29 or fewer paid employees while 35% of the reported incidents took place in a larger workplace with more than 30 paid employees.

The following are examples of the various places where victims were discriminated against or harassed. The most common locations were their workplace, on a university campus, or other public places. ***Incidents were reported as occurring in both large and small institutions at about the same rate.***

### **In the workplace:**

- “The perpetrator purposely, repeatedly, and maliciously misgendered a major gift donor **during meetings and events.**” (Instance ID #1044)
- “My co-worker was stalked on social media before she was hired and her pictures of her bodybuilding were shown to only the males in the office.” (Instance ID #1262)
- “I was yelled at by my board president, white male 40 years older than me at the time, for not bringing a luggage cart back to the main office in front of other employees. I was yelled at for 5 minutes, called several harmful things, and left crying in the breakroom.” (Instance ID #1264)

- “I was a woman in my mid-late 20s in a mid-level position who was harassed by the director of my organization who was in his late 50s. He told me I was ‘an attractive woman,’ asked me how my husband felt about open relationships, would send me emails when I was off the clock asking me to call him, and tell me to drop everything when I was in the office to drive him places.” (Instance ID #1512)
- “Trans woman in her 20s **working at a small museum** where volunteers (usually older white conservative) misgendered and displayed other microaggressions towards her.” (Instance ID #1541)

#### On campus:

- “White man in his 50s (professor, supervisor) spoke to me about a trans student; kept referring to them by their previous name and I kept having to correct them. Not in front of the student.” (Instance ID #1311)
- “I was an ABD going for a tenure track job I had been filling on a temporary appointment—despite stellar letters and student support the committee refused to even consider me. The chair of the department forced the VP of the college to inform me b/c he was embarrassed by the committee’s actions as they were driven by my race/gender/sexuality.” (Instance ID #1564)
- “Academic Advisor (70s plus) suggested I was not serious about my graduate school studies and questioned my presence in the program (I was in my 20s at the time) at [Redacted] University.” (Instance ID #1584)

#### Other locations:

- “Interned in my early 20s, members of the public (typically men in their 40s and 50s made harmful comments about my gender, made passes at me in public, made sexist comments.” (Instance ID #1075) (Internship)
- “White cis/hetero male board members in their 60s asking an emerging professional (in her 20s) what her plans are in terms of marriage and children in an interview” (Instance ID #1541). (Internship)
- “The perpetrator crossed physical and professional boundaries, by giving hugs and patting employee on the head as congratulations for work tasks (without the victim’s participation or consent) and by **only willing to discuss work matters at bars after hours**, at required “happy hour” events planned by the perpetrator” (Instance ID #1043). (Offsite work)
- “A curator was both attacked and seduced at separate times and in separate places by board members of the same sex when he was a young and new employee; **once at a professional conference and once when touring a board member through a museum historic house** when it was closed to the public” (Instance ID #1525). (Offsite educational meeting)
- We have had some problems with nasty people on social media singling out volunteers or employees for inappropriate criticism. (Instance ID #1229). (Online Correspondence)

## Identification of the Perpetuator

Participants were asked who perpetrated the discrimination or the harassment and were allowed to check any boxes in the table below.

In 56% of instances, the perpetrator was identified as a specific person. In 17% of cases, the perpetrator was identified as a more than one person or a group of people, such as “mostly white cis/hetero males in their 40s–70s” (Instance ID #1541). Participants primarily checked supervisor (33%) and colleague/co-worker/peer (32%). Site visitors (12%) and board members (12%) made up a decent amount of the perpetrators. The “other” category made up (15%) and included members, people in high power community positions and donors. Regarding donors one participant stated,

“Donor. (How can you not have “donor” on this list!!!??? Every woman I have ever known that works in advancement or development has experienced some level of harassment from a potential or current donor.)” (Instance ID#1283)

In three instances, the participant identified themselves as the perpetrator.

**Table: Who perpetrated the discrimination or harassment? (Please check all that apply.)\* (n=731)**

	<i>Frequency</i>	<i>Percent</i>
Supervisor	243	33%
Colleague/Co-Worker/Peer	234	32%
Site Visitor	90	12%
Board member	89	12%
Volunteer	55	8%
Instructor (e.g., professor, adjunct, or teaching assistant; you can provide more detail below)	45	6%
Contractor/Freelancer	33	5%
Student	30	4%
Academic Advisor	28	4%
Subordinate	22	3%
Advisee	1	0%
Other (please specify)	113	15%
Did not respond to this question	275	38%

\*Multiple responses allowed. Percentages do not equal 100%.

The following quotes are descriptions of the incident and of the perpetrators of the discrimination or harassment.

### Supervisor:

- “A male supervisor in his 60s inappropriately touched a female subordinate in her 40s.” (Instance ID #1015)
- “A transgender male in his 20s was deliberately, and repeatedly, misgendered by his **female supervisor, also in her 20s.**” (Instance ID #1094)



- On multiple occasions where I have requested additional paid student employees, most recently today, due to large volume of collections to process and due to covid and reduced students at our university I have fewer interns or volunteers to process the collections **my supervisor has denied my requests.**" (Instance ID #1436)

#### Colleague/coworker/peer:

- "The aggressor was a **White man, also about 40, and I would consider him a work peer.** The co-worker is responsible for submitting essays that I edit for publication. For a time, he routinely submitted content that is unpublishable due to graphic or sexual nature." (Instance ID #1026)
- "Female front-line entry-level staff worker was harassed by **male front-line entry staff worker.**" (Instance ID #1313)
- "Women, age 20–24, **targeted by female peers** who are envious and jealous of a female worker's professional successes." (Instance ID #1449)

#### Site visitors:

- "Early 30s white woman received multiple wink-nudge and/or snarky comments from **older white men** primarily around body." (Instance ID #1217)
- "I was a seasonal worker in my early 20s, in historic costume and was touched without permission by a **middle-age, white visitor.**" (Instance ID #1294)
- "We often have **visitors** make inappropriate comments or acting [in]appropriately asking on dates or commenting about appearance or making sexual comments about female employees, usually younger than them, **usually older men.**" (Instance ID #1385)

#### Board members:

- "I was first professional director of organization. **Several board members**, both male and female, made comments about my leadership abilities due to my sex." (Instance ID #1137)
- "It was a dinner in my honor. I was asked to sit next to him, because **he was president of the board and a former congressman.** He was grossly physically and sexually inappropriate. I made a scene. He did not stop being inappropriate. I was begged not to report the incident, which was excused with, 'he had 3 martinis.'" (Instance ID #1238)
- "On my last day of work, a **board member** kissed me on the lips (I thought it was a cheek kiss, which would have been weird, but okay). He was 65, white male. I was shocked and didn't say anything, but he had a 'twinkle' in his eye." (Instance ID #1375).

#### Other:

- "I was ~24 and new to my profession and was sexually harassed by a **donor** off and on for months. I was told I was overreacting and to continue to build a relationship with donor." (Instance ID # 1041)

- “In my mid-20s, a **contractor in his 60s** continually told me that I was pretty, asked where I lived, and urinated in my presence while we were alone and isolated (not within my eyesight, but with an open bathroom door in a shared space). I felt compelled to stay quiet and not leave for my own safety” (Instance ID #1076).
- “Numerous incidents with multiple people. Too many to describe as you intend in this question.” (Instance ID #1087)
- “Museum professional colleagues—two women in their 20s—treated with winks and jokes that felt reductive and demeaning to them by a **consultant, male in his 60s.**” (Instance ID #1581)

## Specific Descriptions Related to the Incidents

Participants were also given an opportunity to provide additional descriptions about the victim and the perpetrator for each instance. Researchers coded these open-ended responses into demographic categories. Due to the open nature of the question, many of the responses did not include information about every single demographic category, nor was that the expectation.

### Incident Timeframe

Researchers noted when participants indicated a timeframe for the instance, or when they were able to infer the timeframe based on ages reported. Timeframe was noted in only 187 instances. When looking at all instances, 19% occurred in the recent past.

**Table: Timeframe (n=731)**

	<i>Frequency</i>	<i>Percent</i>
Recent past (1–10 years ago)	139	19%
A while ago (11–20 years ago)	28	4%
A long time ago (21+ years ago)	20	3%
Did not respond to this question	544	74%

### Frequency of Incident

Researchers also noted when participants mentioned a frequency type for the instances. The following categories were used: one-time, extended (which meant it occurred for a long period of time, but is no longer an issue), happens “all the time” (which generally referred to instances regarding general groups), ongoing (which meant it was still an issue when the participant filled out the survey).

Of the instances that mentioned frequency type, the most common was “one-time” (25%), followed by “extended,” and “happens ‘all the time.’”

**Table: Frequency Type (n=731)**

	<i>Frequency</i>	<i>Percent</i>
One-time	184	25%
Extended	94	13%
Happens “all the time”	72	10%
Ongoing	45	6%
Other	3	0%
Did not respond to this question	398	46%

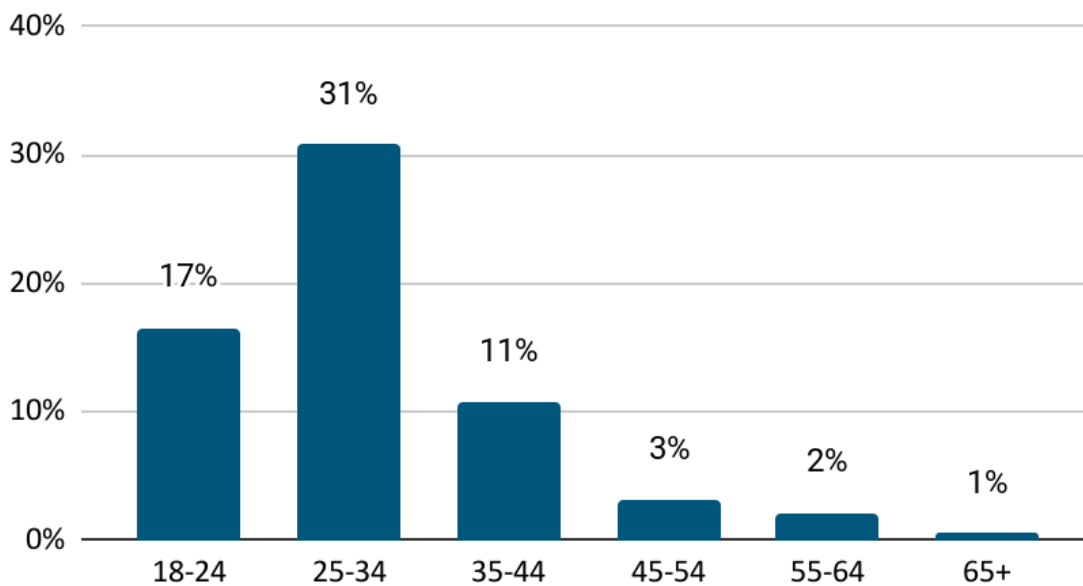
## Demographic Characteristics of Victims and Perpetuators

Researchers identified various demographic characteristics about the victim and/or the perpetrator based on the participants' written descriptions. These are based on the information the participant self-reported and are not to be interpreted as generalizable. This self-reported information reflects perceived versus verified information about another person's identity. The victim descriptions are more complete due to the fact the participants were describing instances that occurred to themselves at least 42% of the time. This next section is meant to give insights into possible trends.

### Ages of Victims

In 468 cases, researchers were able to identify and generalize the age for the victim described in the instances. Nearly a third fell within the range of 25–34 years old (31%) followed by the age range 18–24 years old (17%). Over a third (36%) of instances did not report the age of the victim and shows that the available demographic data is not representative of the sample.

**Victim Age (n=731)**



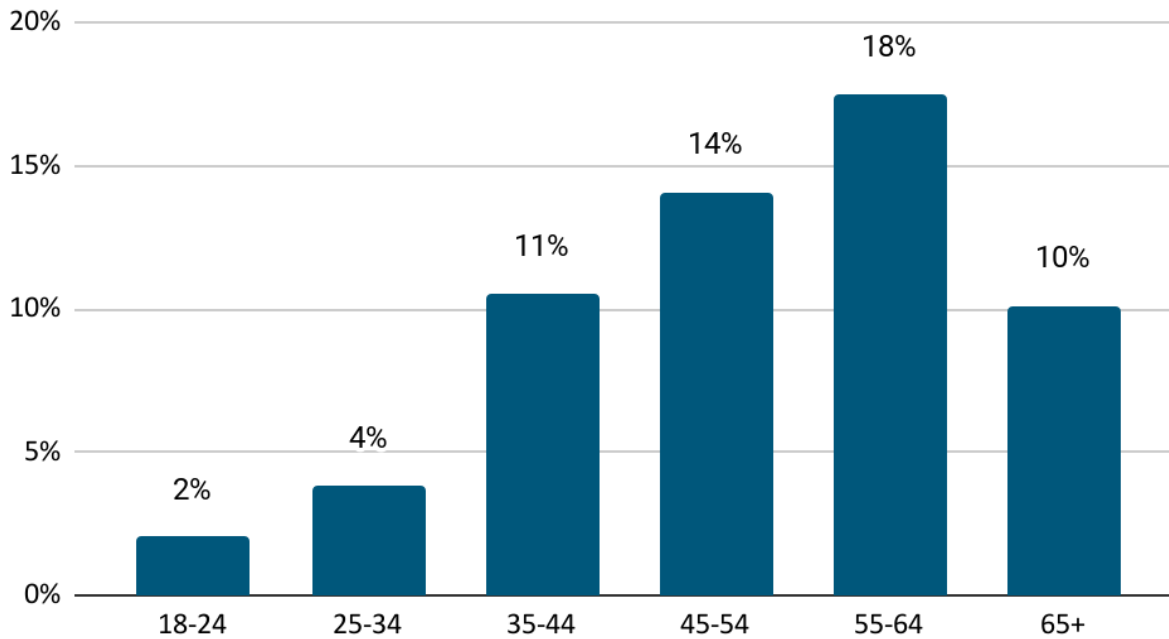
**Table: Victim Age (n=731)**

	<i>Frequency</i>	<i>Percent</i>
18-24	121	17%
25-34	225	31%
35-44	79	11%
45-54	23	3%
55-64	16	2%
65+	4	1%
Did not respond to this question	263	36%

## Ages of Perpetuators

Researchers were able to identify or generalize the age range of the perpetrator in 425 cases. Perpetrators tended to be older, with 18% of total instances between 55–64 years old and 14% of total instances between 45–54.

**Perpetrator Age (n=731)**



**Table: Perpetrator Age (n=731)**

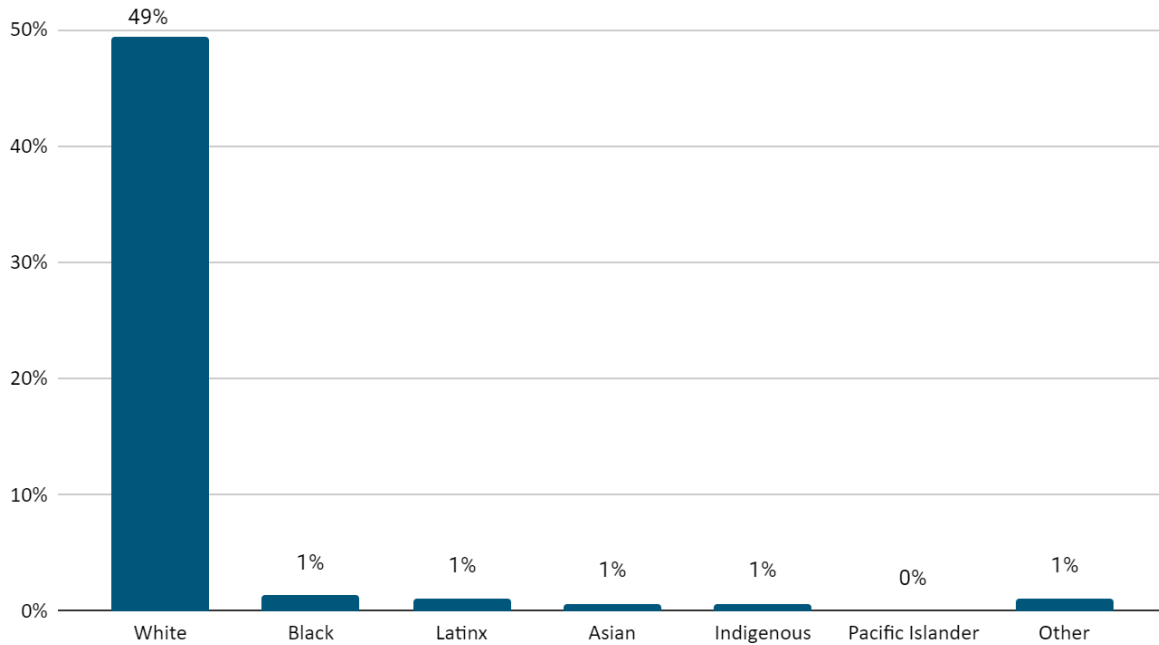
	<i>Frequency</i>	<i>Percent</i>
18–24	15	2%
25–34	28	4%
35–44	77	11%
45–54	103	14%
55–64	128	18%
65+	74	10%
Did not respond to this question	306	42%

As seen in the graphs above, the age range for the victim skews younger, and the age range for the perpetrator skews older.

## Race/Ethnicity of Victims

Nearly half of the races/ethnicities for the victim were “White” with 49% of the instances. 47% of instances did not report the victim’s race/ethnicity.

**Victim's Reported Race/Ethnicity (n=731)**



**Table: Victim’s Reported Race/Ethnicity\* (n=731)**

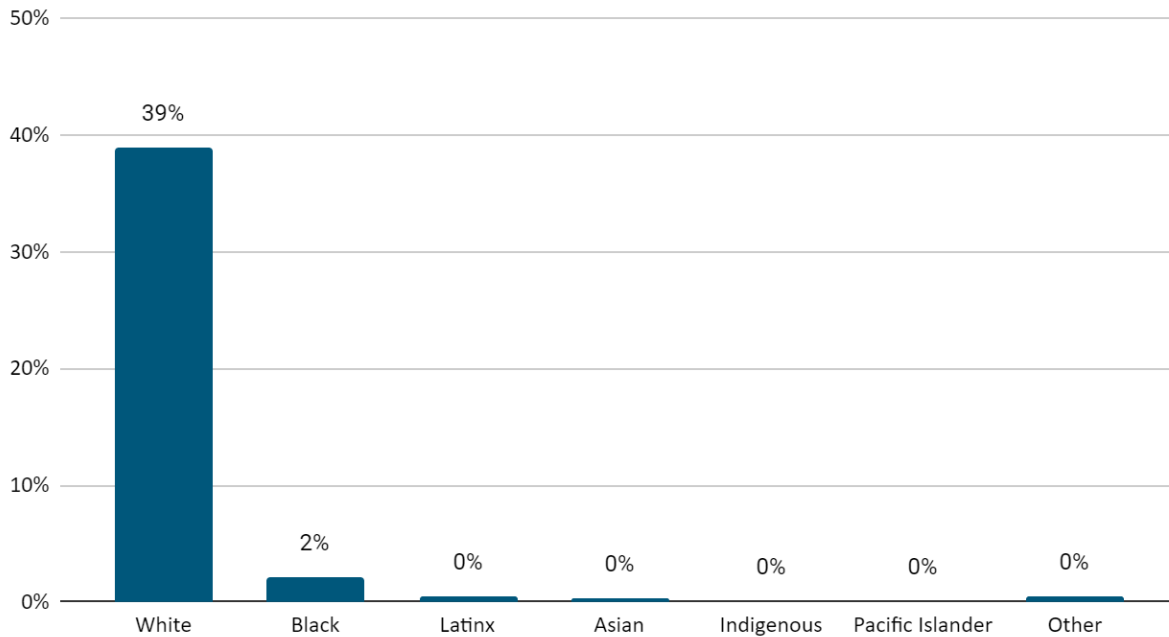
	<i>Frequency</i>	<i>Percent</i>
White	361	49%
Black	10	1%
Latinx	8	1%
Asian	5	1%
Indigenous	5	1%
Pacific Islander	0	0%
Other	8	1%
Did not respond to this question	340	47%

\*Multiple responses allowed. Percentages do not equal 100%.

## Race/Ethnicity of Perpetrators

The highest race/ethnicity of the perpetrator was “White” with 39% of all instances. 41% of instances did not report the perpetrator’s race/ethnicity.

### Perpetrator's Reported Race/Ethnicity (n=731)



**Table: Perpetrator’s Reported Race/Ethnicity\* (n=731)**

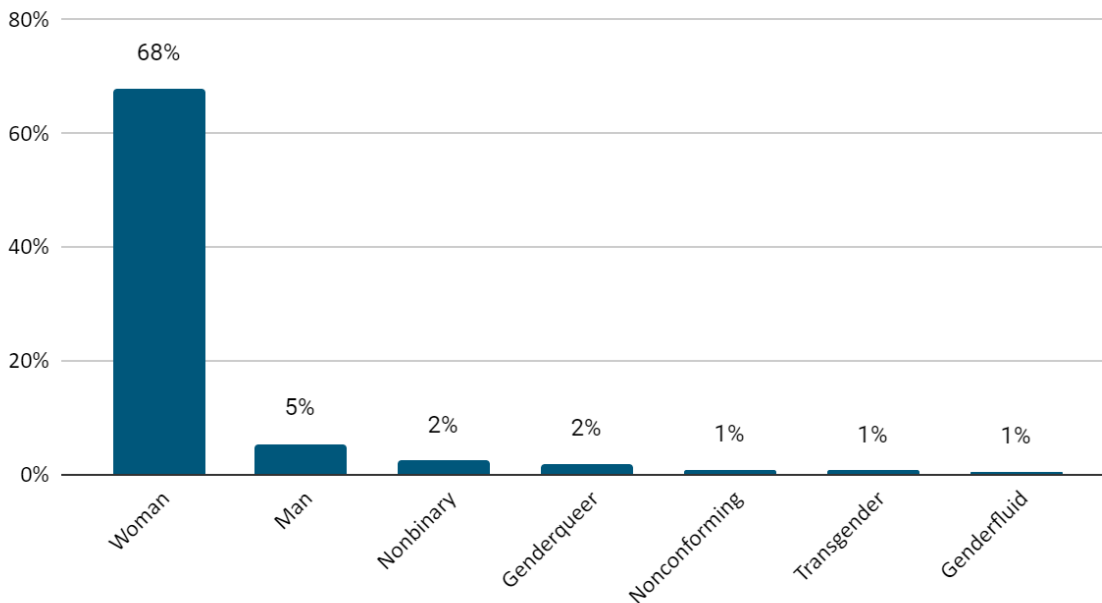
	<i>Frequency</i>	<i>Percent</i>
White	284	39%
Black	15	2%
Latinx	3	0%
Asian	2	0%
Indigenous	0	0%
Pacific Islander	0	0%
Other	3	0%
Did not respond to this question	303	41%

\*Multiple responses allowed. Percentages do not equal 100%.

## Gender Identity of Victims

The highest reported gender identity for the victim was “a woman” with 68% of all instances with 18% reported as both “cisgender” and “a woman.” 5% were reported as “a man” with 2% reported as both “cisgender” and “a man.” The gender identity for the survivor is more detailed than the perpetrator due to the fact that the survivor identified themselves as the victim in 42% of cases. In these instances, researchers were able to use a participant’s reported demographic information to fill in information about the victim.

### Victim's Reported Gender Identity (n=731)



**Table: Victim’s Reported Gender Identity\* (n=731)**

	<i>Frequency</i>	<i>Percent</i>
A Woman	497	68%
A Man	40	5%
Nonbinary	18	2%
Genderqueer	14	2%
Nonconforming	6	1%
Transgender	5	1%
Genderfluid	4	1%
Agender	3	0%
Transfeminine	2	0%
Intersex	0	0%
Transmasculine	0	0%
Other	1	0%
Did not respond to this question	163	22%

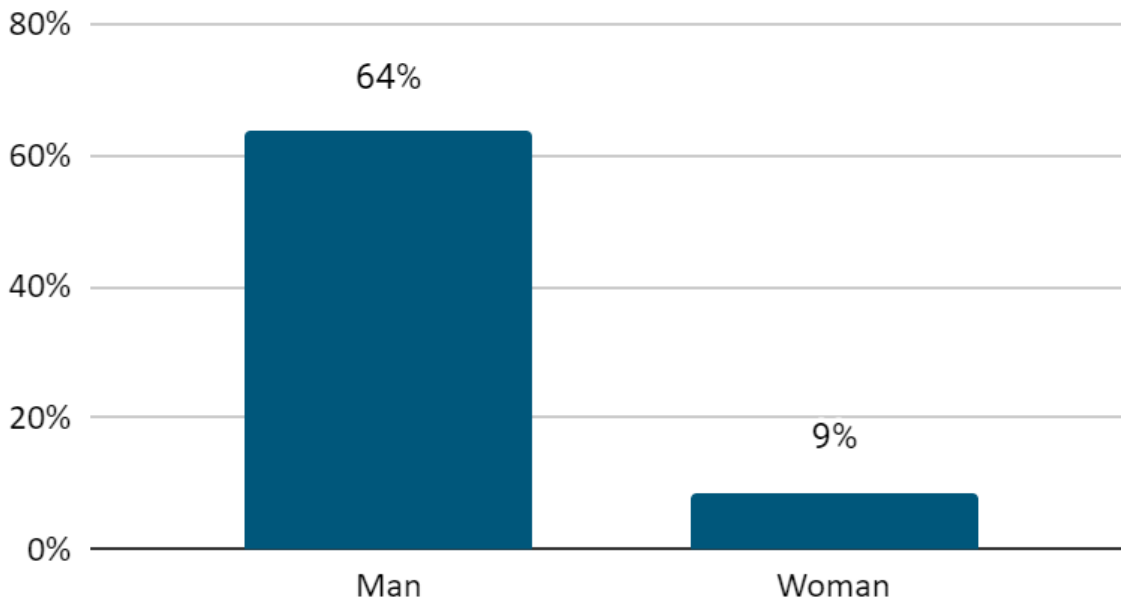
\*Multiple responses allowed. Percentages do not equal 100%.



## Gender Identity of Perpetrators

The highest reported gender identity for the perpetrator was “a man” with 64% of the reported cases, 6% of which were also described by the respondent as “cisgender.” 9% of the cases were “a woman,” and 1% were also reported as “cisgender.” These were the only categories used to describe the perpetrator’s identity. It is likely that this is due to the fact that the respondents were generally sharing anecdotal information about the perpetrator’s gender identity.

### Perpetrator's Reported Gender Identity (n=731)



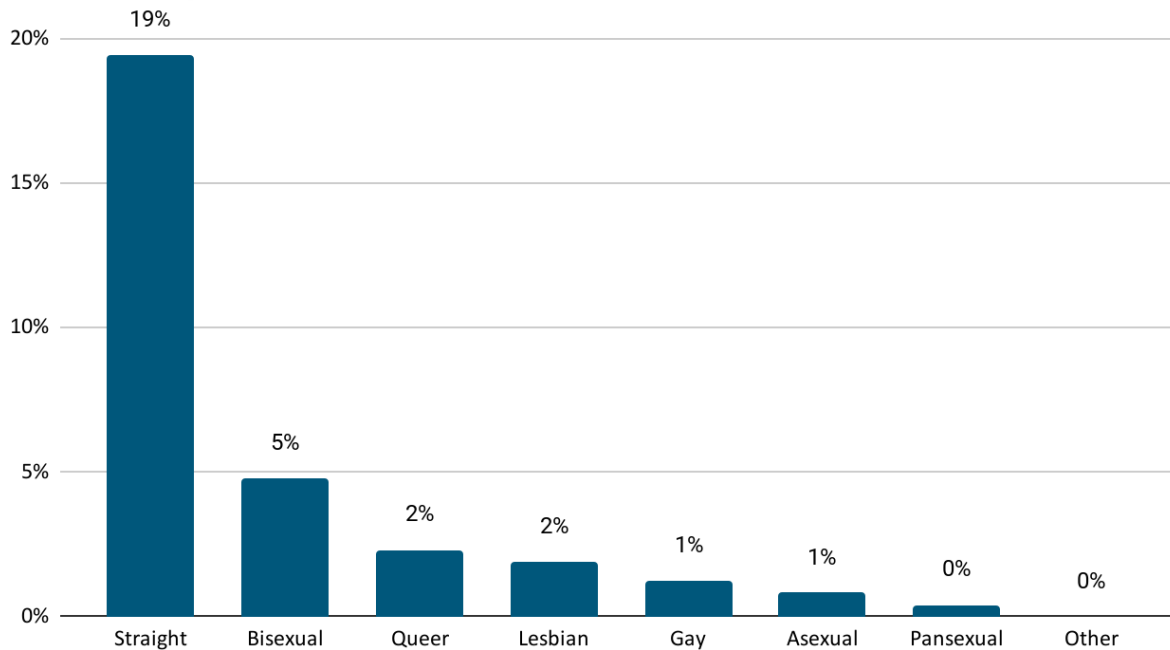
**Table: Perpetrator’s Reported Gender Identity (n=731)**

	<i>Frequency</i>	<i>Percent</i>
A Man	465	64%
A Woman	64	9%
Agender	0	0%
Genderqueer	0	0%
Genderfluid	0	0%
Nonconforming	0	0%
Intersex	0	0%
Nonbinary	0	0%
Transfeminine	0	0%
Transgender	0	0%
Transmasculine	0	0%
Other	0	0%
Did not respond to this question	208	28%

## Sexual Orientation of Victims

The highest reported sexual orientation for the victim was straight with 19%, followed by bisexual (5%), and queer (2%).

**Victim's Reported Orientation (n=731)**



**Table: Victim's Reported Sexual Orientation (n=731)**

	<i>Frequency</i>	<i>Percent</i>
Straight	142	19%
Bisexual	35	5%
Queer	17	2%
Lesbian	14	2%
Gay	9	1%
Asexual	6	1%
Pansexual	3	0%
Other	0	0%
Did not respond to this question	163	22%

## Sexual Orientation of Perpetuators

The perpetrator's orientation was reported very infrequently. The highest reported orientation for the perpetrator was straight with 2% of responses overall. This is likely because participants were only sharing anecdotal information or were not familiar enough with the perpetrator to know this information.

**Table: Perpetuator's Reported Sexual Orientation (n=731)**

	<i>Frequency</i>	<i>Percent</i>
Straight	14	2%
Gay	7	1%
Bisexual	1	0%
Lesbian	1	0%
Queer	1	0%
Asexual	0	0%
Pansexual	0	0%
Other	1	0%
Did not respond to this question	706	97%

## Additional Forms of Discrimination

Participants were given an opportunity to indicate whether they felt they or someone else that they reported had been discriminated against due to a factor other than gender.

Of the participants that indicated something other than gender, age was the largest factor at 51% (n=376). Class (9%) and race (7%) were not nearly as common. The “other” category was fairly large (20%) with the following categories being the most prevalent:

- Gender
- Physical Appearance (e.g., weight, attractiveness, etc.)
- Sexual Orientation
- Power Dynamics

**Table: Do you think the victim/survivor was discriminated against or harassed in part due to others' perception of one or more of the following identities in addition to gender and sexuality? (n=731)\***

	<i>Frequency</i>	<i>Percent</i>
Age	376	51%
Class	65	9%
Race	51	7%
Disability	12	2%
Other	149	20%
Did not respond to this question	328	45%

\*Multiple responses allowed. Percentages do not equal 100%.

Below are the descriptions provided by participants about these additional forms of discrimination. Victims were discriminated against due to their age (either being too young or too old), considered inferior due to their class, due to their race, and the gender identification and sexual orientation. Many of those who marked “other” used it as an opportunity to further describe their gender discrimination and/sexual harassment experience. They often shared how multiple factors played a role, not just gender and/or sex, but also age or class or race.

### Age:

- “Mid-50s woman **fired due to her age and gender.**” (Instance ID #1002)
- “A female architectural historian in her 30s was talked down to and her expertise dismissed by a male building contractor in his 50s or 60s during a building rehabilitation meeting with the building owner.” (Instance ID #1136)
- “I was a 25-year-old white woman MA student when a 46-year-old white woman who was chief curator of a major museum attempted to steal my MA thesis research to publish as her own work.” (Instance ID #1192)

**Class:**

- “55-year-old white female museum director, 40-year-old white male curator of education, 33-year-old white female curator of education all talk down to me and treat me like I’m stupid. Even when I come up with event, campaign, or exhibit ideas I’m told, ‘Wow that is a great idea, so and so will go ahead and do it,’ instead of me.” (Instance ID #1032)
- “Young, female, lower rank in hierarchy, working class, biracial.” (Instance ID #1358)
- “My supervisor usually will speak in a demeaning tone during manager meetings as will his deputy. **My expertise is always overlooked and never deferred to.**” (Instance ID #1499)
- “The victim was a local TV journalist in her middle 20s was harassed by a local politician in his early 30s. Both were Hispanic. The politician told the journalist, in his office, that an interview on public art would not take place unless she turned around slowly so he could ‘see her dress.’” (Instance ID #1648)

**Race:**

- “50–60-year-old interpreter **racially discriminated against Black people.**” (Instance ID #1031)
- “I was 20s, superior was 40s — **told me I would never advance due to being white male.**” (Instance ID #1382)
- “**I (cisgender Black woman) was in my 30s harassed by a white man in his 50s** who was my supervisor who used a derogatory term for a Black trans person and when I objected, they set out to punish me for the remainder of my employment.” (Instance ID #1407)
- “I’m a white passing, mixed race, Asian-American woman. **I regularly hear my colleagues disparage and make fun of Asian tourists with no repercussions.**” (Instance ID #1507)

**Other (includes examples of gender discrimination and sexual harassment often with another factor such as age, class, or race):**

- “The supervisor, a man in his mid-50s **would say no to the ideas of a woman** in her early 40s, but when her subordinate, of a similar age, but male, would voice the exact same ideas, they would be praised and accepted.” (Instance ID #1457)
- “A gay, white male in his late 50s overheard a comment from a white, female colleague in her 60s, which **he felt was sexually discriminatory against gay people.** (I did not hear the comment.)” (Instance ID #1565)
- “Some years after I left graduate school, a female colleague (who attended the same program) told me her experience, which was the same as mine: **she was not permitted to take a class, because of her gender.** It was reserved for men only.” (Instance ID #1651)
- “I hate to say it but **when I was younger, slimmer and more conventionally attractive, the sexual harassments were a constant, daily experience in the workplace** from grabbing my bottom or breasts, staring at my breasts and making obscene sexual innuendos about what they wanted to do to me or what I ‘was good for’ or perhaps why I had the job in the first place.” (Instance ID #1701)

## Incident Reporting

Participants were given an opportunity to share whether or not they or someone else reported or told others about the discrimination or harassment.

Victims were more likely to confide in others about an incident (40%) than report it to an organization (28%). Outsiders to the incident were less likely to report the incident (8%). 13% of participants chose the “other” category, which included:

Supervisor refused to report/did not know who to report to:

- “Boss refused to report it and wouldn’t let others report it.” (Instance ID #1031)
- “The principal apologized and said he’s just a funny old man who misbehaves. I told my boss and he said he was sorry it happened but he didn’t think there was anyone to report it to.” (Instance ID 1034).

Reporting wouldn’t make a difference:

- “All employees know what's going on, but there is no way to have consequences for the board member in the administrative setup.” (Instance ID #1717)
- “It wasn't exactly an incident, but a systemic problem of gender discrimination regarding compensation was revealed.” (Instance ID #1502).

When looking at the top four categories by size of institution (where small = less than 30 employees and large = 30 or more employees) there were no major differences.

**Table: Did you or someone else report or tell others about the discrimination or harassment? (Please check all that apply.) (n=731)\***

	<i>Frequency</i>	<i>Percent</i>
Yes, the victim/survivor told others about the incident	294	40%
Yes, the victim/survivor reported the incident	203	28%
Yes, someone else told others about the incident	77	11%
Yes, someone else reported the incident	59	8%
No, the victim/survivor did not report the incident	200	27%
No, no one else reported the incident	113	15%
No, to my knowledge no one else told others about the incident	55	8%
No, the victim/survivor did not tell others about the incident	55	8%
Other (please specify)	92	13%
Did not respond to this question	143	20%

\*Multiple responses allowed. Percentages do not equal 100%.

## Decision to Not Report

Participants were given an opportunity to describe why they or someone else they knew chose not to report the discrimination or harassment.

If the victim did not report the incident, it was mostly because they were afraid of repercussions (24%) or they thought they wouldn't be believed or taken seriously (21%). Some (17%) said they did not think the incident rose to the level of complaint. On the other hand, 8% were unsure of who to report it to. 14% reported their reason to be "other" which included:

- Refusal to report
- The issue was resolved
- They talked to friends about it instead

**Table: If you or someone else did not report, were there factors that led to this decision? (Please check all that apply) (n=731)\***

	<i>Frequency</i>	<i>Percent</i>
Afraid of repercussions of reporting (e.g., retaliation)	173	24%
Thought I would not be believed or the complaint would not be taken seriously	154	21%
Did not think it rose to the level of complaint	127	17%
Previous complaints about harassment and discrimination had been ignored	97	13%
There was no one to report to (e.g., there was no HR office or HR committee)	74	10%
Did not recognize these events as harassment or discrimination until later	74	10%
Preferred to handle it on my own	68	9%
Unsure who to report to	62	8%
Other (please specify)	104	14%
Did not respond to this question	354	48%

\*Multiple responses allowed. Percentages do not equal 100%.

The following quotations are representative of the reasons why victims chose not to report the discrimination or harassment due to professional repercussions, lack of empowerment, the low-level nature of the complaint and not knowing to whom they should report the incident.

### Afraid of repercussions:

- "Who would I have told at the time? What difference would it have made? Later I told the board of one of the professional organizations that was going to give him a major award. They considered my story but said the work he had done in the field still had merit and they went forward with the award. **Because this man is so famous, I did not want to go public with my story as I did not want that to define my professional identity, and I did not want to be harassed online.** He was so fluid in the way he demeaned me by reducing me to a desirable sexual object that I realized he must have done that to women many times." (Instance ID #1578)

**Thought they wouldn't be believed or taken seriously:**

- “This is more complex. One of our employees filed a sexual harassment civil lawsuit against our boss. She had a clearly consensual relationship for some period of time, but that changed. **She never reported the behavior to her supervisors or gave anyone a chance to address the issue.** The result: we lost an otherwise good boss and are stuck with a sub-par employee who only got her job because of her relationship. Because of her legal action, she's in a protected class and knows it. She worked for three very strong female bosses anyone of whom would have stood up for her. She never gave us a chance.” (Instance ID #1470)
- “**Occurred in the 1980s** when most of us knew less about what constitutes gender-based and sexual harassment. But **there was no HR department, no personnel policy that covered such things, and no clear course of action for a victim.**” (Instance ID #1503)
- “Who would I have reported it the incident to? Women being touched and verbally assaulted on the streets is considered almost normal life in the U.S. and almost every other country I have traveled to.” (Instance ID #1579)

**Thought it didn't rise to the level of a complaint:**

- “**This did not rise to the level of reporting,** although I do think it adversely impacted my career.” (Instance ID #1021)

**Unsure of who to report to:**

- “Long time ago—**had no idea who to report to.** Seemed specific to me rather than a discriminatory pattern but still quite terrifying.” (Instance ID #1009)

**Other:**

- “Boss refused to report it and wouldn't let others report it.” (Instance ID #1031)
- “I talked about the experience with my co-workers and peers, but not a supervisor.” (Instance ID #1075)
- “Some, but not all of the tour misbehavior was in public. An organizational board member witnessed as much of the inappropriate behavior as I did.” (Instance ID #1716)



## What Happened Next from the Perspective of the Victim

After the incident it is reported that 39% of the time the victim took some steps to assert themselves or to stay away from the perpetrator, with one participant responding, *“I just avoided the individual, and made a point of making connections with other people in the community”* (Instance ID #1420). Participants also shared that they left or changed positions and went to friends or mental health professionals for support.

The “other” category included explanations such as, *“Eventually I lost the job and it was awarded to a less-qualified male”* (Instance ID #1107). and *“When he made the offensive comment, I gave him a stare and said, ‘No. Nothing else happened’”* (Instance ID #1132).

Below are descriptions of how victims proceeded after the incident.

### Victim took steps to assert themselves or stay away from the perpetrator:

- “Nothing else happened. I stayed away from the man as much as possible and he never tried to inappropriately touch me again.” (Instance ID #1058)
- “1. After continuously changing the subject whenever boundaries were crossed (to no avail), **I told him to stop, and he did.** The work still needed to get done and I let it go since it didn't happen again. 2. Since my supervisor and his supervisor were both involved, I didn't report it further. He saw that it was a gender-motivated issue but I don't know if he took any direct action (unlikely). 3. I continue to be excluded from meetings and decision-making from time to time unless my supervisor directly advocates for my inclusion (which he often does).” (Instance ID #1096)
- “Yes, as stated above, he left me alone after I told him that I did not want/need his attention.” (Instance ID #1190)

### Victim changed positions:

- “Got along ok with this employee afterward though things were a bit uncomfortable and we both seemed embarrassed. It made interacting with him at work difficult. **I left the job soon after.**” (Instance ID #1109)
- “Mostly I just ignored it and got myself out of the situation.” (Instance ID #1176)
- “Mainly, the field I work in is very dominated by men, so I've become over-used to comments about the capability of women being the norm. Nothing really changed, and **eventually, I moved on from the position.**” (Instance ID #1706)

### Victim sought help from friends or family:

- “It has helped tremendously to talk to others and to journal about these experiences.” (Instance ID #1109)
- “I talked to friends, colleagues, clergy, family, the harassment officer—they all believed me.” (Instance ID #1433)

- **“I talked frequently with another female intern** who works in the building. She and I are good friends, and as two young women in the field of history, we're well-versed in dealing with older people who may be ‘set in their ways’ of viewing women and women's roles.” (Instance ID #1545)

**Victim sought professional mental help:**

- “I moved out of state, and was able to block all harassers on all social media. Essentially, I erased that part of my life and started over. **I've also been in therapy for over a year specifically working on accepting what happened and moving on from it.**” (Instance ID #1029)

**Other:**

- “I've received write-ups and threats of termination prior to and after these incidents for not being more communicative and more of a team player.” (Instance ID #1413)
- “Several LGBTQ coworkers considered reporting this or opening a dialogue about it but decided it wasn't worth the potential trouble for us.” (Instance ID #1234)
- “Ongoing.” (Instance ID #1590)
- “No. It happens daily. **Sexual harassment and discrimination is systemic and engrained** in our field. It is never just one incident.” (Instance ID #1490)

## What Happened Next from the Perspective of the Perpetuator

Most frequently (30%) the perpetuator continued on as usual. In a few cases, the perpetuator changed positions, was reprimanded in some way, or apologized for their actions. Other responses included a visitor left the location or the survey respondent did not know what happened afterward.

The following quotes are representative of the actions perpetrators took after the initial incident.

### Continued on as usual:

- **“Boss wouldn’t let anyone report it** because she said a good man should not lose his job because he said he was tired of catering to Black people and seeing them because he sees enough of that on TV. Which he said in a department meeting.” (Instance ID #1031)
- **“It was never resolved.** He is still an instructor in the same position.” (Instance ID #1184)
- **“The board president acted like nothing had happened.** I stayed with the museum for a while, found a new job, and went back to the museum then the man finally decided to retire.” (Instance ID #1264)

### Changed positions:

- **“Nothing happened and situations continued.** Our university declined to prosecute or remove its president who had legal harassment charges, so we knew they would not take action against our problematic director. **No one ever addressed it and eventually he left for a different job.**” (Instance ID #1056)
- **“Eventually I told him to stop. He did. He quit a few months afterwards.”** (Instance ID #1582)

### Punished victim:

- **“I’ve received write-ups and threats of termination** prior to and after these incidents for not being more communicative and more of a team player.” (Instance ID #1413)
- **“Instances were never resolved, and I was made to feel guilty** for their happening.” (Instance ID #1519)

### Perpetuator apologized:

- **“I responded to the question by saying I felt uncomfortable talking about the attractiveness of my coworkers, and my supervisor immediately apologized** and said she was wrong to have asked the question.” (Instance ID #1619)

### Other:

- **“Visitor did not return.”** (Instance ID #1272)
- **“Ongoing.”** (Instance ID #1591)
- **“The woman found another ‘friend’ for the conference.”** (Instance ID #1604)

## What Happened Next from the Perspective of the Organization

After the incident the participants reported that 24% of the organizations did nothing. When organizations did take action (19%), they were most likely to scold the perpetrator (8%) or change the perpetrator's position or fire them (10%). 1% of the organizations had a policy change as a result of the incident. 11% stated that the organization did "other" which included that the organization "kept their eye on the perpetrator" or that there was no way to resolve the issue as the person had left the location. The example below shows how a committed supervisor helped to successfully resolve a situation:

A sympathetic female supervisor kept a harassment journal, both for herself and for us, to document things. **After dozens of incidents and one particularly obvious one where the victim refused to return to work, the university finally listened, made inquiries, and asked him to leave.** He is still active in the field locally and we try to avoid him. (Instance ID#1057)

The following quotations are representative of organization's responses to the incidents, as reported by the participant.

### Did nothing:

- "He was not removed from his position and continued being involved with the organization and others in the community." (Instance ID #1466)

### Scolded someone:

- "The employee maintained improved behavior after the supervisor met with and **disciplined employee.**" (Instance ID #1068)

### Changed someone's position:

- "The incident made its way to the level of formal affidavits and filed complaints **resulting in the discriminator's termination.**" (Instance ID #5127)
- "Student employee eventually escalated behavior enough so that it was reported by someone else and student was **removed permanently from campus.**" (Instance ID #1069)
- "Other students knew of his actions, and other women would come 'rescue' another female that may be talking to him alone. He was shortly after **banned from campus.**" (Instance ID #1287).

### Policy change as a result of the incident:

- "I became the Executive Director after this, and employees have mentioned it. We've marked this individual as not eligible for rehire and **have been communicating to employees that this WAS sexual harassment, and no one in the organization should be dating our interns, whether they report directly to them or not.** Trying to improve culture so people recognize it and report it—and believe that they will be protected, and the perpetrator will be fired." (Instance ID #1095).

- “There was no response, but the next conference for the organization suddenly had a harassment policy.” (Instance ID #1716)

**Other:**

- “Nothing happened. In multiple meetings, a female employee would suggest something, it was ignored or shot down by the supervisor, then **if a male colleague restated the idea (presenting it as his own), it was accepted and lauded.**” (Instance ID #1186)
- “**Nothing happened** and the victim tried to avoid being alone with the perpetrator.” (Instance ID #1201)
- “We tried to avoid being in the same place at the same time, sitting as far apart when not possible, and I quit a few months later (same job as previous example). **He did try to contact me after I left, but I never opened the message.**” (Instance ID #1593)

## Resolution to the Incident

Participants were asked what happened after the incident and if it was resolved to their satisfaction. 46% reported that the incident was not resolved to their satisfaction with nearly a quarter (24%) reporting that the issue continued to be a problem. 14% reported that it was not resolved in a satisfactory manner, but it was unclear what happened after the incident. 16% indicated that it was resolved satisfactorily and of those, 10% reported it was resolved in a timely manner. Another 5% reported that the timing fell into the “other” category which was often just not knowing whether or not it was resolved or how long it took to be resolved.

When compared to size of institution (where small = less than 30 employees and large = 30 or more employees) there were no major differences.

**Table: Was the Incident Resolved to your Satisfaction (n=731)**

	<i>Frequency</i>	<i>Percent</i>
Yes timely	75	10%
Yes but it took a long time	46	6%
No continued	179	24%
No unclear	99	14%
No something else happened	62	8%
Other	39	5%
Did not respond to this question	231	32%

The following quotations describe the survivors’ experiences after the incident with the perpetrator or their organization.

### **Incident not resolved to satisfaction:**

- “I would say no. I was the supervisor of the staff member who came forward and complained about the advances the public safety officer was making towards her: notes indicating she was pretty, purchasing coffee for her and not the rest of the staff working that day, giving her gifts, and continuous hanging around her while she was working. **He was not reassigned or let go. It was decided he would be talked to by his direct supervisor, however, the unwanted advances continued. The staff member didn't want to come forward because she was afraid of what might happen given his level of authority.**” (Instance ID #1040)
- “Told to shut up and put up in one case. In another they promoted a supervisor who harassed women so he wasn't our direct supervisor anymore. He got a raise too.” (Instance ID #1041)
- “A younger white male was appointed instead of going through the state job process of grading resumes and taking interviews. **Not resolved, because worried that retaliation would happen (never hired for a job at any state agency) if it was elevated to a discrimination complaint through the state departments.**” (Instance ID #1153)

- “Nothing has happened, he continues to emit a sexist and hateful demeanor.” (Instance ID #1161)

**Incident resolved to satisfaction:**

- **“The incident was handled very well. I was taken very seriously, and I was made very aware how the full process would proceed both for me and the harasser. My managers also made it very clear to me that if I saw this man coming near me to let them know immediately and they would allow me to just walk away from my work and they would cover for me.** Unbeknownst to me at the time when I reported this, this man was basically on probation with this institution. It turns out I was not the only person who had spoken up about this person harassing them, and **due to his repeated history of harassing others he was ultimately fired.** After he was fired, I had multiple co-workers, who also identify as women, come up to me to thank me for speaking up as he had also been harassing them, they just hadn't felt the need to tell anyone about it yet.” (Instance ID #1011)
- “I reported the incident to the head of the program. The head of the program asked me if I wanted to escalate the issue to the department chair but I elected not to. The head of the program did make a note in the student's file about the incident.” (Instance ID #1203)
- “My coworker (a salaried employee) witnessed one of the acts of sexual harassment (unwanted physical contact) and **immediately reported it to HR. My harasser was fired the next day.** I was never questioned about what happened or offered any kind of counseling (even though the organization offered it to salaried employees).” (Instance ID #1364)

**Incident not resolved to satisfaction, and unclear what happened:**

- **“The police could not do anything as there was no violence. The limo company did not care, and the airport personnel did not care. It was only when I contacted airport customer service that I found someone who did care and they must have contacted the limo service because finally they got in touch with me and I told them my story.** I asked them to provide their drivers with sensitivity training. The problem is that women have to go through this every time they go to a conference: wonder if this ride will be the one where they are attacked, if this hotel room will be the one where someone comes to the door, if this walk home from the exhibit opening is the one where they will be attacked when alone.” (Instance ID #1022)
- “This happened to a coworker at a former job. I don't think the incident was resolved. She didn't receive a salary increase and that supervisor still works there.” (Instance ID #1244)
- “This is a tricky incident because it involved a board president at the organization who called an individual in town (it was a small-town museum) a racist slur in public and I felt it reflected back on the organization he was known to represent. So, while it didn't specifically happen in the place of work or at a specific museum function, it still connected back to the reputation of the organization (and one I was specifically looking to build within certain communities). With the individual in question, our board president, saying the racist slur and being in the highest position of power in the organization, I was unsure at first who to go to punish or even remove this individual. **I went to a community stakeholder and large donor to the organization (white male late 60s) to talk with the racist board member, as this board member did not take my requests in general seriously (and would often make gendered remarks to me). He was not**

**removed from his position and continued being involved with the organization and others in the community.”** (Instance ID #1466)

**Other:**

- “I made an excuse to leave the area and took a different elevator to my office, which is also located on the same floor as the library. I closed my door for the afternoon to avoid seeing him during his visit. **I told others about the incident but did not report it because our organization does not act on complaints against visitors.**” (Instance ID #1028)
- **“We considered not taking the project because of his behavior. In the end, the project fizzled out anyway and we were glad to not have to worry about it.** It was a satisfactory resolution, and we're wary of participating in any other projects this person is involved in.” (Instance ID #1136)
- “We made sure that this donor relationship was handled by a male colleague. Board members also informed, as individual had the potential to be a major donor and they needed to know why we weren't actively cultivating him.” (Instance ID #1386)



## Resources Used After the Incident

Participants were asked whether there were “resources that have helped you or others process the experience(s) addressed in the previous sections?”

Of the instances, this question was answered 216 times. Some of the participants reported that the survivor did not have access to resources to help them after the incident or did not seek any. Other participants stated they turned to an internal colleague for support or guidance on how to handle the situation. Participants also stated that in-field resources that were offered through their institution or related societies helped them. Additional categories included mental health professionals, family and friends, and internal support through the institution. “Other” resources described in the data included:

- Books
- Online Materials
- The #MeToo Movement
- Law Enforcement/Legal Assistance
- GEMM (Gender Equity in Museums Movement)

The following quotes show what resources victims turned to after the incident or their feeling that there were no resources that could help them.

### No Resources Available:

- “Sadly, this is fairly normal for a younger female in and out of work settings **so no resources have been referenced.**” (Instance ID #1054)
- “**None.** I processed it myself and moved on.” (Instance ID #1212)
- “No. Time, maturity and the realization of how normal it was has helped.” (Instance ID #1230)
- “No. I'm a female and have been sexually harassed in many places since I was 14 years old. I learned to stay away from men if alone.” (Instance ID #1287)

### Internal Colleague as a Resource:

- “**Coworkers.** The agency offers an Employee Assistance Program. There is an office to report harassment to, but they don't seem to take things seriously, especially when it involves the highest levels of power at the site.” (Instance ID #1051)
- “**Supportive team** that is equipped and trained to leverage their privileges and skills to de-escalate or prevent sexual harassment and gender discrimination in the workplace.” (Instance ID #1240)
- “No professional or literary resources. However, the victims have had the support of **friends and coworkers.**” (Instance ID #1351)
- “I don't have a single source; as specific situations arise, I seek out the resources needed. That said, we have an active DEI program led by myself and a board member. We are getting very,

very well versed in handling these issues AND have **built a culture that largely disallows this kind of behavior.**" (Instance ID #1568)

**Resources in the Field:**

- "I use **GEMM, Lean In studies and resources**, read **HBR information about gender discrimination.**" (Instance ID #1151)
- "**Joan Garry's Nonprofit leadership blog**, book should be required reading! Our state's nonprofit advocacy org was a huge help, as was our state's museum association." (Instance ID #1192)
- "A mentor outside the school was able to call out the harassment and assault by what it actually was and place it in perspective for me." (Instance ID #1460)
- "Nowadays the **NCPH Job site** is light years removed from its inadequate former state! The federal government has created USAJOBS opportunities for Senior Professionals for term appointments." (Instance ID #1555)

## Wish for Future Resources

Participants were asked whether there were “resources that you wish you had and/or that you think could have helped prevent the experience(s) addressed in the previous sections?”

Participants reported wishing that there was more training regarding these issues. They also wanted the policy to change. The other responses included things like:

- Access to an HR department even within very small organizations
- Coaching
- A “know your rights” approach to education
- Nothing will help
- Mental health support

The following quotations depict the types of training participants wished was available in their workplace, stronger and enforceable gender discrimination and sexual harassment policies, and a human resources department that would be available to them.

### More Training:

- “Everyone should have **training in what is inappropriate**; in basic decency behavior AND there be genuine consequences.” (Instance ID #1007)
- “Better **understanding of power imbalances in the workplace**; an understanding that if ‘lighthearted teasing’ hurts, it's not OK; clearer policies for HR reporting as an entry-level, part-time employee” (Instance ID #1012)
- “**I wish there would be guidelines for how to handle aggressive visitors**. I do not feel comfortable calling out people in the moment, but it would be nice to know that there are steps that can be taken to address visitor behavior.” (Instance ID #1026)

### Policy Change / Enforcement:

- “We have policies but **nobody cares about them**. A standard guide should be followed and enforced.” (Instance ID #1030)
- “**Actual serious policies that are enforced; rules of behavior for visitors that are enforced; notices to site partners as to incidents such as stalking and abuse**. (The incident I detailed in #2 is just one of several stalking incidents that have happened at my workplace, where we see 1–2 million visitors a year).” (Instance ID #1051)
- “I wish my organization had proper policies in place how to report, address, and resolve such issues. Actually, as a state agency we do—but they are not followed at the organization.” (Instance ID #1164)
- “Create internal policies giving employees (seasonal, part-time, or otherwise) the agency and **power to speak up to visitors when they say and do inappropriate/derogatory things and commit sexual assault**. Institutions need to commit to **having their employees' backs** when, inevitably, a visitor reports a negative interaction with a staff member. Perhaps even come up

with key phrases for staff to have on hand like, 'It is very inappropriate to comment on my physical appearance but I'm happy to talk with you about why my historic clothing fits and looks this way.' The daily, even hourly, occurrences of physical and verbal abuse that front-line staff put up with could also be dealt with by **signage throughout the site reminding visitors how to behave. Or, whoever is selling the tickets should have to remind visitors of proper behavior.** E.g., 'The restrooms are over there, the next demonstration is in 10 minutes, and don't forget that the people you see in costume are employees—please treat them with the same respect that you would use towards your friends and family. Enjoy your visit!'" (Instance ID #1323)

**Other:**

- **"Any kind of HR support at all.** We used to have an in-house HR representative and now it's been outsourced to the state personnel office (we're a government agency)." (Instance ID #1018)
- "Actual sexual harassment training and diversity training in the workplace. An HR department that would actually have the power to remove staff." (Instance ID #1081)
- "Personnel offices and persons can often perpetuate harassment, and support employers. Employees subject to harassment need access to an independent arbitrator with knowledge and training of harassment." (Instance ID #1181)
- **"Guidelines for appropriate behavior should be shared with volunteers and employees annually. Having a specific person to go to with problems,** even at a small museum, would be good. Having that published in all the newsletters and posted on the website. **Having actual policies in place to deal with reports of problems.** Having a plan for passing along information when the only person who knows leaves the organization." (Instance ID #1325)

## Resolution, Restitution, or Restorative Justice

Participants were asked, "What do resolution, restitution, or restorative justice mean to you with regards to sexual harassment and gender discrimination?"

Participants reported wanting to see the behavior stopped. They also reported wanting to see policy written and implemented and a solid follow-through. Some reported that resolution is not possible. Other responses included that training be more proactive versus reactive and also understanding that every incident is different and the needs/steps will vary greatly.

### Stop the behavior:

- "For smaller infractions **the problem stops**, acknowledgement of harm and apology is made, and there is a renewed commitment marked by action toward something better. In serious cases there needs to be professional consequences (termination, demotion) for harassment - along with a hard look at workplace culture." (Instance ID #1005)
- "Today, it means that the discrimination/harassment would be **dealt with immediately at work, eliminated and the perpetrator would stop or have to leave**. Because of what happened to me, I keep an eye out for this behavior among my colleagues' interns, but have not had to intervene." (Instance ID #1190)
- "**Taking steps to ensure the incident never happens again** and working to ensure the victim feels supported, safe, and treated equally." (Instance ID #1365)
- "I think there can be moments where trainings or workshops can be helpful. But the behavior needs to actually change. Usually, it doesn't, because the entire culture within public history organizations supports this behavior. And **when someone's behavior is repeated, and repeatedly reported, they should face consequences ranging from suspension to firing.**" (Instance ID #1426)

### Policy:

- "**Publicly calling out situations so that people understand that it is not okay**. Part of the struggle I had with gender discrimination is that it makes you feel crazy, like you're seeing something no one else does or imagining it. Having people stand with you and say, 'You're not overreacting, this is wrong,' is needed. It was hard for me to report because I feared what the punishment was going to do to the other party, and how bad it was going to make my life since I would still have to interact with them. With assault, there is no restoring what was taken. Something broke, I don't know how to resolve that." (Instance ID #1463)
- "A world where I don't have to worry about telling a male professor I like his work and getting sexually propositioned for it. If that does happen, **having an actual meaningful avenue to report the behavior and see consequences come of it** instead of having it pushed under the rug." (Instance ID #1528)

- “Setting things right. Employers that fail to comply with basic harassment policies should be subject to penalties including corrective training, removal of officers and compensation to the employee” (Instance ID #1587)
- **“Correction of the problem with input from established policy** and those affected by the transgression.” (Instance ID #1617)

#### Resolution not Possible:

- “This is a tough question. **I want to make sure that workplaces are equitable, but I'm also cynical.** I know that a lot of people—myself included—are concerned that raising these issues can cause more stress than just letting them go or getting a new job. Small workplaces are the hardest. There's no way to be anonymous. I think reporting mechanisms have to be in place in order to identify recurring offenders. Change has to come from the leadership, especially board members. I'm really not sure what resolution looks like.” (Instance ID #1120)
- **“Under the current Presidency, very little, in terms of hope for Federal aid or guidance. I'm 57, and unfortunately, I don't expect much change in what will likely be my career's duration.** That stinks. Let's say women's rights weren't as imperiled as they are, even if ERA passed, wage parity would like still be an issue. And issues of socio-economic class and race need to be addressed. Some of the worst incidents I witnessed as a young professional were at federal institutions with big personnel departments. And this administration has entitled more people to be overtly sexist and racist. I have had more bad female bosses than bad male bosses. I wish resolution, restitution, and restorative justice weren't just theories.” (Instance ID #1194)
- “It’s so hard at a small museum. We didn’t even have an HR person. The head of our parent organization had to recuse herself from the investigation because of how close her relationship is with the person who treated me inappropriately. **There was no way for me to resolve my situation or receive proper restitution at such a small organization. I had no choice but to leave my dream job.** Beyond that, I was physically and verbally attacked at the museum and at an annual retreat location and it was too emotionally traumatic to be in those spaces.” (Instance ID#1538)

#### Other:

- **“Accountability is important. Leaders in our field must not be silent when they know of ongoing issues of sexual harassment and gender discrimination.** We cannot ignore these issues and allow perpetrators to continually find high-level employment at one institution after they have quietly left (or been forced to resign) from another. Transparency around pay and salary is needed NOW, from every institution in this field to prevent future pay inequity based on gender. **Leadership, training, and advancement opportunities must be offered specifically for women, nonbinary, and LGBTQ+ individuals, particularly to make up for years of lost income due to 1) lower salaries due to gender and 2) being harassed out of employment.**” (Instance ID #1044)

- “I think you need to ask each victim what that looks like to them. It is case by case. But ultimately, I want a victim to feel as satisfied as possible in how a situation was handled.” (Instance ID #1124)
- “There has to be **better ways to educate people** on what is appropriate and what isn't. Survivors should be given as many resources and support as they need to get through.” (Instance ID#1544)
- “I think I've outlined thoughts on this in earlier comments. **The professional organizations are finally coming around to creating sexual harassment policies.** Another organization, in a draft of those policies, created only a remedy to appeal to the directors of the organization. But one incident involved a director. The organization was responsive to comments and established ombudspersons that would receive complaints and this was a very good idea. In introductory and welcoming remarks at conferences leadership should reaffirm the organization's commitment to a harassment free atmosphere.” (Instance ID #1577)
- “To me, I think it means **systemic change**, not just individual restitution or monetary compensation.” (Instance ID #1603)

# Addressing Sexual Harassment and Gender Discrimination in the Future

Participants were asked, “Based on your experiences, how would you like to see public history workplaces, professional associations, schools, colleges, and universities address sexual harassment and gender discrimination in the future?”

## Participants want to see the future look like:

- Working together, often in the form of increased staff trainings and supervisors actively promoting a safe environment
- Empowering victims so they feel safe in coming forward after an incident and that their experience will be taken seriously
- Enforcement of the rules and consequences for the perpetrator
- Strong policies, where none currently exist, that will protect the victim and provide adequate punishment for perpetrators
- Equitable workplace practices

**Some participants expressed a feeling that addressing these issues in the future is “complicated.”**

## Other ideas for the future included:

- Acknowledge that there is a problem
- A change in culture
- Self-reflection/Business reflection

## Working Together:

- “It would help to have more women in positions of authority. Though programs at universities and museum staffs are generally mostly female, it is still often men in the highest positions. **If there were more women in positions of authority who take these issues seriously can support the women under them.** Any organization also needs to have steps for reporting harassment that are clearly communicated to every employee or member. This system also must ensure that victims know they will not face repercussions for reporting. Too often victims fail to report an incident because they don't want to be seen as ‘difficult.’” (Instance ID# 1203)
- “It has to be a **conscious holistic approach as a fundamental value of the organization** that is visible on a daily basis and not just something which is addressed once a year in the employee training session.” (Instance ID #1333)
- “**Resolution would involve all parties recognize Sexual Harassment-Gender Discrimination can be embedded in the hiring and professional development process.** Nip it in the bud by having forthright processes of interpersonal engagement in place at each level of employment. In the end a trained arbiter should lay out the findings and recommendations.” (Instance ID#1556)
- “It is so complicated. I've been called as a witness in two harassment cases and neither of them went well for either the person who filed the complaint, and in one case it ruined the job of the person who was complained against (who I believed to be innocent). **I think the best approach is ongoing discussion, raising awareness, and dialogue.**” (Instance ID# 1579)



### Empowering Victims:

- “Based on my experiences, I think it's important for people in positions of power (trustees, senior staff) to understand that simply their position over others prevents victims from speaking up. They should take EXTRA care to ensure that they create a comfortable work environment for their employees, and that **complaints are encouraged and addressed sincerely**. And especially if they have never experienced a particular status themselves (ex., pregnancy, LGBTQ, disability, etc.) it may be helpful to **express that they want to create a good work environment, and are open to feedback or suggestions about how to create a positive experience for that person.**” (Instance ID #1249)
- “Starting from a place of acknowledgment that we are places founded on exclusion and privilege, and that museums are also a profession that is majority women but majority men in leadership.” (Instance ID #1335)
- “I'd love to see classes/sessions that discuss what to do if you ever find yourself in one of these situations. Who you should talk to, what legal action you can take, and even as simple as ‘give yourself permission to make them leave’ would be amazing to hear more often.” (Instance ID #1592)

### Enforcement of the Rules:

- “I would like to see a more open acknowledgement of the fact that it does happen. Even as said institutions are viewed as being rather ‘liberal.’ I would also like to see, especially in smaller more rural areas, a **greater sense of accountability for leadership. Oftentimes individuals in lower-level positions feel super replaceable and unable to ‘rock the boat’ as a result.** Since they are so low paid, it is hard for them to save and establish any sense of financial security that would make them less afraid of speaking out and potentially losing their jobs.” (Instance ID #1081)
- “Fire predators working in universities; administrations and boards/trustees should sign codes of conduct written by mid- and entry-level staff. Stop token diversity committees.” (Instance ID #1481)
- “Hollow platitudes about ‘equity’ and ‘safety’ and ‘sensitivity’ aren't enough. No one who is a systematic abuser should be allowed to have tenure and control over others' futures.” (Instance ID# 1563)

### Strong Policies:

- “1. Policies in place and clearly communicated. 2. Organizational culture of mutual respect established/strengthened.” (Instance ID #1071)
- “I want stronger policies with enforceable consequences.” (Instance ID #1507)
- “I would like to see **institutional support for those who might experience gender discrimination from our visitors.** My experiences, as described in this survey, occur when I am working in the library and experience microaggressions with our patrons. I should not be expected to deal with these microaggressions as just part of the job I'm paid to do.” (Instance ID #1632)

**Other:**

- “All the old entitled men need to move on.” (Instance ID #1023)
- “Don't come to women in the field with training seminars or conference sessions. Require C-level and director level employees to recognize that it's a problem, go to the men in the field. **Stop making it women's responsibility to handle these issues.**” (Instance ID #1080)
- “Self-defense courses for women are great but the thing I would really like to see is **more training and counseling developed and directed towards men on how to not be predators in the first place.** The burden is still largely on women to prepare and defend themselves, to seek counseling after the fact. That support shouldn't go away but there should really be **more proactive education and empathy building for the (largely) male perpetrators.**” (Instance ID #1257)
- “Sexual harassment and gender discrimination are endured by many in the public history field because of financial concerns and a sense that the system is already stacked against them. **HR needs to be prepared to support employees with complaints and not try to sweep problems under the rug. Academic programs should better prepare students to find employment that pays a living wage and allows them mobility and flexibility so they don't end up trapped in a job.**” (Instance ID #1534)

# Conclusions and Implications

## ***Participant Understanding of Gender Discrimination and Sexual Harassment***

### **Conclusion:**

A high rate of survey respondents had experienced gender discrimination or sexual harassment. Participants generally agreed with the legal definitions of gender discrimination and sexual harassment.

Survey respondents were largely familiar with incidents of gender discrimination or sexual harassment in the workplace. 76% reported that they had experience with it personally, and 61% reported that they knew someone who had. This may indicate high rates of experiences within the field, but it is possible that those with experiences were more likely to self-select to take the survey. Just under half (43%) of the participants indicated that they had 5+ instances that they know of and/or had experienced.

### **Implications:**

- More education may need to be provided for some people in the field to help them understand what behavior constitutes sexual harassment and gender discrimination.
- More research is needed to understand the rate of instances of gender discrimination or sexual harassment overall in the field.

### **Conclusion:**

We do not know the demographics for those who *did not experience* gender discrimination or sexual harassment.

Only 11% of survey respondents *had not* experienced sexual harassment or gender discrimination in a public history setting or educational institution. Due to the way the survey was designed, we also have no information about who the respondents are that reported that they *didn't have* any experience with gender discrimination or sexual harassment.

### **Implications:**

- More research is needed to understand *who has not had* experience with gender discrimination or sexual harassment, since that data has not been collected in this survey.

## ***Who is impacted?***

### **Conclusion:**

Of the instances that included age, the ages of the victims skewed younger than those of the perpetrator. In 51% of cases, participants indicated that they felt age discrimination was a contributing factor. The most common race/ethnicity reported for both the victim and the perpetrator was "white."

A majority of the victims were reported as “a woman” and “straight,” and the majority of perpetrators were reported as “a man.”

Of the instances that included age, researchers coded the written responses into age categories. These age categories are estimates based on open-ended responses, but do show that the ages of the victims skew young. In contrast, the ages of the described perpetrators skewed older. In 51% of instances, respondents indicated that in addition to gender discrimination or sexual harassment they felt that they had been discriminated against due to their age. Of the instances that included race/ethnicity for both the victim and the perpetrator, the large majority were reported as “white.” This echoes the race/ethnicity reported in the participants themselves, which was also largely “white.” A majority of the victims were reported as “a woman” and “straight,” and the majority of perpetrators were reported as “a man.” Very few instances recorded known sexual orientation for the perpetrators.

#### **Implications:**

- The perpetrator in this survey was generally older than the victim, suggesting that experiences of gender discrimination and sexual harassment frequently occurred between age differentials—younger victim and older perpetrator.
- While the field of public history tends to be majority white and majority cis-gender, this sample likely does not reflect the true diversity of the field as a whole. More research should be done to better understand how gender discrimination and sexual harassment intersect with ageism, racism, ableism, and other prejudices and identities within the field.
- Given the amount of missing data for both victim and perpetrator ages, race/ethnicity, gender identity, and sexual orientation more research is needed to better understand the demographics for both the victim and the survivor.

#### **Conclusion:**

The main perpetrators were reported as supervisors (33%) and colleagues/co-workers/peers (32%), site visitors (12%), and board members (12%).

- **Implications:**  
Discrimination and harassment were reported to come from both inside the organization as well as outside of the organization. While many institutions have a plan in place for discrimination/harassment from supervisors or colleagues, it is also important to have a policy in place for employees who interact frequently with the public or with board members and donors.

### ***What incidents occurred?***

#### **Conclusion:**

The top characterizations of discrimination or harassment were: boundaries crossed (43%), microaggressions (39%), treated differently (32%), and subjected to remarks or behaviors that are disruptive (27%).

**Implications:**

- There were many ways that survey participants feel that they were being discriminated against or harassed. The scope of harassment and discrimination is varied and characterized in a variety of ways.

***Where did the incidents occur?*****Conclusion:**

Incidents largely occurred in the workplace (75%). Incidents were reported as occurring in both large and small institutions at about the same rate. 20% of incidents took place offsite, and 14% took place on campus. It is unclear when the events took place, but at least 19% occurred in the past 1–10 years. A quarter of incidents were “one-time” incidents.

**Implications:**

- Issues surrounding gender discrimination and sexual harassment are evident in *any size institution*. Small or large, institutions need to be aware that issues related to gender discrimination and sexual harassment can occur at their organization.
- Employees are susceptible to gender discrimination and sexual harassment when they are offsite or traveling. Organizations should plan and prepare for issues when employees, interns, and students are offsite.
- Future research work should include understanding the timeframe for when incidents occurred.

***What happened after the incident?*****Conclusion:**

Participants reported that the victim/survivor reported the incident in just under a third of cases (28%). Those who did not report the incident cited being afraid of the repercussions (24%). One-third of participants reported the victim/survivor took steps to separate themselves from the perpetrator after the incident. Nearly half of incidents were not resolved to a victim’s satisfaction (46%) in any timeframe. Only 16% of victims were satisfied with the resolution of their incident.

Participants reported that the victim/survivor reported the incident in just under a third of cases (28%), and that someone else reported the incident in 8% of cases. Those who did not report the incident cited being afraid of the repercussions (24%), thought they would not be believed or taken seriously (21%), or thought it did not rise to the level of complaint (17%).

Participants reported that in over a third of the instances, the victim or the survivor took steps to separate themselves from the perpetrator after the incident occurred whereas in 40% of the cases, the perpetrator was reported as continuing as usual. In a third of the instances, the organization was reported as doing nothing. Nearly half of incidents were not resolved to a victim’s satisfaction (46%) in any timeframe. Only 16% of victims were satisfied with the resolution of their incident.

**Implications:**

- Institutions and organizations need to create an environment that empowers those who have experienced discrimination or harassment to report the incidents without repercussions. They also need to understand that they will be taken seriously and that it is important to report even small matters. In many of these cases, it was up to the victim to take action to prevent future issues or to remove themselves from the situation while the perpetrator and organization continued on as usual. Only a small portion of the participants felt that the incident was resolved to their satisfaction. There is room for improvement for organizations to better handle incidents that have been reported. Available resources (internal and external) need to be better advertised to employees. Currently a large proportion of victims are left without support.

**Conclusion:**

Participants reported that victims/survivors relied on internal colleagues and resources within their field to deal with incidents that occurred. Some also consulted mental health professionals, family, and friends. Some of the victims had no access or knowledge of resources that could help them after being sexually harassed or subject to gender discrimination. Participants “wished” for additional training and policy changes. Many of these instances talked about understanding how to handle issues with visitors or donors, which many institutions may not have considered.

**Implications:**

- Available resources (internal and external) need to be better advertised to employees as a portion of victims/survivors have been left without any support. Policies should address how to handle incidents of gender discrimination and sexual harassment from the perspective of the victim. Too often, victims are dealing with issues on their own without any plans or policies in place. Institutions need to come up with a plan for dealing with these issues not only between staff but also from the public as well as donors and board members.

***What’s Next?*****Conclusion:**

When it comes to resolution, restitution, or restorative justice, participants reported wanting to see the behavior stopped. They also reported wanting to see policy written and implemented and a solid follow-through. Participants reported wanting to create a safe environment for all through increased trainings and proactive supervisors who take the rules seriously. Participants also wanted to feel empowered that after they reported an instance that the organization would pay attention.

**Implications:**

- Acting quickly to intervene is critical. As seen throughout the results of this survey, perpetrators are most frequently able to “continue as usual” and it’s up to the victim to stand up to or avoid the perpetrator. Institutions need to protect the survivor and stop these behaviors from the perpetrator and enforce consequences.

# Appendix A: Survey Instrument

How would you personally define gender discrimination and sexual harassment? (There is no right or wrong answer.)	Open-ended Response
Given the definition you have provided, have you or someone you know experienced what you would personally identify as gender discrimination and/or sexual harassment in an educational or professional setting in public history (broadly defined)?	Response
How many instances of gender discrimination and/or sexual harassment have you or another person experienced in an educational or professional setting in public history (broadly defined)? You will have the opportunity to describe up to five instances in the following pages.	Response
How would you characterize an instance of discrimination or harassment you noted in the previous question? (Please check all that apply.)	Passed over for an opportunity
	Excluded or treated differently than others (examples include: not receiving as much support or guidance as others, asked to do more or different types of work than others, having your work valued differently than others)
	Received unwanted attention based on real or perceived characteristics or identities
	Subjected to remarks or behaviors that implicitly target real or perceived characteristics or identities, sometimes called microaggressions (examples include: harmful jokes, backhanded compliments)
	Subjected to remarks or behaviors that explicitly target real or perceived characteristics or identities (examples include: derogatory comments in face-to-face and online spaces)
	Subjected to remarks or behaviors that are disruptive to educational or professional activities, performance, or free time
	Deliberately misgendered (examples include: incorrect pronouns, gendered descriptors, deadnaming - or use of legal name in lieu of real name)

	Verbally attacked (examples include: being singled out, being subjected to hate speech or slurs)
	Bullying or a hostile/abusive work environment (examples include: retaliation or suggestions of retaliation, physical cornering, intimidation)
	Threats of violence
	Being physically attacked
	Having personal, professional, emotional or physical boundaries crossed without one's consent (examples include: unwanted attention, compliments, advances, invitations, physical contact)
	Other (please specify)
Where did the discrimination or harassment take place? (Please check all that apply.)	Workplace (zero paid employees)
	Workplace (1–5 paid employees)
	Workplace (6–10 paid employees)
	Workplace (11–30 paid employees)
	Workplace (30+ paid employees)
	Campus
	Conference
	Other on-site work meeting, event, or program
	Other off-site work meeting, event, or program
	Other on-site educational meeting, event, or program
	Other off-site educational meeting, event, or program
	Freelance consultation/client meeting
	Internship/partner site
	Online (correspondence)
	Online (work meeting, event, or program)
	Online (educational meeting, event, or program)



	Other (please specify)
Who perpetrated the discrimination or harassment? (Please check all that apply.)	Academic Advisor
	Advisee
	Board member
	Instructor (e.g., professor, adjunct, or teaching assistant; you can provide more detail below)
	Colleague/Co-Worker/Peer
	Contractor/Freelancer
	Site Visitor
	Student
	Subordinate
	Supervisor
	Volunteer
	Other (please specify)
In order for us to gather data on who is most likely to be at risk for being a victim or perpetrator of sexual harassment and gender discrimination, describe the relevant aspects of each person's identity for this incident. For example, a respondent might say that they were an intern in their early 20s when they were harassed by a white man in his 50s, suggesting that their age difference was a factor. Or, a respondent might write that their cisgender woman boss misgendered them during a work meeting, reflecting an anti-trans bias. Do not include individual's names.	Open-Ended Response
Building on the previous question, do you think the victim/survivor was discriminated against or harassed in part due to others' perception of one or more of the following identities in addition to gender and sexuality?	Age
	Class
	Disability
	Race
	Other (please specify)
Did you or someone else report or tell others about the discrimination or harassment? (Please check all that apply.)	Yes, the victim/survivor reported the incident.
	Yes, someone else reported the incident.
	No, the victim/survivor did not report the incident.
	No, no one else reported the incident.

	Yes, the victim/survivor told others about the incident.
	Yes, someone else told others about the incident.
	No, the victim/survivor did not tell others about the incident.
	No, to my knowledge no one else told others about the incident.
	Other (please specify)
If you or someone else did not report, were there factors that led to this decision? (Please check all that apply)	Unsure who to report to.
	There was no one to report to (e.g. there was no HR office or HR committee).
	Thought I would not be believed or the complaint would not be taken seriously.
	Afraid of repercussions of reporting (e.g. retaliation).
	Did not recognize these events as harassment or discrimination until later.
	Previous complaints about harassment and discrimination had been ignored.
	Preferred to handle it on my own.
	Did not think it rose to the level of complaint.
	Other (please specify)
Whether you reported the incident or not, what happened next? Was the incident resolved to your satisfaction?	Open-Ended Response
Is there another incident of gender discrimination and/or sexual harassment in an educational or professional setting in public history (broadly defined) that happened to you or someone you know that you want to describe?	Response
In order for us to gather data on who is most likely to be at risk for being a victim or perpetrator of sexual harassment and gender discrimination, describe the relevant aspects of each person's identity for this incident. For example, a respondent might say that they were an intern in their early 20s when they were harassed by a white man in his 50s, suggesting that their age difference was a factor. Or, a respondent might write that their cisgender woman boss misgendered them during a work meeting, reflecting an anti-trans bias. Do not include individual's names.	Open-Ended Response
Building on the previous question, do you think the victim/survivor was discriminated against or harassed in part due to others' perception of one or more of the following identities in addition to gender and sexuality?	Age

	Class
	Disability
	Race
	Other (please specify)
Did you or someone else report or tell others about the discrimination or harassment? (Please check all that apply.)	Yes, the victim/survivor reported the incident.
	Yes, someone else reported the incident.
	No, the victim/survivor did not report the incident.
	No, no one else reported the incident.
	Yes, the victim/survivor told others about the incident.
	Yes, someone else told others about the incident.
	No, the victim/survivor did not tell others about the incident.
	No, to my knowledge no one else told others about the incident.
	Other (please specify)
	If you or someone else did not report, were there factors that led to this decision? (Please check all that apply)
There was no one to report to (e.g. there was no HR office or HR committee).	
Thought I would not be believed or the complaint would not be taken seriously.	
Afraid of repercussions of reporting (e.g. retaliation).	
Did not recognize these events as harassment or discrimination until later.	
Previous complaints about harassment and discrimination had been ignored.	
Preferred to handle it on my own.	
Did not think it rose to the level of complaint.	
Other (please specify)	
Whether you reported the incident or not, what happened next? Was the incident resolved to your satisfaction?	

Is there another incident of gender discrimination and/or sexual harassment in an educational or professional setting in public history (broadly defined) that happened to you or someone you know? You will not have the opportunity to describe more instances, but please indicate how many there have been.	Response
	If yes, how many other instances?
Are there resources that have helped you or others process the experience(s) addressed in the previous sections? (These resources can be support networks, literature, etc.)	Open-Ended Response
Are there resources that you wish you had and/or that you think could have helped prevent the experience(s) addressed in the previous sections? (These resources can be policies, guides, curricula, workshops, etc.)	Open-Ended Response
If you're comfortable with doing so, please provide additional information if you feel it's pertinent to the goal of "resources" as described above.	Open-Ended Response
What is your current occupation? (Please check all that apply.)	Archives employee
	Consultant
	Fellow/post-doc
	Government employee
	Historic preservation employee
	Historic site employee
	Historical society employee
	Independent Scholar
	Library employee
	Museum employee
	Nonprofit employee
	Paid intern
	Retired
	Self-employed
	Unemployed/underemployed
	Unpaid intern
	Volunteer
	Professor (You can indicate Adjunct, Assistant, Associate, Tenured, etc. below if you'd like.)
	Student (You can indicate High School, Associates, Bachelors, Masters, Doctorate, etc. below if you'd like.)

	Teacher (You can indicate Primary, Elementary, Secondary, High School, etc. below if you'd like.)
	Other organization/institution employee
	Other (please specify)
What state do you reside in?	Response
	Other (outside of the USA)
My education is...	Response
	Other (please specify)
I identify as... (Please check all that apply.)	No/low-income
	Working-class
	Middle-class
	Upper-class
	Other (please specify)
My income is currently...	Response
	Other (please specify)
My age is...	Response
If you have one or more disabilities, check all that apply:	Hearing
	Learning
	Physical
	Psychiatric
	Neurological
	Visual
	Other (please specify)
I am... (Please check all that apply.)	Asian
	Black
	Indigenous/Native American/American Indian
	Latinx
	Pacific Islander
	White
	Other (please specify)

I am... (Please check all that apply.)	Agender
	Cisgender (my gender identity and sex assigned at birth are consistent)
	Genderqueer
	Genderfluid
	Gender nonconforming
	Intersex
	A man
	Nonbinary
	Transfeminine
	Transgender
	Transmasculine
	A woman
	Other (please specify)
I am... (Please check all that apply.)	Asexual
	Bisexual
	Gay
	Lesbian
	Pansexual
	Queer
	Straight
	Other (please specify)
What do resolution, restitution, or restorative justice mean to you with regards to sexual harassment and gender discrimination?	Open-Ended Response
Based on your experiences, how would you like to see public history workplaces, professional associations, schools, colleges, and universities address sexual harassment and gender discrimination in the future?	Open-Ended Response
I consent to having my open-ended responses anonymously quoted in the GDSH report. (If not, your testimony will still broadly inform the themes discussed in the GDSH report.)	Response
Do you have any questions, concerns, or feedback regarding this survey and report? If you would like us to respond, please provide your email. This information and any subsequent correspondence will remain strictly confidential.	Open-Ended Response

# Appendix B: Coding Rubric

Q1a: How would you personally define gender discrimination?

Code	Description
[1] Mentions concepts consistent with agreed upon gender discrimination definition.	Sex discrimination involves treating someone (an applicant or employee) unfavorably because of that person's sex, including the person's sexual orientation, gender identity, or pregnancy.
[0] Mentions concepts outside of the definition of gender discrimination.	Gave a description related to race, age, or only mentioned sexual harassment.

Q1b: How would you personally define sexual harassment?

Code	Definition
[1] Mentions concepts consistent with agreed upon sexual harassment definition.	It is unlawful to harass a person (job applicant or employee) because of that person's sex. Harassment can include "sexual harassment" or unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature.
[0] Mentions concepts outside of the sexual harassment definition or didn't define it.	Gave a description related to race, age, or only mentioned gender discrimination.

Timeframe

Code
[0] No reference to time
[1] Recent (past 10 years)
[2] A while ago (past 11–20 years)
[3] A long time ago (21+ years)
[4] Unknown timeframe

Frequency Type

Code	Description
[1] Ongoing	The experience was ongoing.
[2] One time	The experience took place one time only.
[3] Happens all the time	A generalized statement, meaning that the experience "happens all the time," but with different perpetrators.
[4] Extended	The experience was extended, but not still ongoing.
[5] Unknown	The frequency of the experience is unknown.

[6] Other	The frequency of the experience was something other than the possibilities already listed.
-----------	--

Q7a: Victim Description

Code	Description
Identifies victim as self [0] No [1] Yes [2] Unsure	N/A
Identifies a specific victim [0] No [1] Yes	Referred to a specific person, such as “a graduate student,” or “a one-time guest at the event.”
Reference to a group of people [0] No [1] Yes	Did not refer to a specific person, but to a generalized group or more than one person.
Description of victim’s age [0] No information [1] 18–24 years [2] 25–34 years [3] 35–44 years [4] 45–54 years [5] 55–64 years [6] 65+ years [7] Unclear	N/A
Description of victim’s race/ethnicity [0] No [1] Yes	(Same rubric used as those used to code demographics)
Description of victim’s gender [0] No [1] Yes	(Same rubric used as those used to code demographics). Female was coded as “woman;” male was coded as “man.”

Q7b: Perpetrator Description

Code	Description
Identifies perpetrator as self [0] No [1] Yes	N/A
Identifies a specific perpetrator	Referred to a specific person, such as “a graduate student,” or “a one-time guest at the event.”



[0] No [1] Yes	
Reference to a group of people  [0] No [1] Yes	Did not refer to a specific person, but to a generalized group or more than one person.
Description of perpetrator's age  [0] No information [1] 18–24 years [2] 25–34 years [3] 35–44 years [4] 45–54 years [5] 55–64 years [6] 65+ years [7] Unclear	N/A
Description of perpetrator's race/ethnicity  [0] No [1] Yes	(Same rubric used as those used to code demographics)
Description of perpetrator's gender  [0] No [1] Yes	(Same rubric used as those used to code demographics). Female was coded as "woman; male was coded as "man."

Q11a: What happened next (in regard to the victim)?

Code	Description
Victim left the job or changed positions  [0] No [1] Yes	The victim left his/her/their job, changed positions, or found another position.
Victim avoided the perpetrator or problem, or took steps to assert for self  [0] No [1] Yes	The victim took initiative to avoid the perpetrator or the problem, or asserted for self around the perpetrator. Some possible examples: the victim spoke with the perpetrator or used different language in regard to the perpetrator, body language and otherwise.
Victim dealt with mental health concerns  [0] No [1] Yes	The victim reported mental health concerns.
Victim leaned on social group, friends, and/or family for support	The victim used social groups to cope with discrimination or harassment encounter(s).

[0] No [1] Yes	
Other [0] No [1] Yes	Something other than the previously listed possibilities occurred. Some possible examples: the victim sought legal action, there wasn't anything that the victim could do, or there were further descriptions reporting the incident.

Q11a: What happened next (in regard to the perpetrator)?

Code	Description
Perpetrator left the job or changed positions [0] No [1] Yes	The perpetrator changed jobs, left jobs or changed positions without the organization firing them.
Perpetrator continued as normal [0] No [1] Yes	The perpetrator continued job as usual.
Perpetrator apologized [0] No [1] Yes	The perpetrator apologized for the incident and changed ways.
Perpetrator "punished victim" for reporting [0] No [1] Yes	The perpetrator either literally or figuratively punished the victim after the victim reported the incident.
Other [0] No [1] Yes	Something other than the previously listed possibilities occurred. Some possible examples: the victim facilitated the incident as well, or the perpetrator was a one-time visitor to the location.

Q11a: What happened next (in regard to the organization: company, museum, institution, or academic institution)?

Code	Description
Organization changed perpetrators position, role, or reporting structure [0] No [1] Yes	The organization suspended the perpetrator from the location, the organization fired or demoted the perpetrator.
Organization "spoke" with or scolded perpetrators [0] No [1] Yes	The organization communicated with the perpetrator and the perpetrator received little or no penalty for the incident. A slap on the wrist; minor consequences.

Organization changed policies as a result  [0] No [1] Yes	The organization changed policies that affected the incident after it was reported.
Organization did nothing  [0] No [1] Yes	The organization didn't do anything to remedy the incident or ignored the incident altogether.
Other  [0] No [1] Yes	The organization did something other than the possibilities previously listed in regard to the incident.

Q11b: Was the incident resolved to your satisfaction?

Code	Description
Yes, in a timely manner  [0] No [1] Yes	The person who reported the incident was satisfied with the resolution. It was resolved in a timely manner by the organization and/or those whom the incident was reported to.
Yes, but it took a long time  [0] No [1] Yes	The person who reported the incident was satisfied with the resolution, but it took the organization and/or those whom the incident was reported to longer than needed to resolve.
No, but something else happened  [0] No [1] Yes	The person who reported the incident was not satisfied with the resolution. But eventually something happened that allowed the victim to escape the harassment or discrimination.
No, it continued to be a problem  [0] No [1] Yes	The person who reported the incident was not satisfied with the resolution. It continued to be a problem.
No, unclear  [0] No [1] Yes	The person who reported the incident wrote an unclear "no" in answer to this question.
Other  [0] No [1] Yes	The person who reported the incident responded in a way other than the possibilities previously listed.

Q49: Are there any resources that have helped you or others process the experience(s) addressed?

Code	Description
------	-------------

Resources outside of the organization, but inside the field  [0] No [1] Yes	Resources used to resolve the incident were found outside of the organization, but still inside the field of similar associations. Some examples might include: professionals, professional webinars, blogs, or other websites outside of the organization.
HR / Internal organization support  [0] No [1] Yes	Resources used to resolve the incident were found in the human resources department or other official internal support within the organization.
Colleagues / internal organization support  [0] No [1] Yes	Resources used to resolve the incident were found in colleagues and/or other unofficial internal support within the organization.
Informal support outside of organization: family and friends  [0] No [1] Yes	Resources used to resolve the incident were found informally, outside of the organization's support, such as through family and friends.
Support outside of organization: mental health professionals  [0] No [1] Yes	Formal support outside of the organization from mental health professionals such as therapists, life coaches, etc. were used to resolve the incident.
No known sources  [0] No [1] Yes	The person who completed the survey expressed that resources were lacking to resolve the incident, or wrote "none" in answer to this question.
Other  [0] No [1] Yes	The person who reported the incident responded in a way other than the possibilities previously listed.

Q50: Are there any resources that you wished for?

Code	Description
Policies / organizational changes / help from HR  [0] No [1] Yes	The person who reported the incident expressed a wish for a change in policy or protocol regarding how to handle the incident before, during, and/or after it took place, a desire for changes within the organization, a desire for change in legal policy or protocol, and/or support from a human resources department. The response could also include wishing for repercussions for the perpetrator.
Others changing their behavior / learning something new	The person who reported the incident expressed a wish for behavior change, education, training, and/or workshops in regards to the incident.

[0] No [1] Yes	
Access to counseling or mental health  [0] No [1] Yes	The person who reported the incident expressed a wish for access to counseling or other mental health resources to resolve the incident.
None  [0] No [1] Yes	The person who reported the incident did not express a wish for anything to help with the incident, or they expressed that all possible help was already addressed in some way.
Nothing will help  [0] No [1] Yes	The person who reported the incident expressed that no resources could help.
Other  [0] No [1] Yes	The person who reported the incident responded in a way other than the possibilities previously listed.

Q62: What do resolution, restitution, and restorative justice mean to you with regards to sexual harassment and gender discrimination?

Code	Description
Putting a stop to the behavior  [0] No [1] Yes	Resolution, restitution, and/or restorative justice were described as putting a stop to the sexual harassment and/or gender discriminatory behavior.
Restitution from the perpetrator  [0] No [1] Yes	Resolution, restitution, and/or restorative justice were described as the perpetrator taking action for restitution in a tangible way, such as financial or otherwise.
Policy change  [0] No [1] Yes	The person who reported the incident described that having a change in policy would create resolution, restitution, and/or restorative justice.
Apology  [0] No [1] Yes	The person who reported the incident described that having an apology would create resolution, restitution, and/or restorative justice.
Empowerment  [0] No [1] Yes	Resolution, restitution, and/or restorative justice were described as giving empowerment to the victim, organization, or others seeking justice.
Not possible	The person who reported the incident expressed that resolution, restitution, or restorative justice were not possible.

[0] No [1] Yes	
Other [0] No [1] Yes	The person who reported the incident responded in a way other than the possibilities previously listed.

Q63: How would you like to see sexual harassment and gender discrimination addressed in the future?

Code	Description
Enforcement, or taken more seriously [0] No [1] Yes	The person who reported the incident expressed that protocol or policies already put in-place or should be enforced or taken more seriously.
Empowering people to speak up [0] No [1] Yes	The person who reported the incident expressed that empowering the victim or others to speak-up should be addressed in the future.
Equality [0] No [1] Yes	The person who reported the incident expressed that equality should be addressed in the future. Some examples might be: more BIPOC and LGBTQ+ leaders in positions of power.
Learning to work together regardless of identity, or with identity [0] No [1] Yes	The person who reported the incident expressed that a feeling or action of community, or working together, regardless of differences, should be addressed in the future.
How would there even be a way to address this? / It's complicated [0] No [1] Yes	The person who reported the incident expressed that it's difficult or complicated to address incidents of sexual harassment or gender discrimination; that there isn't a clear way to do it.
Policy [0] No [1] Yes	The person who reported the incident expressed that having a change in policy would help with addressing it in the future.
Other [0] No [1] Yes	The person who reported the incident responded in a way other than the possibilities previously listed.