### Giving Voice: Tools for Supporting Gender Inclusivity in STEM
#### A Self-Assessment

<table>
<thead>
<tr>
<th>Risk factors associated with harassment*</th>
<th>Does this risk factor play a role in your lab or classroom?</th>
<th>What actions can you take to reduce this risk factor?</th>
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<tbody>
<tr>
<td><strong>Homogeneous work groups</strong>: harassment is more likely to occur where there is a lack of diversity in a group.</td>
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<td><strong>New students or early career hires</strong>: these individuals may lack the confidence to resist or challenge conduct, or may lack the maturity to understand or care about consequences.</td>
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<td><strong>Cultural and language differences</strong>: group members from different backgrounds may be less aware of institutional expectations, guidelines, policies, or practices.</td>
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<td><strong>Top researchers or performers</strong>: group leaders, faculty, or administration may be reluctant to challenge their behavior and these individuals may believe that the general rules do not apply to them.</td>
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<td><strong>Significant power disparities</strong>: students, postdocs, or early career hires with less seniority may be unaware of complaint channels and may worry about reporting ramifications; more senior group members may also exploit group members with less tenure or status.</td>
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<td><strong>Societal stereotypes</strong>: Some group members may not conform to societal stereotypes, such as a “feminine” acting man or a woman who challenges norms by being “tough enough” to do a job in a traditionally male-dominated environment; some group members may not conform to any gender roles.</td>
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<td><strong>Decentralized work or learning environments</strong>: marked by limited communication between organizational levels or sites, these environments may foster a climate in which harassment may go unchecked.</td>
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<th><strong>Isolated work or learning environments:</strong> haras<strong>s</strong>ers have easy access to others in isolated spaces, and possibly no witnesses to the harassment.</th>
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<td><strong>Workgroups that tolerate or encourage alcohol consumption:</strong> alcohol reduces social inhibitions and impairs judgment, providing a greater opportunity for harassment.</td>
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<td><strong>Coarsened social discourse and events outside the work or educational environment:</strong> outside conduct may make harassment inside a work place more likely or perceived as more acceptable.</td>
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<td><strong>“Customer service”:</strong> a group member may feel compelled to tolerate inappropriate behavior when they rely solely on one person to receive fair compensation, promotion, or recommendations.</td>
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<td><strong>Monotonous or low intensity work:</strong> in an unstimulating work or educational environment, harassing behaviors may be tolerated to vent frustration or avoid boredom.</td>
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