Museums in the Era of #MeToo: What can I do?
Objectives

- What is sexual violence?
- How do power dynamics show up in our schools and workplaces?
- What is the Title IX system and how does it relate to my work and life?
- Bystander intervention basics
- Q&A
Community Agreements

1. All questions are useful.

2. Please take care of yourself in whatever way is healthy for you.

3. Listen with the intent to learn.
Sexual Violence, Assault, and Harassment

Beyond Definitions
Sexual Violence, Assault, and Harassment

What is sexual violence?

Any sexual act that is perpetuated against someone's will, including:

- a completed nonconsensual sex act (e.g., rape)
- an attempted nonconsensual sex act, abusive sexual contact (e.g., unwanted touching)
- or non-contact sexual abuse (e.g., threatened sexual violence, exhibitionism, or verbal sexual harassment).
Sexual Violence, Assault, and Harassment

What is affirmative consent?

Clear, unambiguous agreement at every stage of a sexual encounter, whether it’s kissing, touching, oral sex, or penetrative sex.

- Affirmative consent cannot be assumed.
- Silence or lack of resistance does not demonstrate consent.
Sexual Violence, Assault, and Harassment

What is the role of alcohol in sexual violence?

Alcohol is never the cause of sexual violence. However, it is a tool that can be used to render a person helpless.

What is the role of power in sexual violence?

Sexual violence is not about sex, it is an expression of power and control. It is rooted in systems of oppression.
Sexual Violence, Assault, and Harassment

How does sexual violence impact victims/survivors?

Victims/survivors of violence experience short and long term effects that can impact every area of a person's life.

How can I support a survivor in my life?

Listen. Believe them. Remind them that it isn’t their fault.

Support survivors in making their own choices and decisions.
Sexual Violence and Gender Discrimination in the Museum Workplaces
Gender Equity in the Museum Workplace

New Survey from Leadership Matters Reveals Extent of Gender Discrimination in the Museum Workplace
Gender Equity and Allied Professions

2018 American Historical Association Survey on Sexual Harassment:

- 28% reported being “put down or condescended to at an AHA conference at least once.”
- ~15% heard sexist comments in their presence
- 10% reported being the object of behavior that made them uncomfortable, e.g. leering, staring, or ogling
- 5% experienced touching without their consent
- 1% felt threatened for not being “sexually cooperative”

“This is a wake-up call for museums, professional associations and graduate programs that there’s critical work to be done to promote equitable and safe workplaces. It seems clear that for museums working toward long term sustainability, gender equity and inclusion must be part of the equation.”

-Anne W. Ackerson, co-author of Women in the Museum: Lessons from the Workplace
Sexual Violence Systems

Title IX
Title VII
“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.”
Title IX: 101

- Who does it cover?
- Who can use this system?
- I’m not in school why, do I need to know about this?
“It shall be an unlawful employment practice for an employer … to discriminate against any individual with respect to his compensation, terms, conditions, or privileges of employment, because of such individual’s race, color, religion, sex, or national origin.”
Title VII: 101

- Who does it cover?
- Who can use this system?
- What about graduate students?
What is Bystander Intervention?

Bystander intervention is the act of someone intervening when they see or hear behaviors that promote violence before it escalates.

“The bystander approach offers opportunities to build communities and a society that does not allow sexual violence. It gives everyone in the community a specific role in preventing the community’s problem of sexual violence.” —Banyard et al

What is Bystander Intervention?

Benefits of using bystander intervention to prevent violence:

- Discourages victim blaming and shifts responsibility to the community
- Changes social norms
- Shifts responsibility to people of all genders
Steps to Intervening to Prevent Sexual Violence

1. Notice an event.
2. Recognize that there is a problem and that action might need to be taken.
3. Take responsibility for acting.
4. Decide how to respond appropriately and safely.
5. Take action.
Steps to Intervening to Prevent Sexual Violence

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1. Notice an Event

- Notice actions or behaviors that might be harmful or promote violence.
- Trust your instincts.
- Does an interaction look or feel “off”? Why?
  - Be mindful of personal bias.
Steps to Intervening to Prevent Sexual Violence

1. Notice an event.
2. Recognize that there is a problem and that action might need to be taken.
3. Take responsibility for acting.
4. Decide how to respond appropriately and safely.
5. Take action.
2. Take Responsibility for Acting

Ask yourself:

● If I don’t intervene, could it become worse?
● If I don’t intervene, could someone get hurt?
● If this was a loved one, would I want someone to intervene?
3. Take Responsibility for Acting

If you answered “yes” to the aforementioned questions, then you have a responsibility to act.

What are the barriers to acting?
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