



# RARE VOICES IN ECONOMICS

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# WHO *WE* ARE

We are PhD students in Economics, some of us are “*rare voices*”, others are not. What unites us is a genuine belief that our profession should do better, both in terms of individual experience and research quality, if it allowed diverse voices to thrive.

Since then, we organized 8 workshops, 2 international conferences with public roundtables, department guidelines, presentation workshops, mentoring program (last one with RES Inclusive Mentoring training), research clusters, retreats, ... and lot of fun!

# OUR OBJECTIVES

- **[WHAT]** To change the environment such that:
  - **diversity** is not merely a tolerated feature of our professional spaces, but a desired one;
  - **all voices** can perform at their best.
- **[HOW]** Activate mechanisms at:
  1. **institutional** level, to tackle systematic biases against women and other underrepresented minorities (URMs) embedded in historical institutional structures (long-term);
  2. **individual** level, to support women and other URMs in gaining awareness of and be equipped with tools to navigate such challenging environments (immediate).

# **SEXUAL HARASSMENT & MISCONDUCT**

# PREPARING THE SPACE

- While striving for inclusivity, we believe we should always leave the door open to welcome new perspectives.
- We prepare this talk with open minded perspective, taking into account different dimensions of diversity.
- In the next slide, we will present some challenges we believe our academic community is facing. We want to acknowledge all the obstacles, and we believe this is a first step in preventing a safe and constructive conversation.
- If anyone feels uncomfortable during this talk, please let us know (during or after the talk).

# WHY A DIFFICULT CONVERSATION

- Different **social identities, personal experiences, generations.**
- Most of our knowledge, and probably most of the conversations we had about discrimination and misconduct comes with some sort of conflict (winners, losers, etc...)
- If you can find more reasons, take note and let us know!
- The objective is to build a safe and healthy working environment for everyone.

## DEFINITION: SEXUAL HARASSMENT

The [US Equal Employment Opportunity Commission](#) states:  
*"Harassment can include sexual harassment or unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature."*

It was 2018 when the AEA published its [Report on the Status of Women in the Economics Profession](#) with a special introduction on the topic of sexual harassment. The NYT [reports](#):  
*"Nearly 100 female economists say a peer or a colleague has sexually assaulted them. Nearly 200 say they were the victim of an attempted assault. And hundreds say they were stalked or touched inappropriately, according to a far-reaching survey of the field."*

# TYPE OF SEXUAL HARASSMENT

## HOW TO SPOT INAPPROPRIATE BEHAVIOUR

[video](#)



# ULTIMATE TEST

- What makes people uncomfortable might vary a lot from individual to individual.
- Whatever makes **YOU** uncomfortable needs to be spelled out. It can be one of the situations discussed, or something that is not commonly identified.
- **Power dynamics matters!** It's more difficult for a junior to speak up, so if you are a junior, practice with peers first; if you are a senior, check in every time you can.
- **Social identity matters!** Minorities are more likely to experience uncomfortable situations. If you are a white, cis-male, check in every time you can.

# RESOURCES

- All references on [RViE webpage](#)
  - UniGe : [here](#)
  - Jaya Krishnakumar & Caterina Calsamiglia
- 
- We cannot report for the victim, but we can support the victim to report.

# THE END

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