



Gender Discrimination and Sexual Harassment Resources for Public History Practitioners, Consultants, Educators, and Students

Prepared by the NCPH Board-led Sub-Committee on Gender Discrimination and Sexual Harassment, August 2021

The Gender Discrimination and Sexual Harassment Sub-Committee is compiling resources on gender discrimination and sexual harassment for use by those who work in the field of public history. This is a living document and will be periodically updated. Please contact the NCPH office at ncph@iupui.edu with your comments, questions, or suggestions.

Reach Out for Help:

If you have experienced sexual harassment, sexual violence, or gender-based discrimination, resources are available to you.

- For immediate assistance, call [RAINN](#)'s National Sexual Assault Hotline at 800.656.HOPE (4673) to be connected with a trained staff member from a sexual violence service provider in your area, or visit www.rainn.org to chat live with a trained support specialist.
- The [U.S. Equal Employment Opportunity Commission \(EEOC\)](#) enforces federal laws prohibiting workplace discrimination, including sexual harassment and gender-based discrimination.
- The [Legal Network for Gender Equity](#) at the National Women's Law Center connects people who have experienced sexual harassment and gender-based discrimination at work, at school, or when getting health care, with legal assistance.
- [Equal Rights Advocates](#) accepts applications for free legal advice for people who have experienced sexual harassment and gender-based discrimination [at work](#) or [at school](#).

How to Identify a Good Resource:

There are several factors to consider when evaluating resources regarding sexual harassment and gender-based discrimination in the workplace. Here is a non-exhaustive list of questions that may be appropriate to ask:

- Does the resource reflect an understanding of how sexual harassment and gender-based discrimination are reinforced by cultural norms and systemic oppressions?
- Does the resource center survivors of sexual violence? Is it informed by the expressed needs of people who have experienced sexual harassment or gender-based discrimination?
- Does the resource recognize the pervasive nature and wide-ranging effects of trauma?

- Does the resource offer strategies for determining consequences for people who perpetuate sexual harassment or gender-based discrimination in the workplace?
- Does the resource address the ways in which power dynamics affect how sexual harassment and gender-based discrimination occur in the workplace, and how workplaces respond?
- Does the resource provide examples of effective prevention strategies?

How to Develop Effective Anti-Harassment and Anti-Discrimination Policies for your Institution

As you review sample policies listed below, consider the following questions:

- What are the organization's stated values? Does the policy align with them?
- What are workplaces legally required to do? Does the policy meet those requirements, or go above and beyond them?
- Does the policy address the needs of workers who have experienced sexual harassment or gender-based discrimination, including the ongoing effects of trauma? What resources will be made available to survivors?
- What are the consequences for perpetuating sexual harassment or gender-based discrimination?
- Does the policy outline how the organization will be accountable to workers and stakeholders?
- What reporting options are outlined in the policy?
- How will the organization investigate reports?
- How will the organization maintain confidentiality for reporting and investigations?
- Does the policy address the role of power in sexual harassment or gender-based discrimination?
- Does the policy specify how written policies will be made accessible to workers, including workers who are blind or have vision impairments, or for workers whose primary language is not English?
- Who is covered by the policy? Are non-employees covered?
- Does the policy outline what steps the organization will take to prevent sexual harassment or gender-based violence from occurring in the first place?
- Does the policy specify any local, regional, or professional organizations that they might contact for training and support?

Recommended Resources:

General:

Resource	Author/ Organization	Additional info	Type of Resource
TransForming Inclusion: An Organizational Guide	Leeway Foundation	For organizations, funders, and individuals; tools for inclusion and affirmation of trans and GNC people; best practices and examples.	Website
Resource Library	me too.	Curated collection of resources and organizations to help survivors based on experience, need, and community.	Website
Search for advocacy organizations by filter	me too.	List of organizations.	Website
Toolkits	me too.	Research, guides, and exercises	Website
Statistics	me too.		Website
"Supporting the Transgender People in Your Life: A Guide to Being a Good Ally."	National Center for Transgender Equality	Very basic guidelines for trans allyship and gender inclusion.	Website
"Five Ways to Make Your Nonprofit More Gender Inclusive."	Justin P. Clark - Social Change Consulting	Very basic guidelines for trans allyship and gender inclusion; November 20, 2018	Website
"It's Time for Nonprofit Boards to Have a Conversation about Sexual Misconduct."	Anne Wallestad - Nonprofit Quarterly	Good questions, best practices; February 22, 2018.	Website
"Tips for Crafting a Sexual-Harassment Policy to Protect Nonprofit Workers."	Ronald Hube - Chronicle of Philanthropy	Prevention, definition, policy, reporting, enforcement, training; October 5, 2005	Website
"Protecting Your Nonprofit from Sexual Harassment."	Michele Berger - Nonprofit Law Blog	Reporting, policy, training, transparency; May 17, 2018.	Digital Magazine
"Five Mistakes Your Nonprofit Doesn't Want to Make When Investigating Sexual Harassment Allegations."	Jennifer Chandler - Non-Profit Insurance Services	Best practices; April 2, 2018.	Blog
"Sexual Harassment is a Reality in Nonprofits What Are You Doing About It?."	Mandy Pearce - Funding for Good	Types of policy, definition, training; April 3, 2019	Website

https://drive.google.com/file/d/1qaCdb1wZl_CRkscWAvk_8UNLOiRnAjKe/view?usp=sharing	National Sexual Violence Resource Center	Fact sheet about the bystander approach.	Website
https://drive.google.com/file/d/1Em4-8-yUdhFBYWo6H8_II0sGCvir6v1Q/view?usp=sharing	Victoria L. Banyard, Elizabeth G. Plante, Mary M. Moynihan - U.S. Department of Justice	“Rape Prevention Through Bystander Intervention,” Federally funded grant final report. February 2005.	Website
https://www.nsvrc.org/	National Sexual Violence Resource Center	This site has a *ton* of resources for survivors, bystanders, educators.	Website
<i>Amateur</i>	Thomas Page McBee	Memoir by a queer and transgender man on toxic masculinity. It touches on sexism and how McBee experiences it in the workplace.	Book (for purchase)
Museopunks Episode 42: A #MuseumMeToo Moment	American Alliance of Museums	Podcast episode discussing how bullying and harassment shape workplace culture. Guests are Zachary Small (reporter who published in the <i>New York Times</i> on Philadelphia Museum of Art) and Anne-Marie Quigg (dir. of Jackson Quigg Associates Ltd.)	Podcast
Creative Interventions Toolkit: A Practical Guide to Stop Interpersonal Violence	Community Accountability	Resource on community accountability. Not always appropriate for organizational use, but the values outlined in the introduction and chapter 1 may be useful. Available as PDF and in Spanish	Website
Beyond Survival: Strategies and Stories from the Transformative Justice Movement	Ejeris Dixon and Leah Lakshmi Piepzna-Samarasinha, eds.	Essays on transformative justice / survivor-centered approaches to dealing with sexual violence	Book (for purchase)
TransformHarm.org	Mariame Kaba	Created by Mariame Kaba and designed by Lu Design Studio, the site includes selected articles, audio-visual resources, curricula, and more, providing an introduction to transformative justice, restorative justice, and other survivor-centered strategies for addressing harm and violence.	Website
Transforming Harm: Experiments in	Bernard Center for Research on	Conversation from October 2019, which discusses several resources	Videos

Accountability	Women - Mariame Kaba, Stas Schmiedt, Lea Roth, and etc	(some listed here). There are also other shorter videos that cover some key concepts on transformative justice, accountability, and survivor-centered responses.	
#MeToo and Restorative Justice: Realizing Restoration for Victims and Offenders	American Bar Association Dispute Resolution Magazine	Article by Lesley Wexler and Jennifer K. Robbennolt discussing key components of restorative justice practices	Paper
Perception Institute Publications	Perception Institute	The institute is a group of researchers that work on implicit bias. They offer services to organizations, and there are several data-driven resources on their site.	Website
Transformative Justice Resources	Cory Lira	Ongoing list of resources	Google doc

History Organizations:

Resource	Author/ Organization	Additional info	Type of Resource
“Are You Protecting Your Staff from Sexual Harassment?”	Bethany Hawkins - American Association for State and Local History	Blog post outlining several suggestions for managers of history organizations to think about to end sexual harassment and gender discrimination.	Website
Human Resource Policies and Procedures for Nonprofit Organizations	Carol L. Barbeito	This book is organized as a guide to human resource policies, including creating policies against harassment.	Book (for purchase)
The Nonprofit Human Resource Management Handbook: From Theory to Practice	Jessica K.A. Wood and Jessica E. Sowa, eds.	A handbook for nonprofit organizations to develop human resources management policies and procedures.	Book (for purchase)
“Does the National Park Service have a culture problem?”	Cathy Stanton - History@Work	Blog post from 2016 discusses the National Park Service’s hierarchical, male-dominated organizational culture and its relationship to several instances of sexual harassment and gender discrimination.	Blog (NCPH)

How should we respond when a public historian engages in, or has experienced, sexual harassment?	Gregory Samantha Rosenthal - History@Work	In this blog post, Rosenthal describes how an experience of being repeatedly misgendered at a historic site made them feel unwelcome there. They further describe how the Gender Discrimination and Sexual Harassment subcommittee is using a transformative justice framework to imagine new approaches to these issues that center survivors.	Blog (NCPH)
From #MeToo to systemic cultural change: a public historian's call to action	Chel Miller - History@Work	Chel Miller offers several suggestions for how public history organizations should address issues of sexual harassment and gender discrimination.	Blog (NCPH)
Bystander Intervention Resources	Chel Miller and Michelle Carroll	Resources compiled by Chel Miller and Michelle Carroll for the "From #MeToo to Prevention: A Bystander Intervention Training for Public History and Museum Professionals" workshop, offered at the 2019 NCPH Annual Meeting.	Google Drive
Anti-Sexual Violence Resources	Chel Miller and Michelle Carroll	Resources compiled by Chel Miller and Michelle Carroll for the "Beyond #MeToo: How Public History Leaders Can Prevent and Respond to Sexual Harassment" workshop, offered at the 2021 NCPH Virtual Annual Meeting.	Google Drive

Site-specific:

Resource	Author/ Organization	Additional info	Type of Resource
Women in the Museum: Lessons from the Workplace	Joan Baldwin and Anne Ackerson	"Drawing on testimony gathered from surveys, focus groups, and interviews with female museum professionals, the book examines the nature of gender bias in the profession, as well as women's varied responses to it."	Book (for purchase)
"The Question of Gender: The 'Unseen' Problem in Museum Workplaces"	Joan H. Baldwin, GEMM co-founder, for the AAM's Alliance Labs blog		Blog post

"Gender Representation in Science Center and Museum Content: Findings from ASTC's Gender Representation Toolkit"	Association of Science and Technology Centers	"Report breaks new ground with insights on gender representation in science museum content."	Report
Race, Equity and Inclusion Action Guide	The Annie E. Casey Foundation	This is specific to race, but it's relevant to gender equity as well	Report
LGBTQ Welcoming Guidelines for Museums, 2019	American Alliance of Museums		Website
"Mapping Our Progress toward Cultural Equity: Americans for the Arts' Diversity, Equity, and Inclusion Efforts Since the 2016 Adoption of the Statement on Cultural Equity"	Americans for the Arts		Report
Steps We Took to Create the Americans for the Arts Statement on Cultural Equity	Americans for the Arts	Related to the above: how Americans for the Arts got to the point where they were able to draft a statement on cultural equity	Blog post
"The Smithsonian Sexual Harassment Prevention Program Is Absolutely Useless." <i>Medium</i>, March 2, 2017.	"Committed to Dialogue" - Medium	<i>Medium</i> article written by someone who experienced sexual assault at an event at the National Museum of Natural History. The person who assaulted her was a visiting researcher at the museum. This piece discusses how existing mechanisms are not sufficient for preventing or responding to sexual harassment.	Blog post
"How the NMNH Can Regain Trust After Mishandling Sexual Assault," <i>Medium</i>, November 5, 2016.	"Committed to Dialogue" - Medium	<i>Medium</i> article written by someone who experienced sexual assault at an event at the National Museum of Natural History. The person who assaulted her was a visiting researcher at the museum. This piece offers recommendations for NMNH specifically, but policymakers at other museums and historic sites will learn from this.	Blog post

"A Former Museum of Sex Employee Is Suing the Institution for Allegedly Failing to Protect Her From Rowdy, Drunken Visitors." <i>Artnet News</i>. June 20, 2019.	Caroline Goldstein - Artnet News	Resource for drafting policies. Shares information about a lawsuit filed by a former employee of the Museum of Sex for failing to protect its workers from sexual harassment perpetrated by museum visitors. Important: sexual harassment policies and procedures must also account for non-employees.	News article
Robust resource list: https://www.genderequitymuseums.com/resources	Gender Equity in Museums Movement		Website
Resources about "Pay and Benefits Equity," https://www.genderequitymuseums.com/pay-and-benefits-equity	Gender Equity in Museums Movement		Website
Resources about "Ending Sexual Harassment and Sexism in the Museum Workplace," https://www.genderequitymuseums.com/ending-sexual-harassment-in-the-museum	Gender Equity in Museums Movement		Website
"Diverse, Equitable, and Humane Museum Workplace"	Gender Equity in Museums Movement	Resources about creating and sustaining a "Diverse, Equitable, and Humane Museum Workplace"	Website
"A Call for Gender Equity in the Museum Workplace"	Gender Equity in Museums Movement		White paper
"Museums as a Pink-Collar Profession: The Consequences and How to Address Them"	Gender Equity in Museums Movement		White paper
Campus PRISM Project: Promoting Restorative Initiatives for Sexual Misconduct on College Campuses	Based at University of San Diego, directed by David Karp	Many other resources on this site, mostly centered on college campuses, but potentially relevant to other sites as well	Website
metooanthro	metooanthro is a collective of anthropologists	Collection of resources about the issue of sexual assault and harassment in anthropology. Potentially useful to other sites as well as students, professors, and staff in other academic departments.	Website

Policies:

Resource	Author/ Organization	Additional info	Type of Resource
AASLH Anti-Harassment Policy and Complaint Procedure	American Association of State and Local History (AASLH)	Sample policy	Website
AASLH Statement of Standards and Ethics	American Association of State and Local History (AASLH)	Sample policy	Website
United States Holocaust Memorial Museum (DC) Standards of Ethical Conduct	United States Holocaust Memorial Museum (DC)	Sample policy	Website
New England Electric Railway Historical Society Harassment Policy	New England Electric Railway Historical Society	Sample policy	Website
Museums Alaska Code of Conduct	Museums Alaska (AK)	Sample policy	Website
Model Workplace Policy on Domestic Violence, Sexual Violence, and Stalking	Workplaces Respond to Domestic & Sexual Violence	Sample policy	Website
NYSCASA Recommendations Regarding New York State Draft Model Sexual Harassment Policy, Training, and Complaint Form	New York State Coalition Against Sexual Assault	NYSCASA submitted this commentary on New York State's draft model sexual harassment policy and training materials.	Website
Creating A Transformative Justice Informed Sexual Harassment Protocol	Ejeris Dixon - Vision Change Win	Resource for drafting policies.	Website
Workplace Climate Surveys: How-to Guide	Workplaces Respond to Domestic & Sexual Violence	Resource for assessing organizational culture and effectiveness of existing policies	Website
"Sexual Harassment."	501 Commons	Resource for drafting policies	Website
Sexual Violence in the Workplace: A Guide for Employers	National Sexual Violence Resource Center	Resource for drafting policies	Website

Sexual Harassment Policies: Smithsonian Has Procedures for Prevention, but Could Improve Guidance and Monitoring	US Government Accountability Office	Resource for drafting policies	Website
"Art Museums in the Age of #MeToo." capstone paper. 2019	Laura Lawson Kistler - Harvard University Extension School	Resource for drafting policies, recommended strategies begin on p. 23	Paper
MASS Action Toolkit	Museum As Site for Social Action (MASS Action)	Resource for drafting policies	Website
Core Documents for Museums: Institutional Code of Ethics	American Alliance of Museums	Resource for drafting policies	Website
LGBTQ Welcoming Guidelines for Museums. 2019	American Alliance of Museums	Resource for drafting policies	Website
AAM Transgender Inclusion Guides	American Alliance of Museums	"Created by the Task Force for Transgender Inclusion, the Toolkit is intended to prepare institutions, coworkers, and transgender museum professionals for gender transitions and to better implement transgender inclusion in policies and practices."	Website
Select Task Force on the Study of Harassment in the Workplace. Report of Co-Chairs Chai R. Feldblum & Victoria A. Lipnic. June 2016	Chai R. Feldblum and Victoria A. Lipnic - US Equal Employment Opportunity Commission	Resource for drafting policies	Website
"What Does a Survivor-Centered Approach to Workplace Harassment Look Like?" Cynara Development Services LLC via <i>Medium</i>. November 29, 2018.	Lindsey Jones-Renaud - Medium	Especially useful is the table with categories like organizational culture, reporting and investigative policies, allocation of resources, and accountability.	Blog post

<p>"The Smithsonian Sexual Harassment Prevention Program Is Absolutely Useless." <i>Medium</i>. March 2, 2017.</p>	<p>"Committed to Dialogue" - Medium</p>	<p><i>Medium</i> article written by someone who experienced sexual assault at an event at the National Museum of Natural History. The person who assaulted her was a visiting researcher at the museum. This piece discusses how existing mechanisms are not sufficient for preventing or responding to sexual harassment.</p>	<p>Blog post</p>
<p>"How the NMNH Can Regain Trust After Mishandling Sexual Assault." <i>Medium</i>. November 5, 2016.</p>	<p>"Committed to Dialogue" - Medium</p>	<p><i>Medium</i> article written by someone who experienced sexual assault at an event at the National Museum of Natural History. The person who assaulted her was a visiting researcher at the museum. This piece offers recommendations for NMNH specifically, but policymakers at other museums and historic sites will learn from this.</p>	<p>Blog post</p>
<p>"A Former Museum of Sex Employee Is Suing the Institution for Allegedly Failing to Protect Her From Rowdy, Drunken Visitors." <i>Artnet News</i>. June 20, 2019.</p>	<p>Caroline Goldstein - Artnet News</p>	<p>Shares information about a lawsuit filed by a former employee of the Museum of Sex for failing to protect its workers from sexual harassment perpetrated by museum visitors. Important: sexual harassment policies and procedures must also account for non-employees.</p>	<p>News article</p>
<p>"Five Mistakes Your Nonprofit Doesn't Want to Make When Investigating Sexual Harassment Allegations"</p>	<p>National Council of Nonprofits</p>	<p>Definition, prevention, policy, reporting, investigation, response, resources</p>	<p>Website</p>

Tools for Transformation: Becoming Accessible, Culturally Responsive, and Trauma-Informed Organizations - An Organizational Reflection Toolkit	Carole Warshaw, Erin Tinnon, and Cathy Cave - National Center on Domestic Violence, Trauma, and Mental Health	See especially "Focus Area 1: Organizational Commitment and Infrastructure" and "Focus Area 2: Staff Support and Supervision" beginning on page 15, and appendices on page 59-60	Website
"Dealing with Workplace Discrimination and Harassments at Small Public History Sites and Museums." Omnia History (January 10, 2019).	Hope Shannon - Omnia History	Resource for drafting policies.	Website

Interpretation Resources:

Resource	Author/ Organization	Additional info	Type of Resource
"Museum Ties Portraits of the Wealthy to Their Slaveholding Pasts." Smithsonian Magazine, June 20, 2018.	Jason Daley - Smithsonian Magazine	Resource on interpretation. Discusses interpretation at Worcester Art Museum.	Website
"In the #MeToo Era, Do These Paintings Still Belong in a Museum?" Huffington Post, December 14, 2017.	Priscilla Frank - Huffington Post	Resource on interpretation.	Website
"Art Museums in the Age of #MeToo." capstone paper, 2019	Laura Lawson Kistler - Harvard University Extension School	Resource on interpretation and policies.	Paper