

## **Appendix C**

### **Comments from Speak Out on Gender**

These comments were collected on December 6<sup>th</sup>, 2018 at the Speak Out on Gender, a collaborative effort of Western's Commission on Gender Equity, the Womxn's Identity Center, the Queer Resource Center, and the Student Advocacy and Identity Resource Center. Volunteers associated with these groups tabled in Academic West, the Chemistry Building, Viking Union, and Miller's collaborative space. Members of the campus community were encouraged to share their views, either on white boards or in boxes provided for private comments.

Seeking feedback from individuals can help all of us better understand the campus climate as it relates to gender. It can also inform leadership and other campus community members as they develop plans to work towards an equitable and inclusive environment on campus. It's important to remember that respondents' perceptions do not necessarily reflect the "truth" and may lack context about particular incidents. Not all statements should be treated as fact, but as examples of participants' experiences and perception of the university, departments, and classrooms as they relate to gender.

#### ***Private Comments***

- My pet peeve is lack of women in sports, even small ones like Badminton. I was only 1 of 3 girls in the class
- In CBE there are pictures on the stairs of white men. That is symbolic! How would you feel if you had to walk up those stairs every day as a reminder that you aren't good enough
- Please more gender neutral bathrooms on campus. Free tampons in all bathrooms. Women's Frisbee team getting equal field time to [men's] Rugby team. Women's bodies not shamed. Better sexual assault prevention training for men. Better GURS. Not racist/predatory teachers
- My professor knows every man's name, but constantly forgets womxn's names
- My male professor talks over me (female) and does not give me room to contribute to discussions
- I hate men because they take up a lot of space in class/bus without realizing it. Called privilege
- My classmates misuse my gender pronouns
- Change the process for rapists to be removed more quickly! BELIEVE WOMXN! Stop protecting perpetrators
- [written in very tiny text in corner of card] Nonbinary people have a place in science too. I feel like I can't reveal my identity. I feel like I won't be respected. This fear shouldn't be such a problem.
- I had [xx] as an Accounting professor my freshman year, and he would make blatant racist "jokes" in class, and call out, harass, and bully female classmates. I didn't know who to go to or how to make a complaint. I wish Western had more support for its students in this regard.
- My boyfriend took a communications class from a female professor, who was politically biased and also favored women in the classroom. Gender bias happens both ways, not just against women
- As women, we are still struggling for equitable rights in numerous areas such as job promotions and equal salary to our male counterparts. What will it take to see true justice for all women?
- Students have different expectations for male and female faculty
- Because of gender bias and racial bias in teaching evals, we need to rethink our use of teaching evals for promotion and other decisions
- The men in CBE always think they are "more important" or seem like they don't care about other students
- When walking on campus men don't move when walking, they bump into people with no concern

- There is a reason why men are only pursuing STEM fields... Why? We have been socialized in a way that conditions us this way
- Professors (male) in CBE don't teach about diversity and gender, so there is a continued notion
- that white males are better (hegemony). That is why racist things keep FUCKING HAPPENING
- It's frustrating how many men, especially white men, feel like they have nothing to contribute to the board or seem to look at the poster with frustration\skepticism
- Gendered language in test language or class content. Sexist remarks in CBE classes
- Misogyny and trans phobia are definitely huge problems on campus that need to be addressed, but I think it's important to include experiences of other gender identities as well. I've been in numerous classes where I've felt ostracized for being a white man, and I felt how I didn't belong in the classroom. I think we should try to judge other people based on our features that can't be changed, regardless of race and gender
- As a male in leadership I am often given credit for showing emotion or at least given more credit for "being sensitive" than disparaged for "being weak." It seems my female colleagues are viewed differently\* when they show emotion. \*In non-positive ways
- Many professors at WWU have purposefully misgendered me repeatedly
- I am worried about women on campus. With the rapes that occurred, and the lack of true discipline, I feel unsafe. Also, an enviro. prof. here is a known sexual predator, which is completely unacceptable. I'm consider buying pepper spray
- The EOO cannot appropriately respond to gender discrimination complaints. I was not heard or protected
- Business major (changed major), a deciding factor in changing my major was never being acknowledged by male peers
- I was taking pre-calculus here at Western, and my male professor seemed to favor some male students in the class. Turns out, when I went to office hours, the same students were there and they were having casual conversation and joking around. So, I went in having a legitimate question, and he said to me, a female student, "Well, maybe you're just not cut out for math." Sincerely, an economics major. P. S. I enjoy math
- As a cis gender woman, I see a lot of womxn doing most if not all the emotional labor of education. Can we talk about that? What about in the sciences?
- I wonder how counseling services can provide more support groups. (I know they are so understaffed and trying to do good work.) As a person who cares about these issues, it would be great to have sponsored supported spaces for students of all gender identities to converge
- WWU needs to commit to hiring more queer, womxn, non-binary faculty of color. & then! support them in the emotional labor they end up taking on and have their back when (white, cis, male) students complain about discussing difficult topics
- There's a need to see more professors that are non-male to teach advanced\upper division courses. I see more of that @ the plastics department and not other STEM places
- I walk in a science lab on campus-I have a male coworker and peer who has slightly more lab experience than me. As I was walking in the lab under the direction of my supervisor my male peer felt the need to micromanage everything I did in the lab. It was demeaning and hurtful especially as he was doing it all in front of my supervisor. We need more support for women and marginalized identities in STEM
- Although I have not experienced inequity or negative things, I am encouraged and informed and continuing to learn more!!
- [The professor] has one photo of his daughter in his office and four of his son. People notice and it can be discouraging for women to go into his office for help outside of class.

- As a co-chair on a social justice committee, being constantly questioned by the males on the committee about each and every decision I've made. I've been told to "check-in" with the men first. I've been cut off when speaking in meetings because they (men) feel as though they know more than we (women) do. Female leadership is encouraged but not respected even on committees focused on social justice [gives examples of committees, withholding for confidentiality]
- More support for women in engineering (especially electrical!). There are only three women in EE!
- Today I sat in my environmental science classes—in my water quality class, in my limnology class. I looked around the room and I'm surrounded by folks that look a lot like me. Why are there no people of color in my classes? Why is there a lack of support for marginalized identities in STEM?
- Despite people knowing what trans is, there are still too many standards of what trans people are supposed to look like and do—what they should wear, what they should enjoy, what they sound like. If we're "not trans enough," we're pretending, if we're "too trans," we're "traps," which is an awful word. OUR MARGIN OF "EXISTENCE" IS SO THIN THAT WE CAN'T ALL FIT IN.
- Tired of being addressed as Ms. or Mrs. by students when my male colleagues are addressed as Dr. or Professor.
- I've taught here for three years part-time and I've had so few black women. Why is that? What's the outreach plan and why isn't it working? What are future goals and outcomes?
- I was stunned when I came to work at WWU. The sexism was pervasive and I had never experienced it before. Simply by nature of their gender, men consistently have advantages over women, minorities, and especially women minorities at Western!

### **Public Posts**

# of agrees is influenced by site. Some volunteers encouraged this, others didn't

#### *Miller*

- In my Poli Sci class, 100% of women said that Brett Kavanaugh should not have been confirmed, only 50% of men agreed, 7 agrees
  - Response: unbelievable 😞
- Why are there pictures of white cis men in the stairs of CBE? It is symbolic for how Western views CBE—made for white cis men who don't need to recognize their privilege, 6 agree
- I feel like my male classmates sometimes undervalue my skills/ability, 2 agree
- I'm in a majority female major, cis-men continue to take up the most space and talk over females CONSTANTLY!! 1 agree
- The gender roles on this campus are reinforced by administration, 2 agree
- More gender neutral bathrooms, 1 agree
- In my classes men are always given more credibility, 1 agree
  - Response: True! Always being called on
- Men's voices are always recognized over women's, 8 agree
- At work, men question if I actually know what I'm talking about... I am a director, 2 agree
- Sexual assault survivors are not adequately supported in the reporting process. WWU can do much better to protect survivors, 3 agree
- Try working a male-dominated occupation here at WWU. So difficult to be heard, 1 agree

#### *Chemistry Building*

- Why are all female instructors (most of them) in non-tenure-track positions?? 19 agree

- I hate how we (almost all of us) make assumptions about gender based on presentation and “passing” 4 agree
- As a cis white male I recognize the need for change and hope to somehow contribute, 10 agree
- I wish I was made aware sooner of its severity, 6 agree
- My professor calls on men more than women, 6 agree
- Psych of gender is a really misogynistic class, 2 agree
- Male students not respecting me as a female GTA (graduate teaching assistant) but respecting my fellow male GTAs, 12 agree
- Why are individuals from underrepresented groups the ones responsible for starting the conversation? 9 agree
- Group projects suck for women in STEM
- Gender doesn't exist! 1 agree
- Frustrated that my friends (female presenting) feel like they have to cater to men/their feelings (give up their views), 4 agree
- The girls in my research lab are my sisters. : ) Thanks for your support! 6 agree
- I am a bisexual woman, married to a man. I am not comfortable sharing this or being open about this, 5 agree
- Where am I supposed to PEE! There are not enough gender inclusive bathrooms on campus, especially CSE buildings. Also, TOO many humanities classes have misrepresentation of transgender topics, or no representation when it's needed—(from) nonbinary & trans student, 6 agree
  - Response: THIIIIIS! I just want to pee without checking out all the buildings on campus!
  - I have had only ONE female chemistry prof (I am in my 5<sup>th</sup> year). Where are my role models? Not @ Western—definitely not in chemistry, 11 agrees
- We need more female leadership at the administrative level!!! 13 agree
- Women in STEM are required to put 10x as much work into their physical appearance than their male counterparts to be taken seriously, 2 agree
- I shouldn't feel like I have to impress my male counterparts for doing the exact same work! 5 agree
- So tired of reading white male authors, 11 agree
- Don't be ashamed of who you are, 4 agree
- On pronouns and collective norms, e.g., “you guys” vs. “everyone,” correct yourself if you catch yourself making a mistake! It helps others to do the same, and more importantly, shows others you are working to get it right! 2 agree
- ...women have a voice in STEM, whether it's chemistry or another STEM discipline! 4 agree
- Why are we not honoring more women in chemistry history who have contributed so much in the chemistry community? 4 agree
- I think guys are made to feel guilty for the hardships of those around us. I acknowledge my privilege. There are big issues that need to be resolved. Let's solve them together, 2 agree with the 2<sup>nd</sup> half of the statement.
  - Response: Feeling guilty in my experience is more of an indirect consequence, certainly not willful. When unable to see the full extent of discrimination, one is inclined to ask if they are willfully ignorant or if they're doing enough. Any tips?
- My identity as a white cisgender male should not give me a license to authority, 11 agree
- As a woman of color in STEM, it's unacceptable to have to feel like I don't have a place to feel comfortable voicing any of my concerns, 1 agree
- Women have a place in science too, 18 agree
- Why are most of our scientific instrument technicians male—the experience of a chemistry student, 1 agree

- I've had family members try to discourage me from being a chemist because men have more "analytical" brains. Joke's on them I guess. I'm on track to get my BS in chemistry and one day my master in chemistry : ), 5 agree
- I think most people are too concentrated on gender issues and make a joke out of people who have experienced real gender issues! 1 agree
- I have experienced misogyny while working with other students both in the chem department and not. Very disappointed : (
- *Academic West*
- That time my male colleague took credit for my idea and the male chair supported him, 5 agree
- Mainly good, but most books are by white men, 4 agree
- Growing up in a home where I was told I couldn't wear tight jeans (as a woman) and feeling like my wardrobe was my parents' decision. Makes me worry/change my clothes when going home from college, 1 agree
- Professors constantly expecting femme identities to speak louder when presenting and asking questions. I'm loud enough, you just need to listen.
- When I get excited about something, she disgustedly says, "That was very masculine of you." My masculinity is not cis! I am not an embodiment of the tyrannical patriarchy. I am not evil. I am just a man
- The only male in my cohort gets to complain about "being singled out" when marginalized groups are not given that same space or acceptance of their experience
- Hearing female colleagues constantly bombarded by their male professors comments about their clothing & temperaments when it has nothing to do with being a student, 2 agree
- Many STEM fields become gendered, most often gendered "male." Psychology gets gendered as "female" often times, and because of this, being a woman in psychology, my science is often seen as less valid, or invalid, 1 agree
- "Feminist" white male professors ranting about gender equality but never actually giving me a voice or a chance to share, 2 agree
- Male students constantly questioning female students' credibility. Also constantly questioning female TAs credibility, 2 agree
- Please give women in the Computer Science Dept. more support, opportunity, and encouragement (scholarships, conference, meetings), 1 agree
  - Response: More support for marginalized identities in STEM, 4 agree
  - Response: Same with economics and CBE in general, 1 agree
- As a trans person, the 20<sup>th</sup> time I'm nicely told I'm in the wrong bathroom, 2 agree
- I got no warning about learning info on intersex individuals the day of class and my friend got called out on what their experience was like, 1 agree
- I was told multiple times that females shouldn't become doctors because med school coincides with the best time to have children, 2 agree
  - Response: And grad school in general
- Women aren't taken as seriously in STEM, 5 agree
- My male professor embarrassed me in front of the whole class. When I tried to speak with him afterwards, he refused to acknowledge me (a female) among my male peers, 1 agree
  - Response: I had this happen to me too.
- We should support women of color WAY more than we do. Engage in conversations around equity and don't rely on them to educate you, 3 agree
- [A faculty member] not being punished (for sexual harassment), 3 agree

- Professors feel the need to comment on female students' clothing but would never do the same to male students.
- Women don't feel comfortable on campus at night, 9 agree
- Within a month of being in school I experienced sexual coercion by a male friend
- My women and gender non-conforming colleagues should feel comfortable, safe, and able to make the amazing contributions they do every day, 3 agree

### *Viking Union*

- The vast majority of the pieces we play in the music department are by white men
  - Response: This is also true!
- I'm honestly just tired of being taken advantage of by men. Just ask and go away or else.
- A guy at work told me he wasn't listening to me because he was staring at my ass. So much for WWU being a safe place for women.
- Teachers hesitate to call on or interact with me once they know I'm transgender. Most of my big lectures are in SMATE where there are no gender-neutral bathrooms. Classmates are hesitant to about interacting with me-I wish they could ask me to clear up any confusion. :-( It's much more important that I am a STUDENT, a SCIENTIST, and a friend! Treat me like those. Plus can there be spaces for queer people of color? I'm so sick of white people dominating the convo or trying to speak for us!
- There's always at least one chatty white boy in every class who dominates discussions. The worst part is sometimes I must become that chatty white boy because the other potential chatty white boys are super problematic and shitty.
- More women and other gender identities (nontraditional) in leadership positions
- I was stopped from entering the men's locker room by a very sassy, assuming gentleman.
- As a male-identifying person I'm conditioned to not talk about my feelings, which leads to me internalizing them.
- Response: Retweet!!!
  - This is true.
  - (Not learning healthy tools for expressing them, or them coming out as unwanted expressions like anger)
- I get taken more seriously in poli sci discussions on days I present masculine than I do on days I present feminine. And always more respect than is granted to my nonwhite counterparts. WOC (women of color) are described as sassy or bitchy for asserting themselves in mock trials and white ppl aren't for the same behavior.
- I never feel safe walking on campus after dark. It only subsides if I'm in a group or if I'm walking with a male colleague. I think most women and even nonbinary and trans people feel the same way. There's just so much to fear of the straight cis men on campus since they are never punished w/ enough intensity to make it clear that assault and harassment are not welcome here
- I'm trans and I have 2 pee
- An advisor told me going into a business profession will be hard as a woman
- As one out of three TA's in the class, most of the work is put on me as a woman while the other boys don't do anything.
- Dr. XX is a great professor. Many of her male students question her authority and it is not all right.

- Because there are no gender-neutral bathrooms in Miller Hall, any time I need to go, I have to either take 15 minutes out of class time to go to Bond Hall or wait for all of my back-to-back classes in there to end.
- As a woman in STEM the lack of representation is at the best moments disturbing at the worst highly discouraging.
- I'm bisexual and my pronouns are she/her. My friend asked why because I'm more of a tomboy but like IDK [I don't know], I just want she/hers.
- I'm a sophomore and trying to get into my major in Huxley, and I hear from upperclassmen in Huxley about how professors are sexual offenders?!? It makes me reconsider my major and not want to enter Huxley... I hate that I have to double check and be careful with my schedule so that I don't accidentally take a class w/ a sexual offender.