

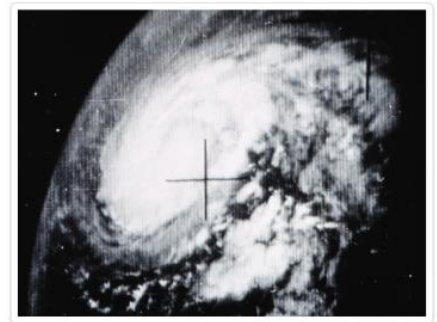


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# Sexism in the Field:

## Maintaining Composure While Shutting Down Toxic Behavior

■ **JANUARY 14, 2020** .....  
Katie Magee and Ashley Ravenscraft, NWS Huntsville, AL



# Disclaimers

1. Just because you do not have an experience does not mean it does not exist
2. Every example used in this presentation is one that has either happened to me personally, or to someone from my office
3. As a white cisgender woman, I acknowledge that I have privileges others do not
4. We understand this is not representative of all men



# Heidi vs. Howard

Columbia Business School students given case studies of businesspeople and asked to review the person

- A successful entrepreneur used their connections and business acumen to gain notoriety
- Half of the students saw the name “Heidi” and half saw the name “Howard”



# Heidi vs. Howard

- Ranked as equally competent in the world of business
- “Heidi” was judged as more selfish, aggressive, unlikeable, and “not the type of person you would want to hire or work for”
- Successful women who are ambitious and aggressive in their careers are seen as unlikeable



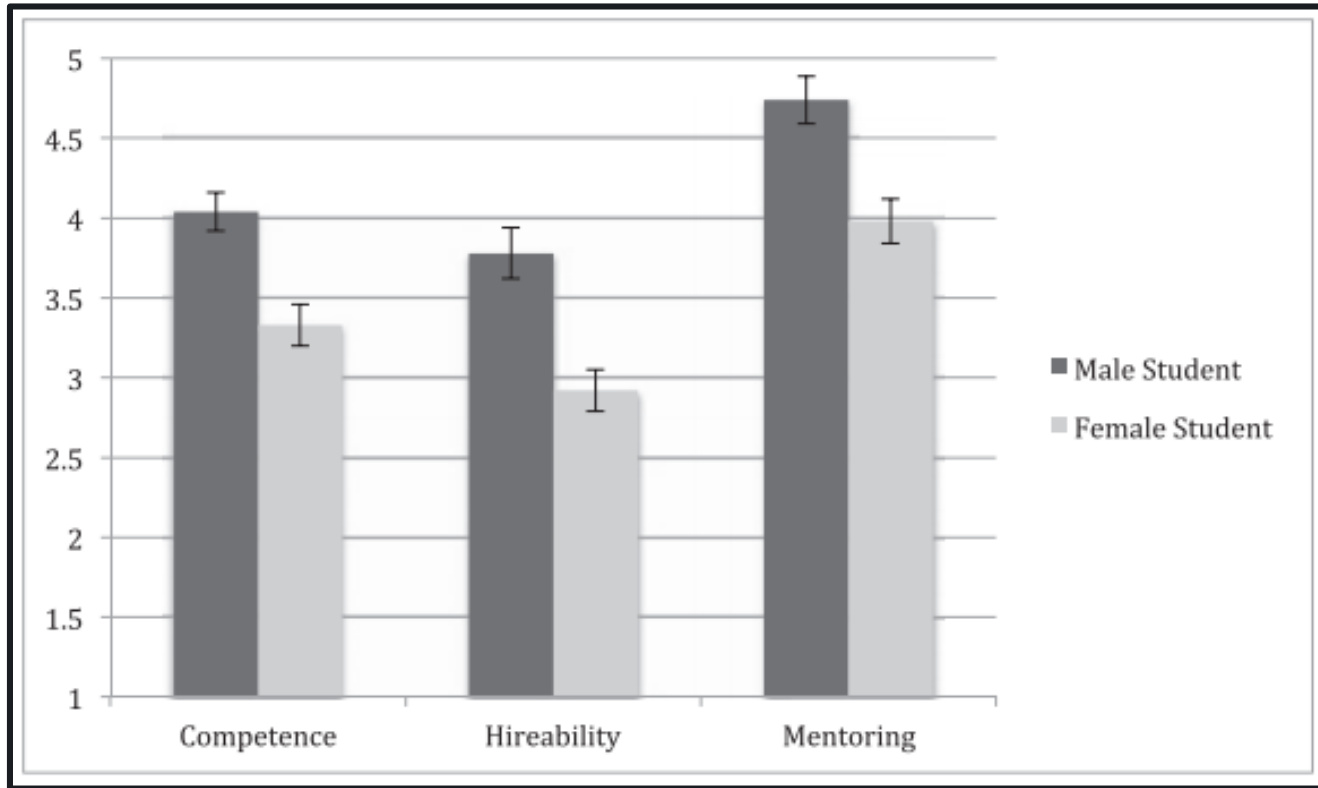
# Jennifer vs. John

Dr. Moss-Racusin sent 127 resumes to research faculty from 6 universities for application feedback

- Double blind
- Names randomly chosen as Jennifer (n=64) or John (n=63)
- Otherwise, uniform application packages



# Jennifer vs. John



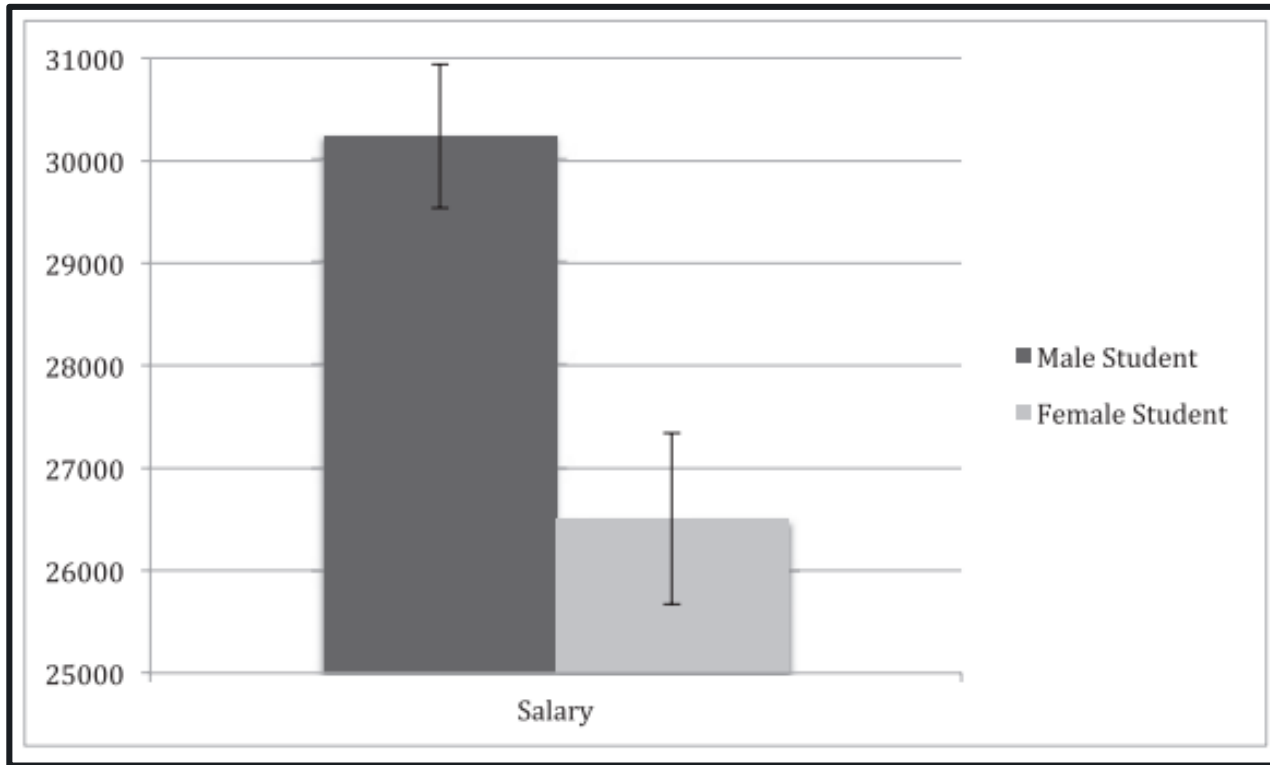
Moss-Racusin et al., 2012: Fig. 1



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# Jennifer vs. John



Moss-Racusin et al., 2012: Fig. 2



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# Microaggressions

Dismissing or objectifying you because of your gender

“Can’t you women make up your mind? The forecast keeps changing!”

“Can I speak to a real meteorologist?”

“Okay, sweetie”  
(princess, darling, honey, etc.)

“When is the person in charge getting here?”

“You can come sit on my lap!”



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# In the moment...

## Fight

- Active response
- “That is not okay to say to me!”
- Can reinforce the aggressive stereotype

## Flight

- Passive response
- Turn around and walk away
- Can reinforce the uncaring/alooof stereotype



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**FREEZE**



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# Why do we freeze?

- Not wanting to ruin critical partner relationships
- Career advancement PIE: performance, image, exposure
- “Did that really just happen?”
- Reining in the rage



# Lean In vs. Lean Out

## Lean In

- Ambition gap
- Don't worry about familial impact on career
- Don't downplay your achievements and qualifications

## Lean Out

- Do not apologize for having emotions
- Success does not depend on traditional “male characteristics”
- Define success as well-being rather than promotions/titles



# What we can do

- “*I feel...*” statements
  - e.g., “*I feel under-valued and as though there is a lack of trust between us when you said ‘xyz’.*”
- Record the interaction in a log



# What we can do

- *You do not need to be a supervisor or “higher level” employee to be a mentor*
- Foster close relationships within your office
- Be an ally; stand up for your teammates



# Visibility

- Goals are set based on what one thinks is attainable
- Seeing someone like you in a role increases the likelihood that you could see yourself in that role



Dorothy Chambers (left) and another Weather Bureau employee plotting weather maps from teletype reports.



Transmitting weather information over teletype circuits.



# Katie Magee

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Dorothy Chambers (left) and another Weather Bureau employee plotting weather maps from teletype reports.



Transmitting weather information over teletype circuits.



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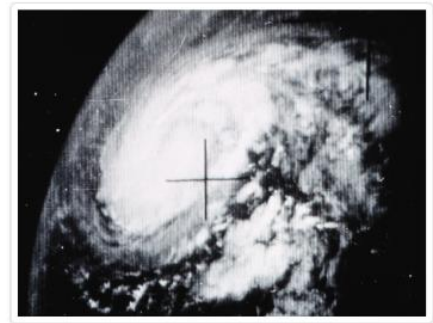
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# Backup Slides



## Should employers be required to pay men and women the same salary for the same job?

[LEARN MORE](#) | [DISCUSS](#) | [STATS](#) | [NEWS](#)

- Yes
- No
- Yes, and businesses should be required to publish their salary ranges for each position
- No, this is irrelevant because the gender wage gap is a myth
- No, the current requirements in the Equal Pay Act of 1963 are already sufficient
- No, the government should never determine what a private business should pay employees
- No, there are too many other variables such as education, experience, and tenure that determine a fair salary
- Read more stances submitted by users
- Add your own stance
- This question is no longer relevant and should be removed

*Votes from:*

All

State

City

Party

Ethnicity

Income

Education



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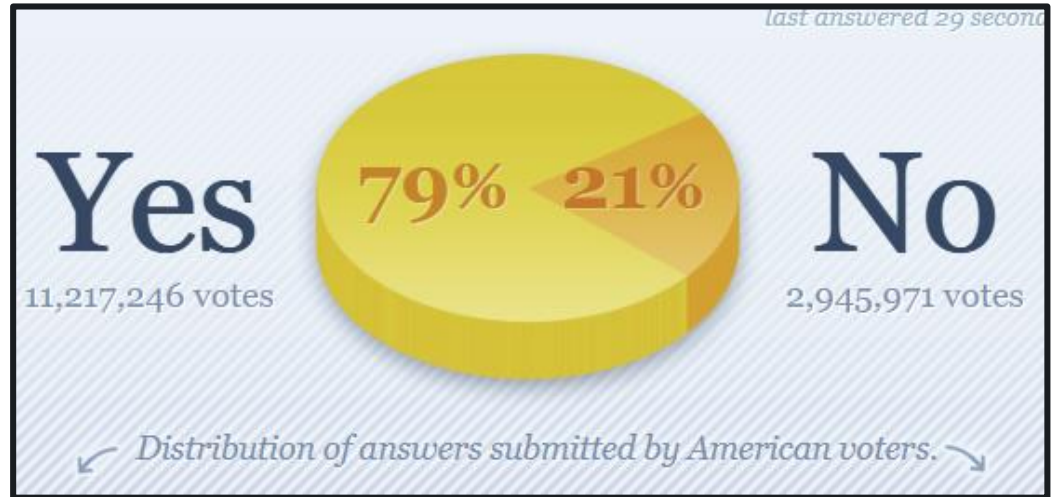
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# ISideWith Results

No significant changes based on:

- Ethnicity
- Income
- State
- Education



Votes from:

All

State

City

Party

Ethnicity

Income

Education



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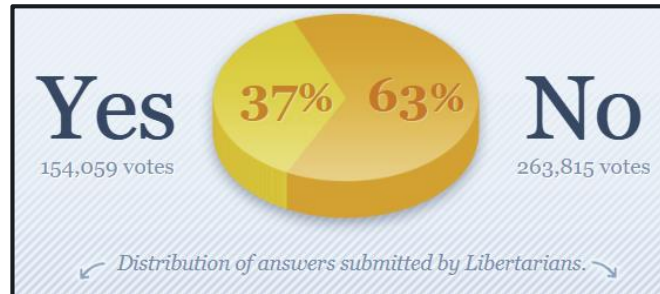
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# Political Party Breakdown

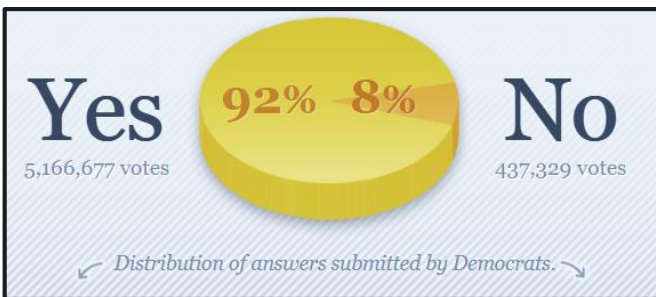
## Socialist



## Libertarian



## Democratic



## Republican

