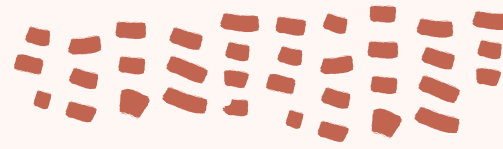


Impact of the #MeToo Movement on Sexual Harassment of Women in the Workplace

Presented by Dana Murphy

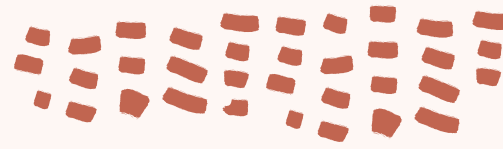
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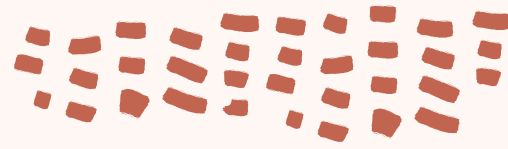
Introduction

- Sexual harassment of women in the workplace is a pervasive issue
 - 60% of women report experiencing harassment in the workplace^{1,4}
- The current #MeToo movement began in October 2017
 - The original use of “Me Too” dates to 2006, coined by activist and survivor Tarana Burke²
- Current literature on the movement consists primarily of legal and critical analysis
 - Little empirical research has been done to assess the impact of the movement on issues such as rates of sexual harassment^{3,4}



Introduction

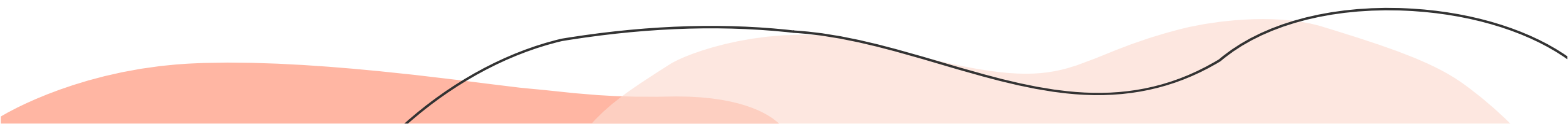
- Prior studies have suggested women of color (WOC) are vulnerable to harassment due to an intersection of marginalized identities including gender, race, and often social class¹²
- WOC are often hypersexualized, which may place them at greater risk for harassment¹²
 - This is referred to as “racialized sexual harassment”
- This suggests WOC are at risk for greater psychological burden due to multiple types of harassment
 - Black women have been found to suffer greater psychological distress related to gender harassment than white counterparts¹³



Introduction

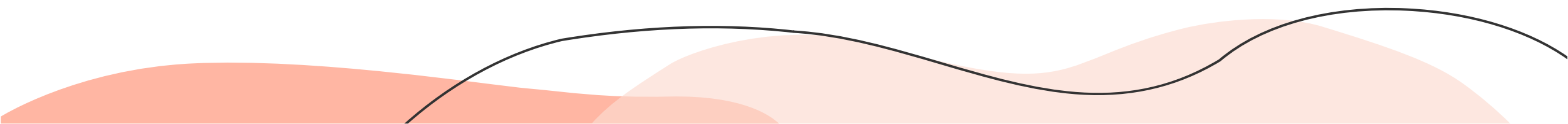
- Why should we care?
 - Sexual harassment has impacts on a victim's mental and physical health, regardless of frequency¹²
 - Even women who do not view themselves as victims suffer ill-effects
- Harassment can lead to⁶:
 - Reduced job opportunities
 - Forced job changes
 - Unemployment
 - Damage to physical/mental health

Hypothesis

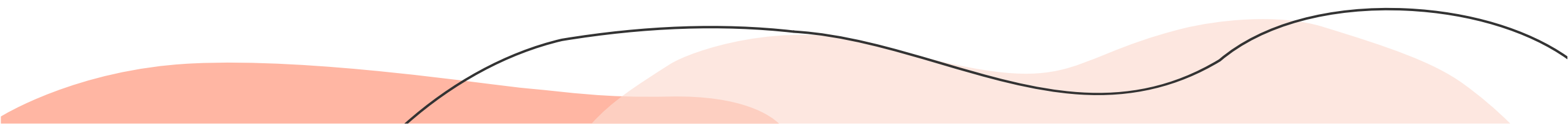
- H_0 : The #MeToo movement will have no significant impact on the amount of sexual harassment experienced by women in the workplace.
 - H_1 : The #MeToo movement will have a significant impact on the amount of sexual harassment experienced by women in the workplace.
- 
- The bottom of the slide features decorative wavy lines in shades of orange and red, creating a modern, abstract background element.

Methods

- Data was first obtained from the dataset “Women at Work: Sexual Harassment” on OpenICPSR.
- Data was gathered via a Qualtrics survey of professional women’s experiences with sexual harassment in 2016 and 2018 (n=514)
- Gender related harassment, unwanted sexual attention, and sexual coercion represent factors 1-3 of the Sexual Harassment scale
 - Types of incidents were scored on a 5-point Likert scale (0= never, 4= always), with final scores being summed^{7,8}

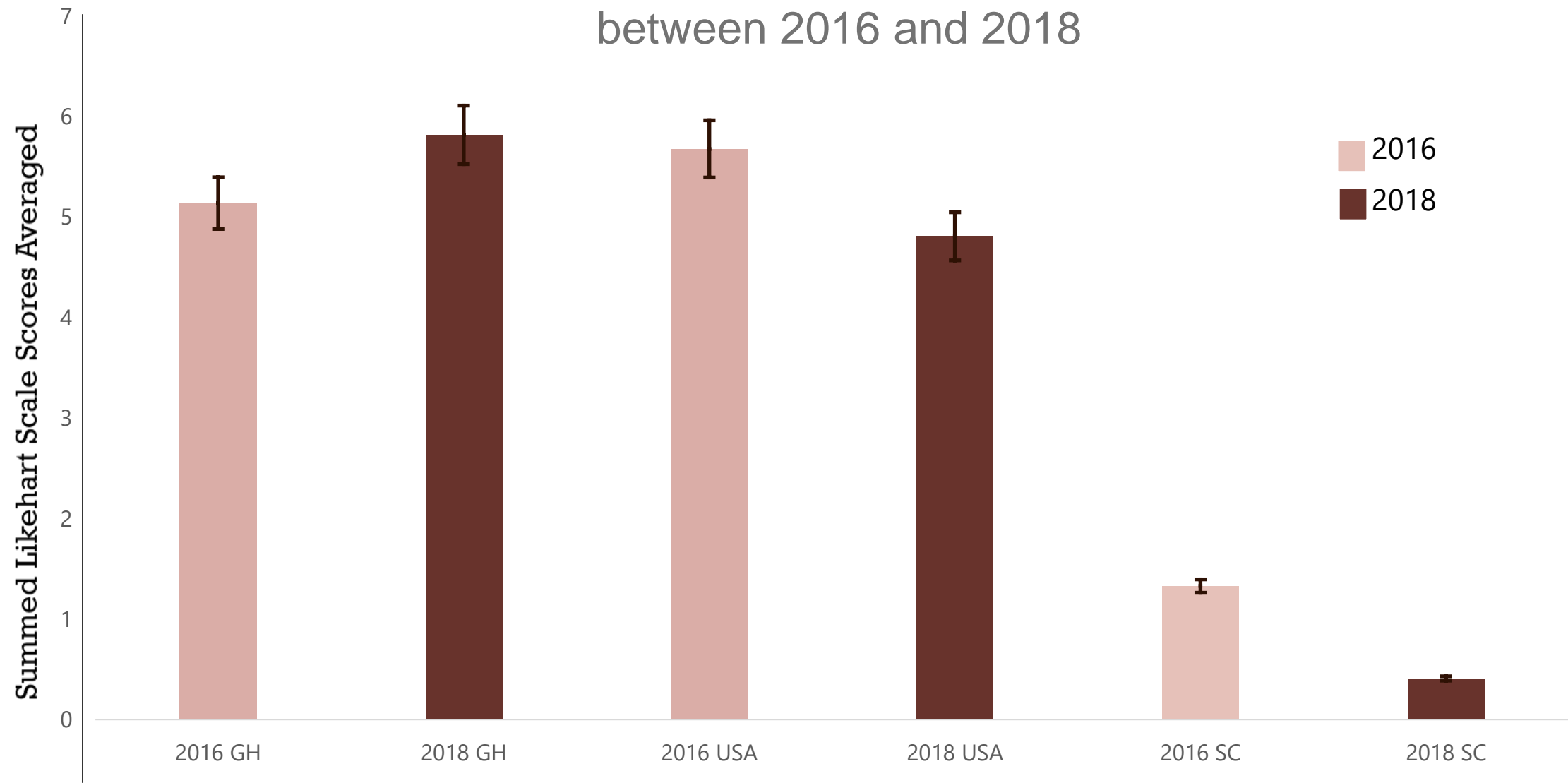


Methods

- Mean scores for each variable in both survey years were calculated.
 - Mean scores for WOC vs non-WOC each year were also calculated
 - A Q-Q plot was used, and the data was deemed to be non-normal in the case of all three variables.
 - Comparison of the two paired samples from a continuous measurement was done with a Wilcoxin signed-rank test.
 - The data analysis was generated using SAS software, Version 9.4 for Windows⁹
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Results

Rates of harassment of women in the workplace
between 2016 and 2018



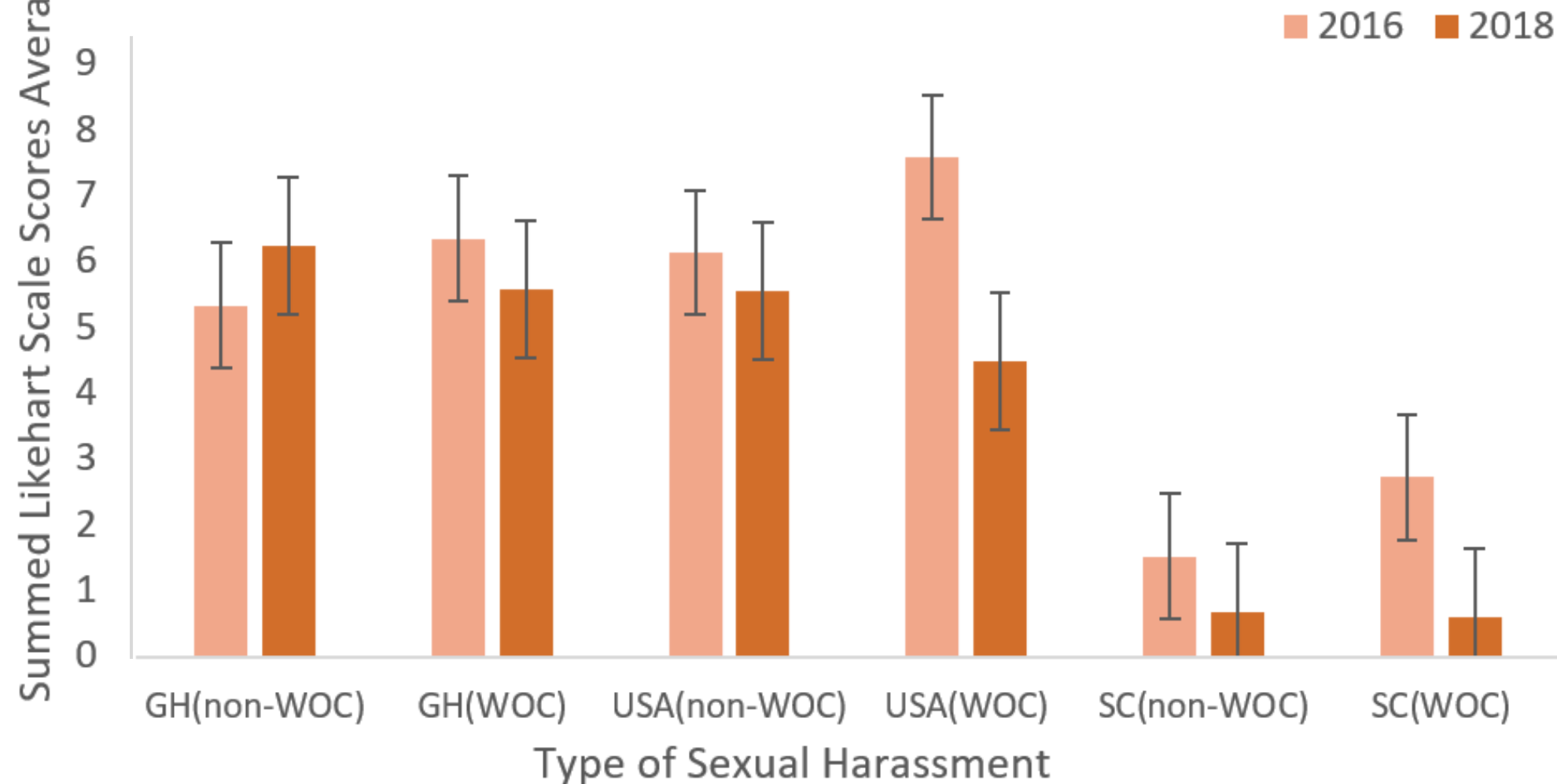
Gender Harassment

Unwanted Sexual Attention

Sexual Coercion

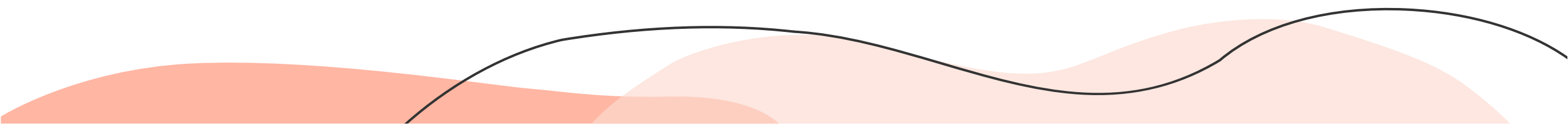
Results

Comparison of sexual harassment rates between WOC and non-WOC



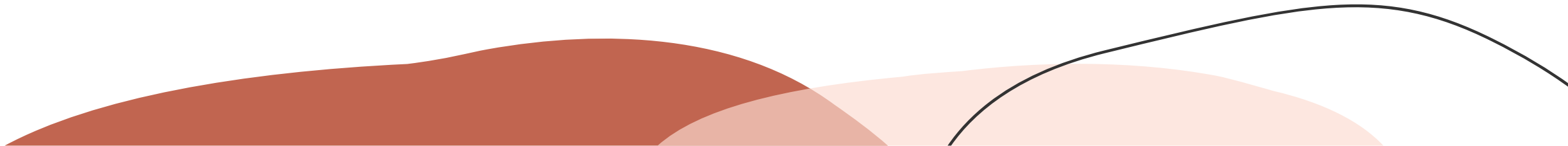
Key:
WOC – women of color
GH – Gender related harassment
USA – unsolicited sexual attention
SC- sexual coercion

Results

- All three variables tested (gender related harassment, unwanted sexual attention, sexual coercion) had a significant relationship with the year in which the data were collected ($P < 0.0001$).
 - Unwanted sexual attention and sexual coercion scores both decreased, however the average score of gender harassment increased.
 - Women of color had overall higher rates of sexual harassment in all forms compared to their non-WOC counterparts
 - Following the #MeToo movement, women of color had overall decrease rates of harassment in all forms, including gender related harassment
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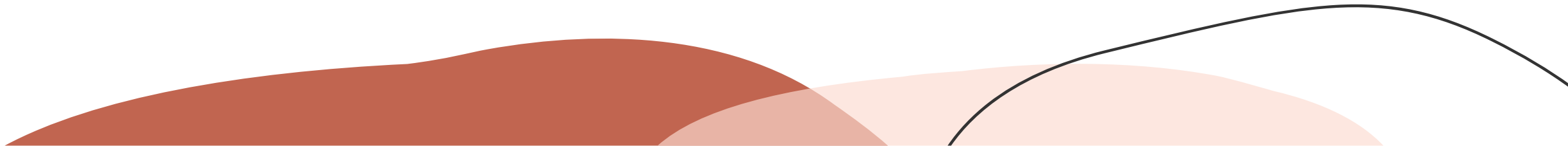
Conclusion & Discussion

- The #MeToo movement had a statistically significant relationship to the rates of sexual harassment experienced by women in the workplace
- The most egregious form of sexual harassment, sexual coercion, decreased.
 - As did unwanted sexual attention
- Gender harassment increased overall following 2016
 - This may indicate a shift in dynamics of workplace harassment, where overt sexual misconduct is reduced but are translated into misogynistic treatment



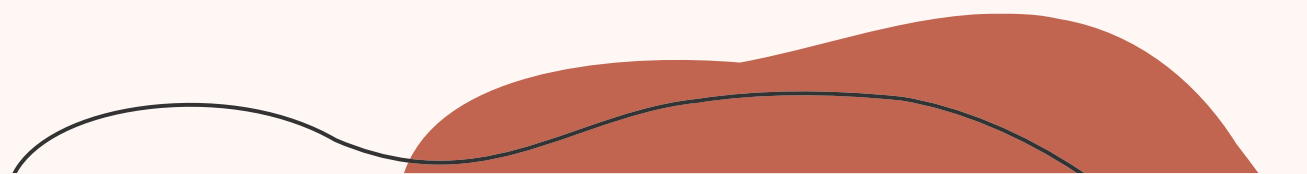
Conclusion & Discussion

- Previous studies agree with the 2016 data, which show many women experience sexual harassment in the workplace¹⁰; however, 2018 data indicates a positive trend towards less overt sexual misconduct
- The movement's primary drive was to show victims they were not alone¹¹, and may have encouraged women to report incidents they previously would not have
 - Reporting bias may account for increased reporting of gender harassment
- Between 2016 and 2018, overt sexual harassment appeared to decrease for women surveyed in the workplace as a result of the #MeToo movement





Future Directions

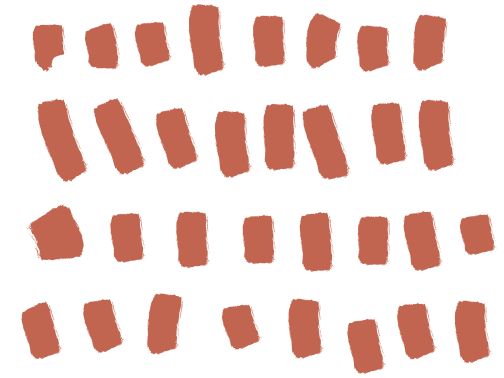
- Suggestions:
 - More comparative studies examining rates of sexual harassment pre- and post-movement, to assess for lasting change vs. reactionary adjustments
 - Further studies to see what differences in reporting have occurred following the movement
 - Specific analysis on how the movement affected harassment of women in different job positions (entry level vs. CEO)
- 



Questions are welcome!

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and assistance over the duration of this project

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