

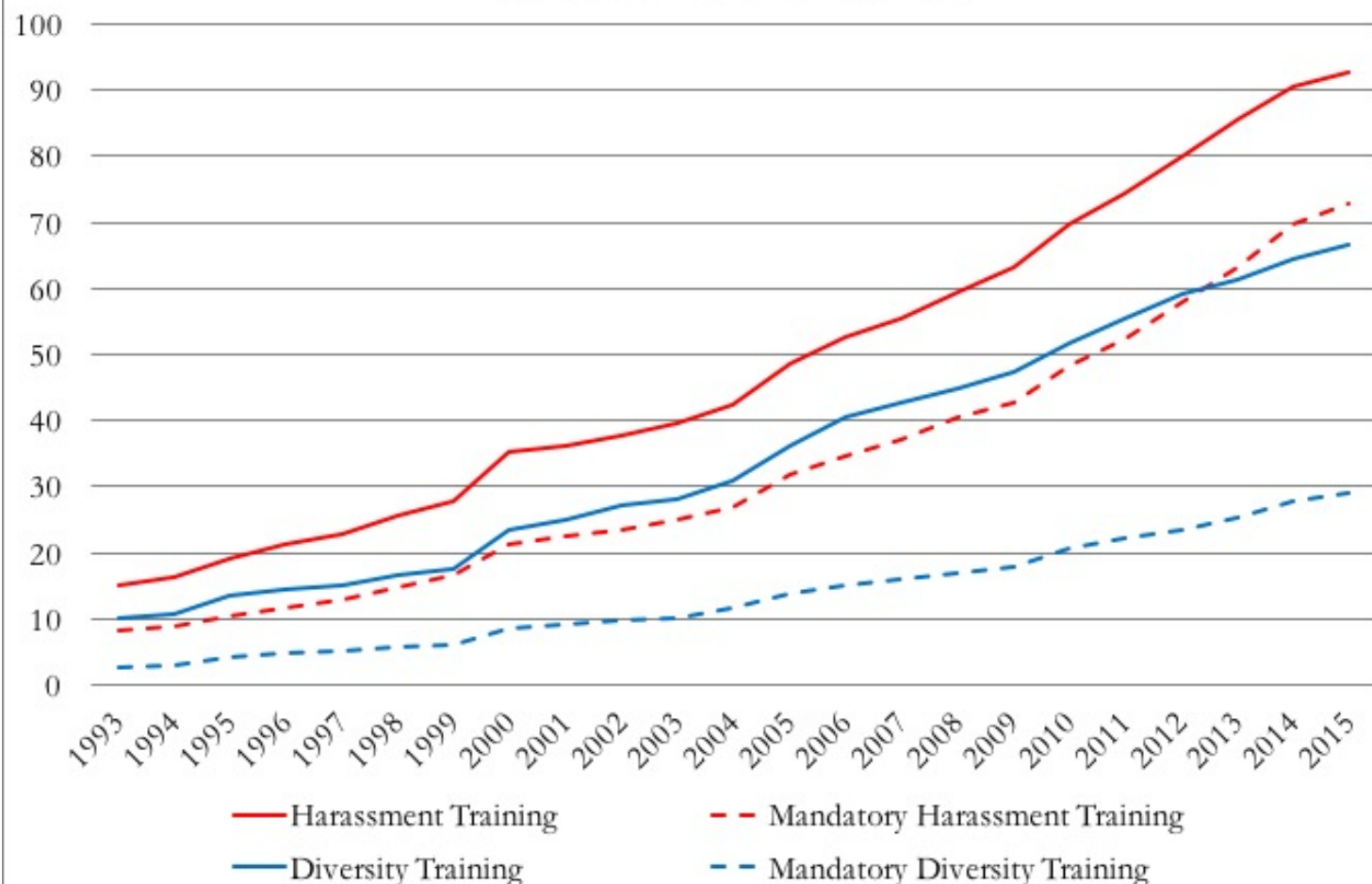
Anti-Harassment Programs: Prevalence in Universities -- Efficacy in Corporations

Frank Dobbin
Sociology, Harvard University

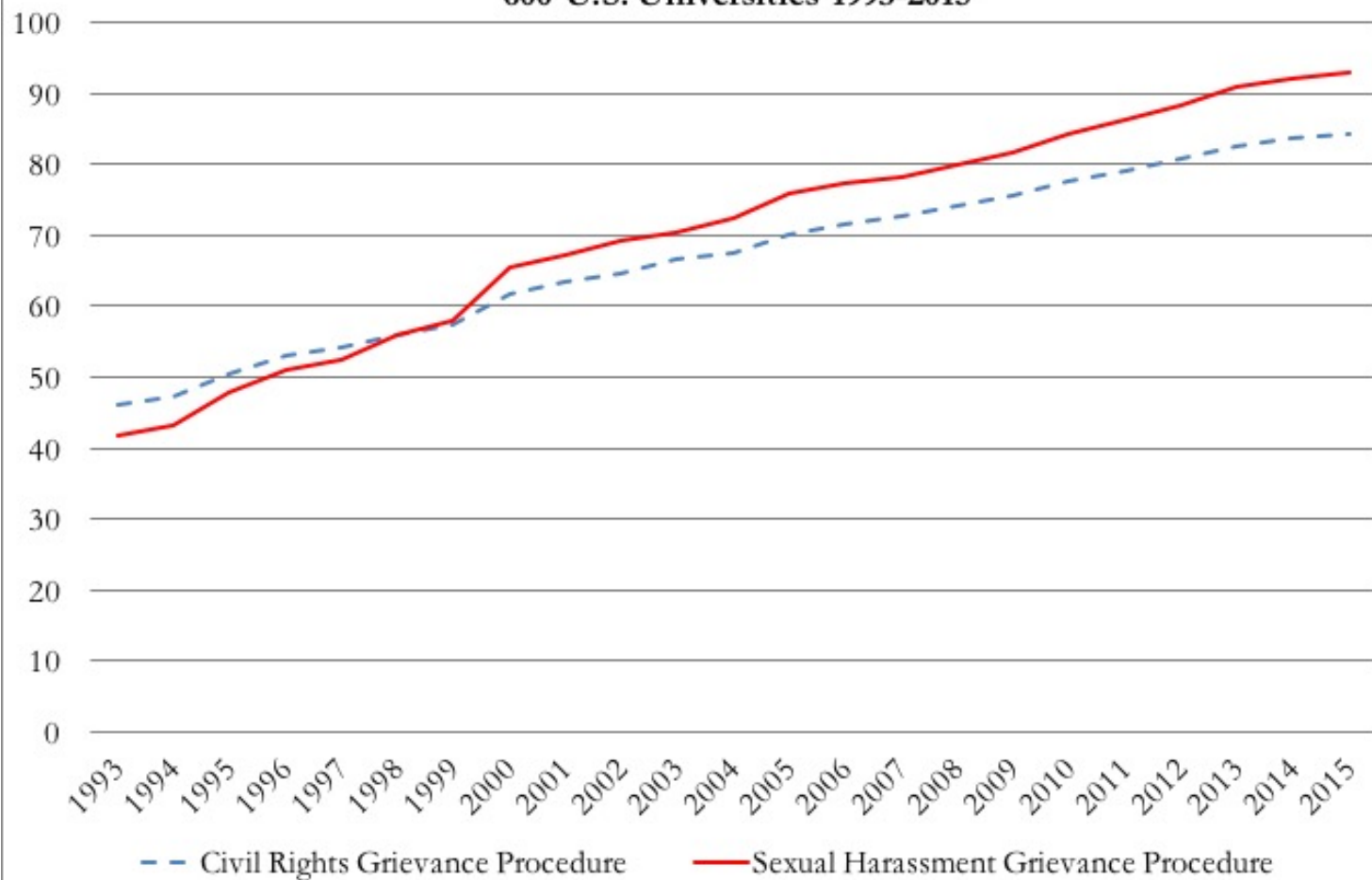
Alexandra Kalev
Sociology, Tel Aviv University

The National Academies
Committee on the Impacts of Sexual Harassment in Academia
October 4, 2017

Sexual Harassment and Diversity Training for Faculty 600 U.S. Universities 1993-2015



Sexual Harassment and Civil Rights Grievance Procedures for Faculty 600 U.S. Universities 1993-2015



Data and Methods

EEO-1 workforce reports, 30+ years

All private employers with 100+ workers

Race, ethnicity, gender, occupation

Retrospective survey of 829 workplaces

History of employment practices

Labor market controls

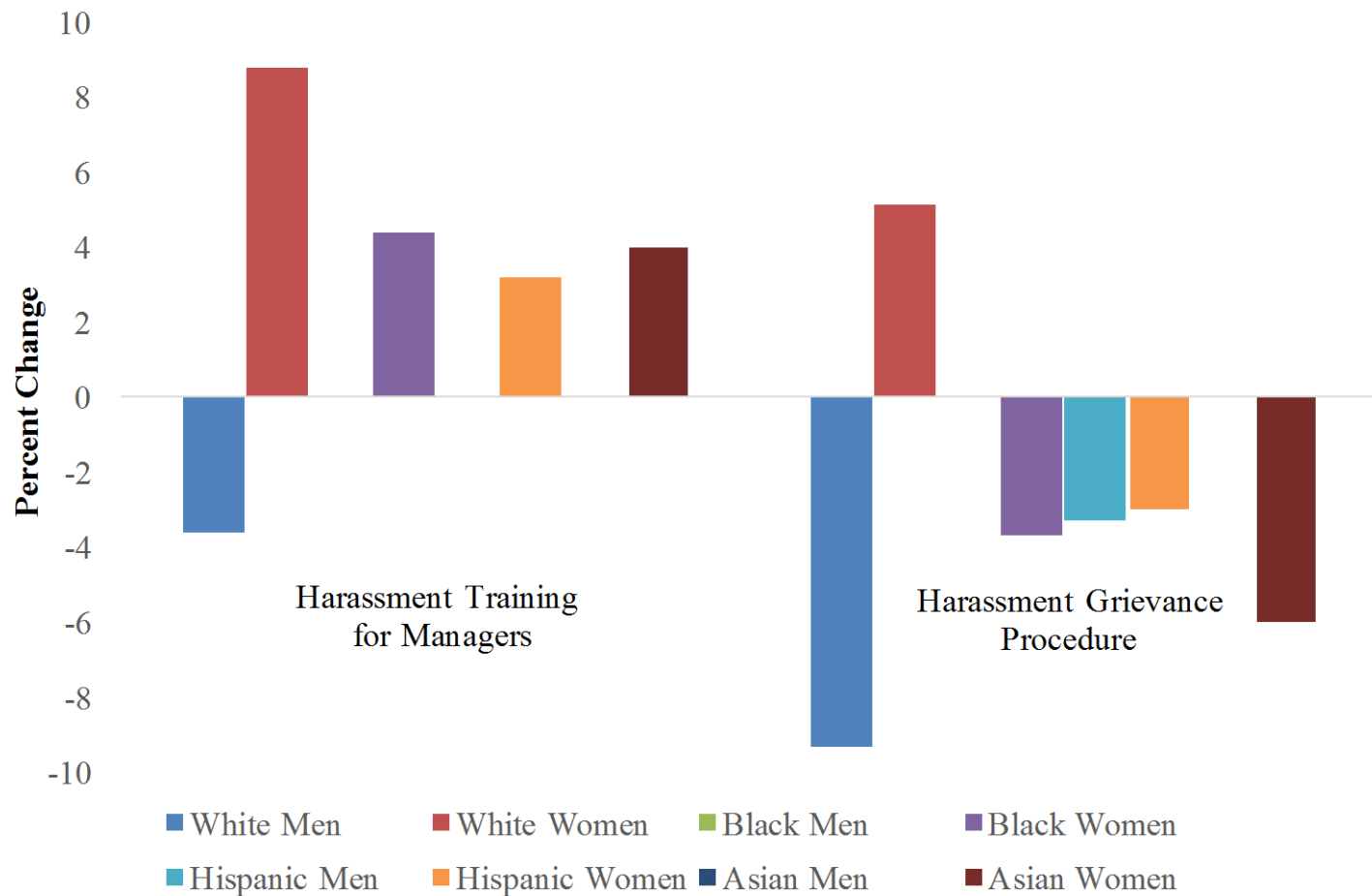
Analysis: How innovations affect management

Change in management composition

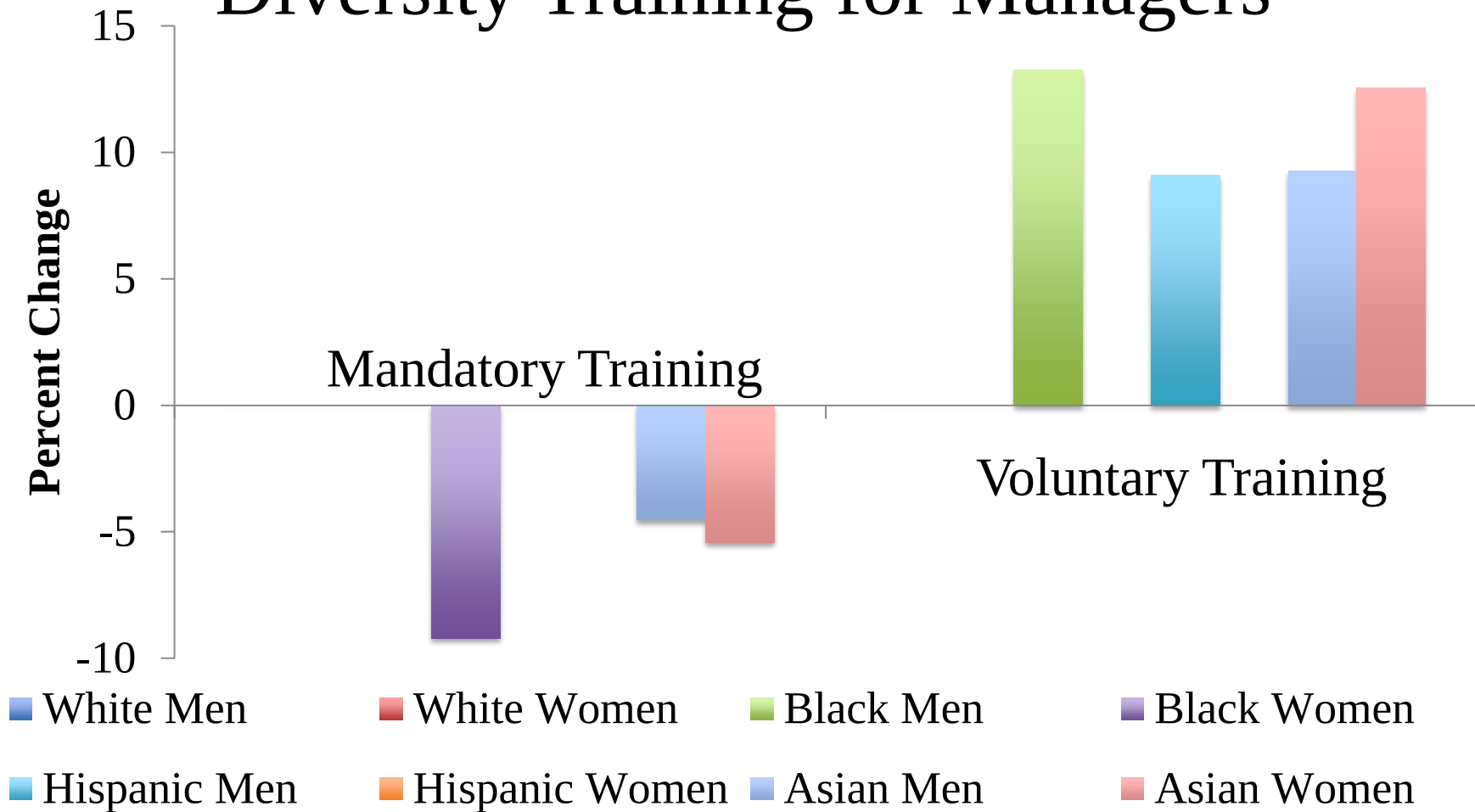
Percent change in group over 5 years

Effects of Corporate Harassment Programs on Management Diversity

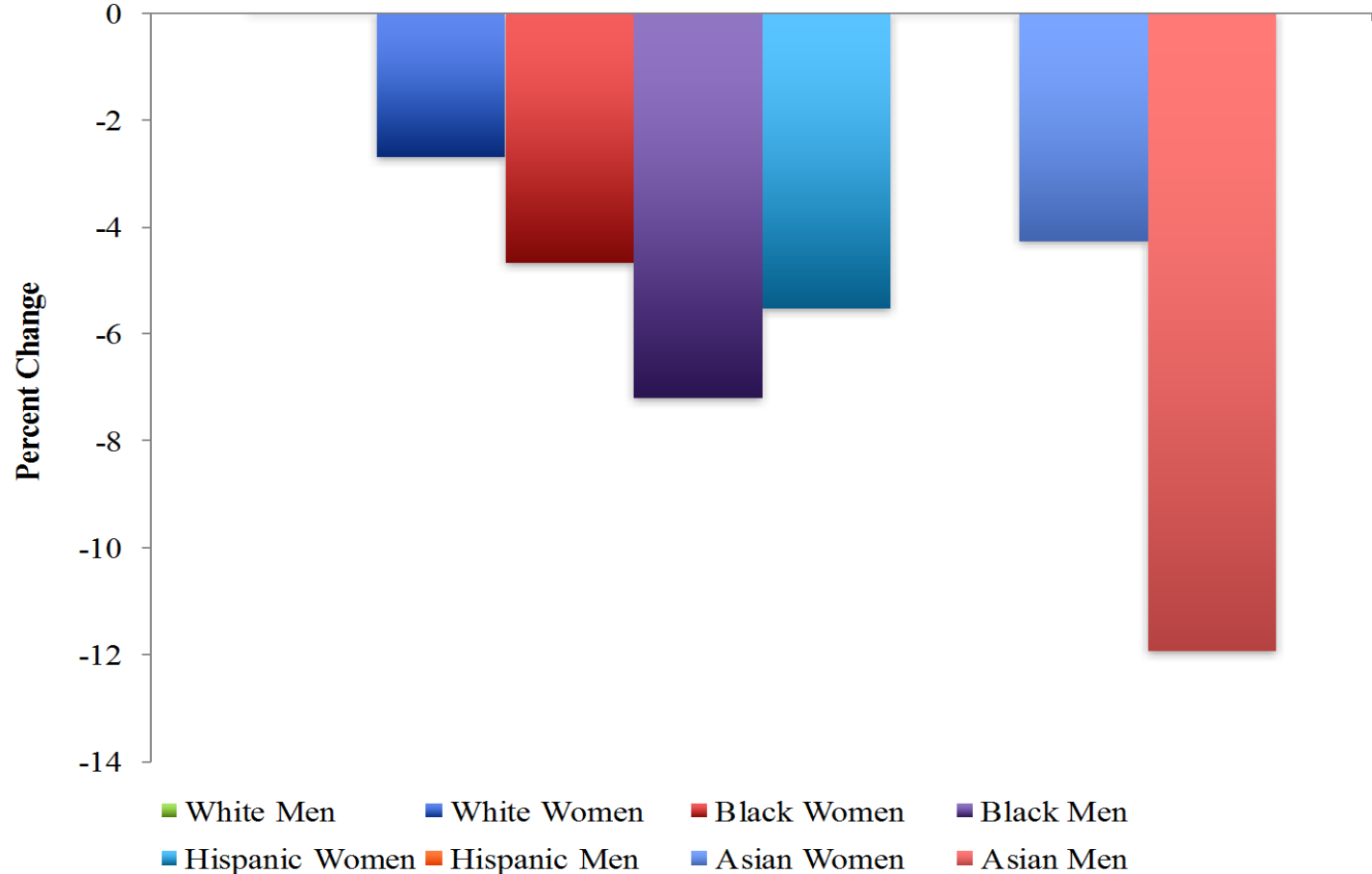
829 U.S. Corporations, 1971-2003



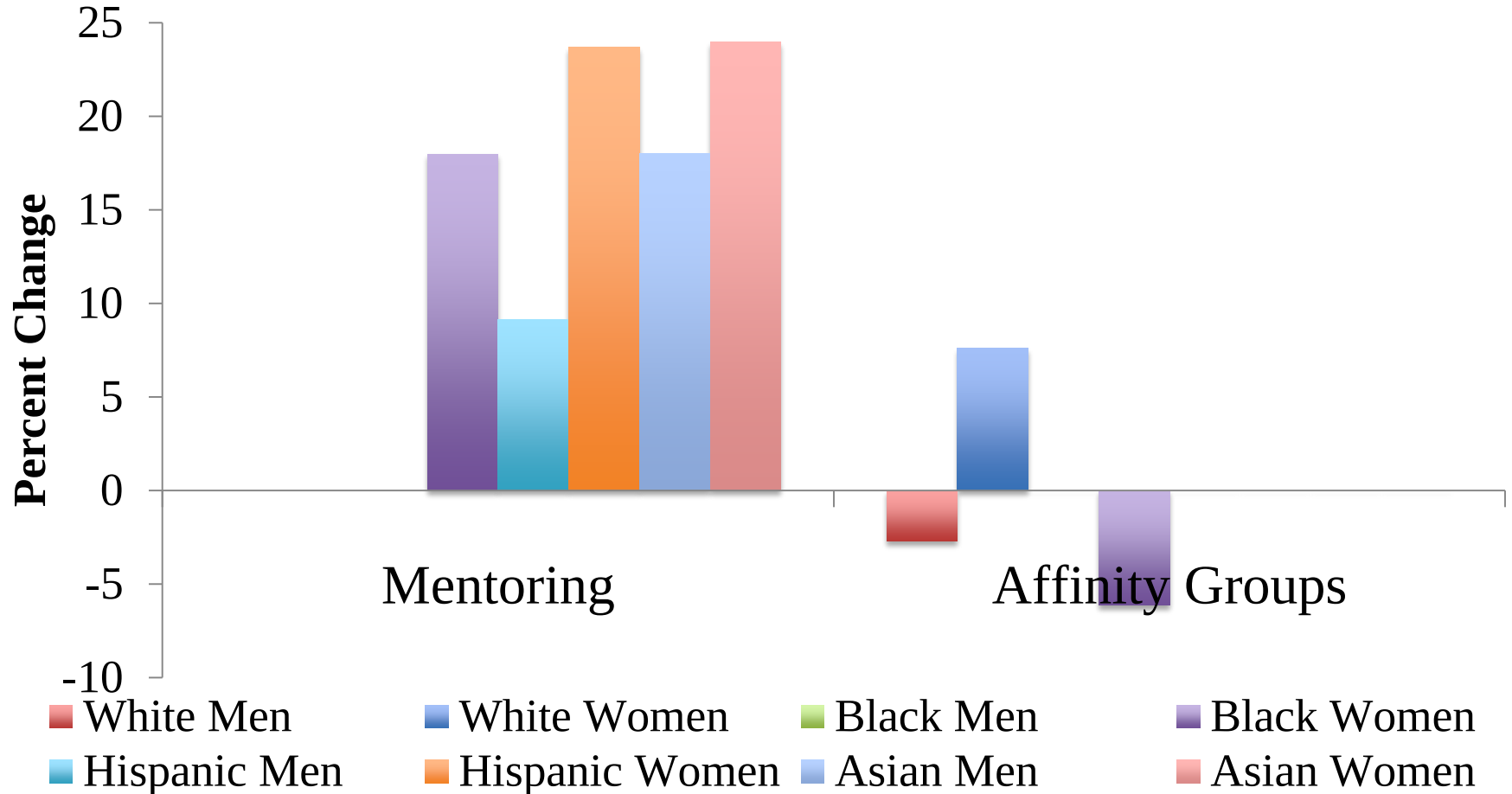
Diversity Training for Managers



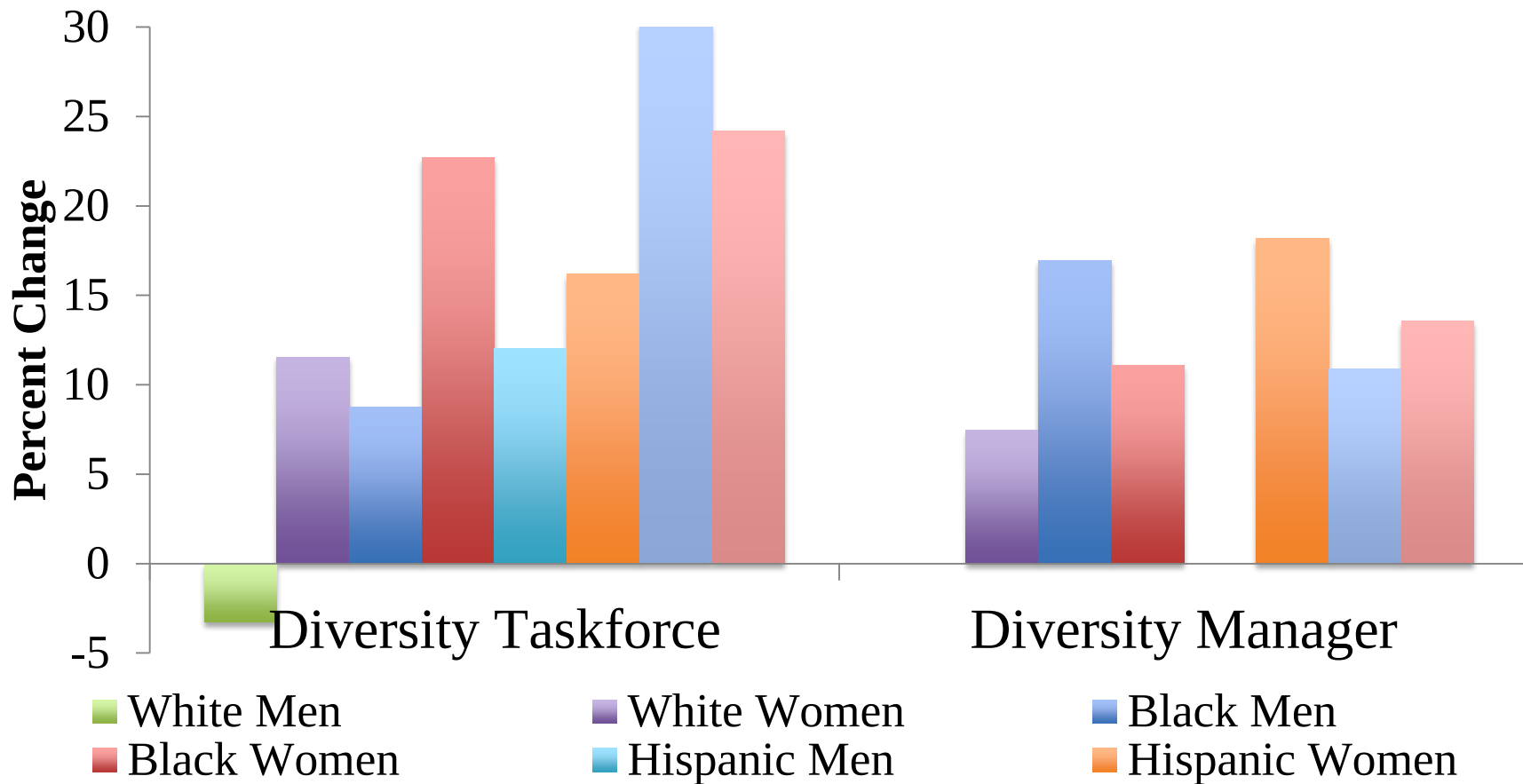
Civil Rights Grievance Procedure



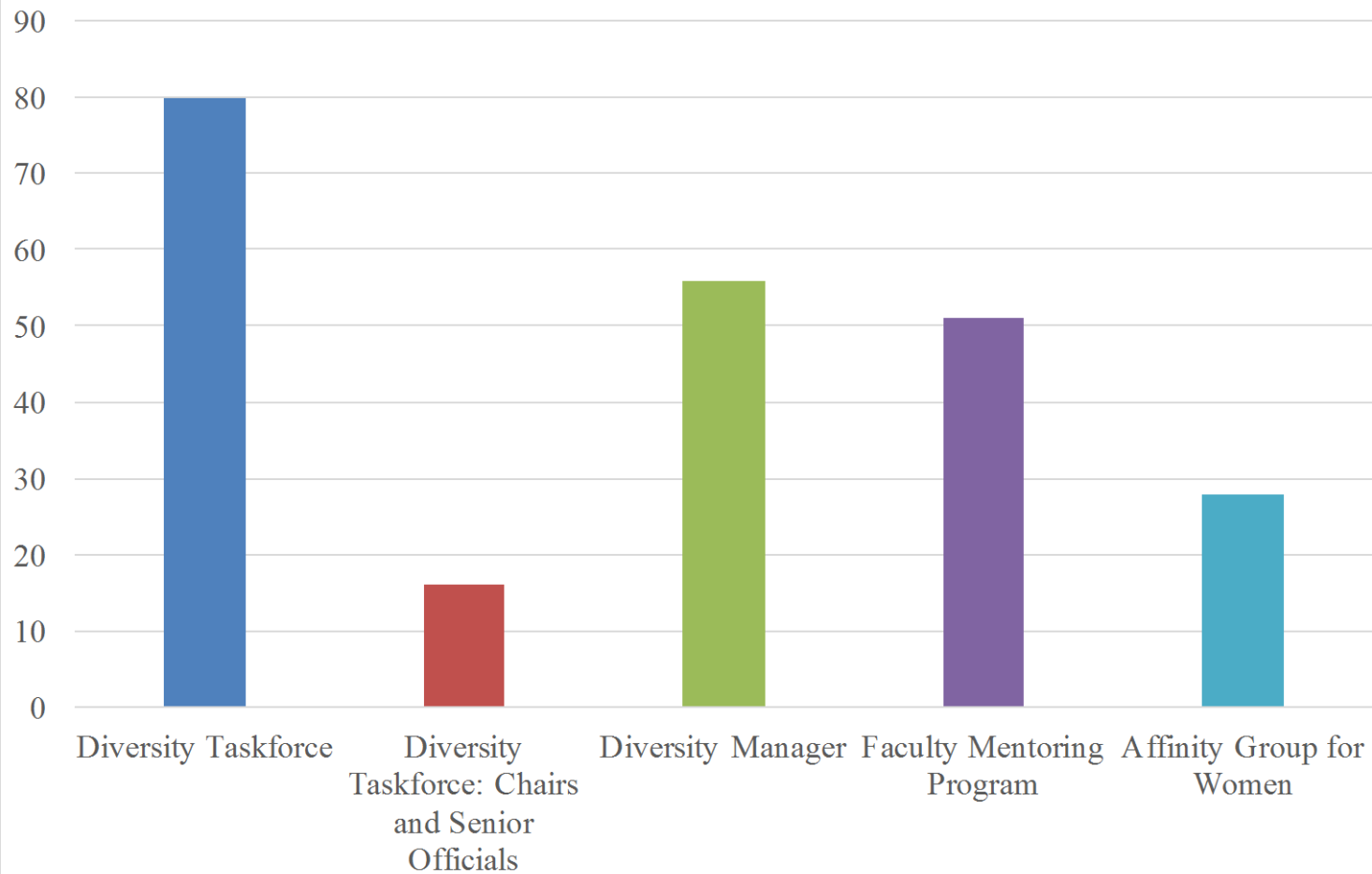
Mentoring & Affinity Groups



Taskforces and Diversity Managers



Percent of Universities with Select Diversity Measures
600 U.S. Universities, 2015



Conclusion

1. Harassment Training, Grievance Procedures for Faculty Widespread in Academia
2. Corporate Harassment Training: Positive Effects on Women's Share of Management Jobs
3. Corporate Grievance Procedures: Adverse Effects for Minority Women
4. Addressing Culture: Engaging Leaders through Mentoring, Taskforces

frank_dobbin@harvard.edu