

WHAT ARE IUSSI ALLIES?

The burden of creating an equitable environment often falls on the shoulders of junior colleagues and underrepresented groups. Power inequalities create conditions in which these groups are more vulnerable when reporting harassment, or challenging racist or homophobic language and behavior.

IUSSI Allies are senior scientists committed to creating a safe, hospitable, and productive environment for everyone attending an IUSSI meeting.

We believe you.

We know that harassment is real. If you feel uncomfortable, intimidated, or targeted, we encourage you to seek help. The purpose of IUSSI Allies is to create visible colleagues available for you to talk to about your concerns, and to support you. You aren't alone.

IUSSI Allies can:

Provide a confidential place to talk about what you've experienced
Go with you to make a police report if needed
Provide Personal Protection Scientist services to those concerned about safety

What IUSSI Allies Do Not Do

We are not enforcers. We exist only to help people find resources and to provide support.
We don't share your information with anyone without your explicit permission. It's your experience, and you are in control of what happens. You can remain anonymous, and you don't have to file any formal complaints.

IUSSI Allies are completely separate from the International Union for the Study of Social Insects, and any code of conduct actions the IUSSI may take.

Of those who reported they were harassed at a scientific meeting:

84% said the harasser commented on their appearance

49% said they were asked for sex

39% said they were touched, groped, or grabbed

Female Graduate Students report high levels of harassment:

38% reported sexual harassment from faculty

57% reported experiencing harassment from peers

Field Research can be especially risky

71% of women reported harassment at their field sites

26% of women reported unwanted physical contact (assault) at their field sites

WHAT CAN I DO TO HELP?

This is a question we get asked a lot. We hope that ALL entomologists will proudly express support for safe and inclusive meeting and research environments.

If you've read the IUSSI Code of Conduct, you'll recognize that IUSSI Allies aren't just about gender; we are allies for issues of ethnicity, religion, disability, and sexual orientation. We believe IUSSI members can be good allies to everyone, regardless of whether or not we share certain characteristics.

There are LOTS of things you can do to be an ally both here at the meeting and at your home institution: Foster a culture of respect.

Organizational climate is the single most important factor in determining whether harassment is likely to occur. Help create an environment where everyone feels safe, respected, and appreciated.
Listen. If someone reveals they have been a target of hostile behavior, listen actively. Resist the temptation to try to solve problems for them, or to assume that they are "overreacting." Tell them: "I believe you. That was not ok. It is not your fault."
Let the impacted person make their own decisions. Trust them to know what is best for themselves. Focus on the person targeted and not on your expectations of what they should do or how they should act. Ask them what they need, and if they would like your help.

Always put the affected person first. Discussing an incident without a victim's consent makes their experience public – which can further harm the victim. Being harassed is already a disempowering experience; having others discuss what happened can make the target feel more powerless.

LGBTQ Employees experience high rates of harassment

74% of people across the gender spectrum reported harassment in the workplace over their sexual orientation

Hate crimes have increased on campus

77% increase in Nazi and white supremacist materials and incidents during the 2017-2018 academic year
3 groups most targeted in 2017 FBI campus hate incidents were African Americans, Jews, and LGBT individuals.

In a 2018 survey of campus administrators:

82% indicated a hate crime had happened on their campus in the past year

84% knew of behavior violating their university's anti-discrimination policies

BYSTANDER INTERVENTION

Every IUSSI member can help foster a diverse, inclusive, and respectful environment that promotes equity and does not tolerate harassment of any kind. Bystanders present when a harassing or discriminatory action takes place can intervene to change the outcome of a situation, **IF they feel safe to do so.**

DIRECT

If you choose to directly call out and name what's happening, keep it short and remember to maintain the inclusive and respectful environment we are all working toward.

Use behavior-specific language.
Saying "I don't think making a joke about slavery is appropriate" is very different than saying "You are racist."

Sometimes a simple question can prompt a person to think again about what they said or did:

"I'm sorry, I don't understand what you mean?"
"Why did you do that?"

DISTRACT

The aim here is simply to derail the incident by interrupting it and ignoring the harasser.

"I'm going to go get more snacks – do you want to come?"

"Wow I'm totally lost. Do you know where the Mixer is?"

DELEGATE

Delegation is asking for assistance from a third party that is in a position of authority; this might be IUSSI staff or event security, for example.

DELAY AND DOCUMENT

If you don't feel safe to intervene, or you think the target might be harmed if you intervene directly, follow up with the person later:

"Are you ok? That was weird."

Offer to help document the incident if needed.

How do I contact IUSSI Allies?

iussiallies@mail.de

Read the IUSSI Code of Conduct



The IUSSI Allies are:

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IUSSI Allies do not represent their employers or home institutions.

They are volunteer advocates.

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