

Vol. 7, 2022

# upRising

News from the Michelle R. Clayman Institute for Gender Research at Stanford University



upRising, Vol. 7, 2022

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Cover artist: Jessica Yeung is currently a master's student pursuing an MS in Computer Science. *You can't wear yellow?* is a self-portrait digital photograph that is one in a series from 2019 called "An Exploration of Identity and the Self." It focuses on Yeung's relationship with her Chinese-American background since arriving at Stanford. Inspiration came from Yeung's childhood, when she was told not to wear yellow because it did not complement her skin tone.



PHOTO BY JESSICA YEUNG

## LETTER FROM THE DIRECTOR

### Dear Reader,

**Greetings from Attneave House, which has come back to life after falling into something of a winter sleep during the pandemic. As we return to our base of operations after over a year of working primarily from home, I find myself once again energized by this incredible place and the incredible feminists it gathers. At the same time, I remain mindful of the many amazing friends and supporters we have won with our virtual events. Our online events brought together outstanding experts from around the world with new audiences beyond the Stanford community. We are thrilled and eager to return to our space, but just as eager to keep our world here connected with our new friends and supporters out there.**

Despite the considerable challenges presented by the pandemic, our research, mentoring and events have continued remotely. We returned to campus with a larger team, more research projects, and a more thoroughly networked community than before. We have begun studying various issues around the pandemic and gender, but also look toward major research initiatives that speak to current and future issues in feminist and gender studies.

One of our core missions is to cultivate future gender scholars – providing undergraduate, graduate and postdoctoral students with foundational research experience and mentorship. We bring together faculty, postdoctoral fellows, professional scholars, graduate students and undergraduates to collaborate on projects and share new research ideas. Our student researchers are exposed to a variety of disciplines during their time at the Clayman Institute.

A few recent examples of direct student participation in our research projects include: preparing materials to recruit interview subjects for research on the relationship between gay men and single women from the 1950s -2000; developing big-data methods for tracking how #MeToo and its backlash spread internationally via the internet and news media; performing literature reviews that will guide our study of domestic violence during the COVID-19 pandemic; analyzing intersectional data of COVID vaccine hesitancy among health care workers; organizing interviews about non-disclosure agreements and sexual harassment; and designing a study analyzing an archive of letters about #MeToo and sexual harassment.

Our research projects examine gender-based violence, #MeToo and historical memory, sexuality and the intergenerational transmission of knowledge, and broadly, the ongoing nature of gender and interrelated inequalities. Our diverse community of scholars and supporters allows us to continue the long tradition of gender research at the Institute. Thank you for your ongoing support.

All best, Adrian

ADRIAN DAUB

Director, The Clayman Institute for Gender Research



PHOTO BY CYNTHIA NEWBERRY



# Fatoumata Seck on gender, sutura and economic crisis in Senegal



By MELISSA C. BROWN  
Postdoctoral Fellow, 2019–21

“As someone who works primarily with fiction and narratives in general, I’m interested in how sutura materializes on the page beyond just seeing the word written in a speech bubble,” states Fatoumata Seck, a literary scholar and assistant professor of French. In June 2021, Seck presented material from a forthcoming book on this subject in a talk titled “Gender, Economy, and the Social Imaginary in Senegalese Popular Culture” for the Clayman Institute Faculty Research Fellows program.

Sutura references a practice of discretion and protection influenced by Senegal’s Wolof cultural and Islamic religious values (Mills, I. (2011) *Sutura: Gendered Honor, Social Death, and the Politics of Exposure in Senegalese Literature and Popular Culture*, UC Berkeley). Seck focuses on sutura within the context of household management, which she defines as “a tacit nondisclosure agreement around any action necessary for keeping up appearances and a contract of confidentiality regarding the couple’s finances that has gradually applied more to women than to men.” Seck applies sutura as a heuristic device to analyze the gendered dynamics of the economic crisis that emerged in Senegal after implementing structural adjustment policies in the late 20th century. “Sutura can help us understand questions of moral economy not just because it is central to household finances, but also because the very meaning of the word lends itself to such questions,” says Seck.

In this talk, Seck primarily focused on a comic series titled *Goorgoorlou*, authored by Alphonse Mendy, who wrote under the pen name T.T. Fons. Named after its main character, the comic stars a Senegalese husband and his wife, Diek. The comics depict Goorgoorlou making a daily attempt to secure “the daily household expenditure” to provide for his family despite the economic upheaval. More often than not, Goorgoorlou comes up short and urges his wife to figure out a way to fill the gap. However, Seck keenly observes that, unlike her husband’s strategies that take up most of the comic’s narratives, Diek’s attempts to substantiate the household’s provisions often go unrecorded within the comic’s panes and instead occur in the gutter or blank spaces of the page.

Seck asserts that this comic, like many other Senegalese cultural productions, depicts the feminization of sutura as a modern practice that exploits women’s reproductive labor, particularly married women and mothers, to overcompensate for the under- and unemployment of the men in their families. While not representative of all Senegalese families, the comics depict aspects of life

for lower-income households that reside in the periphery of the capital city of Dakar.

While structural adjustment policies increased the impoverishment of Senegalese men, they also precipitated the growth and diversification of economic activities among Senegalese women, Seck says. These tensions thus created greater demand on the incomes of women within families through sutura. Like the blank spaces of the comic, the principles of protection and discretion in sutura hold that Senegalese women be the custodian of the family’s honor by keeping their significant contributions private or by being careful to avoid public acknowledgment that overshadows the role of men as providers, which therefore conceals the ways their reproductive labor contributes to the household’s and the nation’s wellbeing.

This comic ... depicts the feminization of sutura as a modern practice that exploits women’s reproductive labor, particularly married women and mothers, to overcompensate for the under- and unemployment of the men in their families.

For example, in one comic Seck describes, Goorgoorlou requests Diek prepare a chicken lunch that he can offer to a shopkeeper in exchange for a sheep. The comic displays her leaving Goorgoorlou’s presence to begin her task before depicting an exchange between her husband and the shopkeeper. She reappears again, carrying a prepared chicken, only after she fully completes her work, leaving the strategies Diek used to procure this meal to the reader’s imagination. Such consistent erasure of Diek’s work prompts Seck to ask, “Is the woman’s solution not worthy of a scene?”

Overall, Seck argues that through this comic, its creator Mendy “does not simply reproduce stereotypes,” but rather “uses them to show through satire the tensions these gender roles were under in the crisis.” The realities of how much the household relies on Diek’s labor to supplement Goorgoorlou’s provisions betrays how structural adjustment threatened the livelihoods of men and relies on the reproductive labor of women to maintain society.



Fatoumata Seck

ADAPTED FROM AN ILLUSTRATION BY T.T. FONS





# As the pandemic began to take center stage in spring 2020,

we at the Clayman Institute began talking about the gendered effects of COVID-19 and the intersecting inequalities highlighted by the pandemic. There are many: the high prevalence of women among healthcare workers, caregiving while working from home, disparities in unemployment and more. We reached out to our colleagues in gender research – fellows, former fellows and faculty affiliates – to ask for their expertise and insights. Some saw their existing research in a new light; others saw an entirely different experience at home. We hope this collected writing – below are a few excerpts – is a source of insight for those looking at current events through a gender lens.

## Pandemic magnifies gender inequities, provides opportunities for long-range solutions in academic medicine

*[Continued, from an analysis of the pandemic's impact on women in academic medicine.]*

Those who are now at the start of their careers are particularly susceptible to pandemic impacts on academic productivity coinciding with intense pressure to generate publications and funding. Compounding this, many have struggled to find jobs due to faculty searches being paused or cancelled by universities due to financial uncertainties. For those at mid-career, the barriers to promotion and advancement into leadership ranks already contribute to the “invisibility” of mid-career women. The risks are especially high for women belonging to minority groups underrepresented in medicine, who are already more likely to leave academic medicine.

What can be done to mitigate the effects of the COVID-19 pandemic on women

in academic medicine? Several months into the pandemic, the Department of Medicine held listening groups with women assistant and associate professors. We heard about challenges at work – grants drained to pay for salaries despite stoppage of work during the early months of lockdown, increased competition for funding, increased time spent on clinical duties and mentoring/supporting trainees, and staffing issues due to international travel and immigration restrictions. We also heard about challenges at home – lack of accessible and affordable quality childcare, financial stresses from job losses, and competing demands of caregiving and online schooling. Most importantly, we heard about potential solutions – flexible funding that could be used for caregiving, tutoring or housework; increased administrative support for writing manuscripts and submitting funding applications; and increased awareness among promotion and tenure committees of the disproportionate impact of the pandemic on women.

The inequities highlighted by the pandemic have given us the opportunity

to think critically about the status quo. This is our opportunity to recognize the barriers to gender equity in academic medicine and how they have been magnified during the pandemic and to institute meaningful changes.

JOY WU IS AN ASSOCIATE PROFESSOR OF MEDICINE (ENDOCRINOLOGY) AND VICE CHAIR OF BASIC AND TRANSLATIONAL SCIENCE IN THE DEPARTMENT OF MEDICINE.

## Is working from home a solution to gender inequality?

*[Continued, from the author's research on unemployment and the unequal experiences of men and women job searching from home.]*

Working from home – searching for a job – was simply made far easier for the fathers in this study than the mothers. Fathers were able to garner demarcated spaces from where to search for jobs, as well as dedicated time to doing so. That they needed to participate in paid work was recognized

as self-evident, and family resources of space and time were directed towards helping fathers. Mothers, on the other hand, had to patch together both space and time. They were seen as caregivers, and their role as workers was minimized – even though prior to their unemployment they had been successful professionals who contributed a significant amount to their total household income.

In the current pandemic, women are more likely to lose jobs than men, partly since they are situated in sectors of the economy more likely to be impacted and partly because women and people of color tend to be the first casualties when companies downsize, restructure, and lay people off. The findings from my book suggest that women's length of unemployment is likely to be longer than for men who may lose their jobs – and not just because finding a job in a weak economy is difficult. Women who had been employed full-time may also opt for scaled back roles, potentially in part time positions. This is because time at home, and especially in the context of school and childcare center closures, will likely reinforce domestic obligations. Additionally, women who lose their jobs, more than men who do so, simply will not have the resources – such as time and space – to devote to finding a new job. These potential pathways are pathways to reversing gender equality, at least when it comes to paid and unpaid work.

ALIYA HAMID RAO IS AN ASSISTANT PROFESSOR IN THE DEPARTMENT OF METHODOLOGY AT THE LONDON SCHOOL OF ECONOMICS. SHE IS A FORMER POSTDOCTORAL FELLOW OF THE CLAYMAN INSTITUTE.

## COVID has worsened gender disparities, especially for women of color. Here's what we can do now to turn the tide.

*[Continued, from data showing the unequal impact of the pandemic on all women and particularly on women of color.]*

If I've painted a grim picture, it's because the situation really is dire. Ten months into the pandemic (in the United States), we have no government support to help us, as individuals or organizations, meet these challenges. It is on us to put together creative solutions to keep women in the workforce. What might that look like? Here are four suggestions for healthcare organizations:

1. For healthcare workers, we need to start by making sure that we have enough PPE that fits people with all different sizes and shapes of faces.
2. The sacrifices asked of healthcare workers deserve remuneration. Hazard pay and medical school debt forgiveness won't repay the families of healthcare workers who have died, but as those at the Brookings Institute have argued, it would be the right thing to do.
3. Healthcare organizations should consider providing housing for healthcare workers assigned to high-risk units so they don't have the added stress of possibly infecting their family on top of what is already very challenging work.

Healthcare organizations should be more aware of the fact that not every healthcare worker may feel comfortable or safe taking care of patients with COVID-19. Some may have their own health issues that place them at increased risk of developing severe symptoms (for example, immunosuppression, advanced age, respiratory illness, etc.) or they may care for someone who is at increased risk. We need to be creative with how people can

contribute aside from direct patient care that may endanger their own lives. Perhaps they can take on more administrative or teaching roles or only care for non-COVID patients.

And three suggestions for all organizations:

- » Acknowledge that the pandemic has challenged our mental health in new and very difficult ways. Yoga, resilience, and mindfulness are not going to solve the mental health crisis we are in. If we are to empower employees to continue to do their best work, we need to validate their struggles and provide resources that will actually help. That could be more time off, free therapy, childcare (provided safely, perhaps in small pods), adjustment of productivity targets, etc.
- » Adjust productivity targets and performance reviews to be realistic and practical. We are no longer living in the pre-COVID world. Pretending we are is damaging to morale and, ultimately, engagement and productivity. Showing employees humanity and giving them grace now not only is the right thing to do. It will also pay off in spades in the future.
- » Even though the protests of the summer have faded, racism remains a destructive force in our society. No strategy to support women will be effective unless it embraces the importance of intersectionality.

It's worth noting that these strategies would likely benefit all employees, not just those who have childcare or other caregiving responsibilities. We can do better for our workforce. Why not start now?

ARGHAVAN SALLES IS A SENIOR RESEARCH SCHOLAR FOR THE CLAYMAN INSTITUTE. HER RESEARCH FOCUSES BROADLY ON GENDER EQUITY, IMPLICIT BIAS, DIVERSITY, INCLUSION AND PHYSICIAN WELL-BEING.

More from Gender and the Pandemic series ▶



# THE FUTURE OF FEMINIST SCHOLARSHIP

The Clayman Institute invests in future gender research through our fellowships for graduate students and postdoctoral researchers. Long after their fellowships are over, these scholars tell us that their fellowships have enhanced their connections, their research skills and their collaboration opportunities. We are paving the way for a bright future for these early-career gender scholars who are poised to become leaders in their fields.



**LIN LI** joined the Clayman Institute in 2020. She graduated from the University of Wisconsin–Madison with a PhD in history and a minor in gender and women’s studies. Lin’s dissertation investigates the politics of remembering and narrating Japanese military sexual slavery (1931–45)

since the late 1980s. Her current project centers on the dynamic and complex relationship between the “human” and “nonhuman objects” across the Pacific.

## Postdoctoral Fellows

The Clayman Institute offers a two-year postdoctoral fellowship for recent PhDs in the humanities or social sciences. Postdoctoral fellows participate in our community of faculty research fellows, faculty affiliates, and graduate dissertation fellows through their own research and contributions to our goal of reinvigorating gender equality.



**FATIMA SUAREZ** joined the Clayman Institute in 2021. She graduated from the University of California at Santa Barbara with a PhD in sociology. Her areas of expertise include gender, intersectionalities, families, Latina/o sociology and social movements.



**MELISSA C. BROWN** joined the Clayman Institute in 2019. She graduated from the University of Maryland with a PhD in sociology. Her areas of expertise include intersectionality, digital sociology, social movements and sexual politics.

The Clayman Institute is grateful for the support of its advisors and major donors, whose generous gifts and endowments enable us to continue these programs each year.

## Graduate Dissertation Fellows

The Clayman Institute’s Graduate Dissertation Fellowships (GDF) are awarded to outstanding Stanford doctoral students who are engaged in research on women and/or gender. The fellowships provide financial support for top gender scholars as they complete their dissertations, while encouraging interdisciplinary connections for their research. The nine GDFs who conducted research at the Clayman Institute during Winter 2021– Spring 2022 are presented below.

- |  |                                      |                                   |
|--|--------------------------------------|-----------------------------------|
| <b>ANNIKA BUTLER-WALL</b><br>Modern Thought & Literature | <b>MONIQUE HARRISON</b><br>Education | <b>JULIA MELIN</b><br>Sociology   |
| <b>STEELE DOURIS</b><br>English                          | <b>THERESA IKER</b><br>History       | <b>EMMA TSURKOV</b><br>Sociology  |
| <b>CYNTHIA GIANCOTTI</b><br>French & Italian             | <b>ELIZABETH JACOB</b><br>History    | <b>TIANYU XIE</b><br>Anthropology |

## On the move

Congratulations to these former Clayman Institute fellows for their recent academic appointments and career news.

- |   |   |  |
|---|---|--|
| <b>MELISSA C. BROWN</b> , former postdoctoral fellow, assistant professor in the Department of Communication at Santa Clara University.   | <b>PRIYA FIELDING-SINGH</b> , former graduate dissertation fellow, assistant professor in the University of Utah Department of Family and Consumer Studies. | international research data and analytics group.   |
| <b>ERIN CECH</b> , former postdoctoral fellow, tenured and promoted to associate professor of sociology and mechanical engineering (by courtesy) at the University of Michigan.       | <b>SUSAN D. FISK</b> , graduate dissertation fellow, tenured and promoted to associate professor of sociology at Kent State University.                     | <b>ALIYA HAMID RAO</b> , former postdoctoral fellow, assistant professor of methodology at the London School of Economics.                   |
| <b>ASHLEY D. FARMER</b> , former postdoctoral fellow, tenured and promoted to associate professor of African and African diaspora studies and history, University of Texas at Austin. | <b>MICHELA MUSTO</b> , former postdoctoral fellow, assistant professor of sociology at the University of British Columbia.                                  | <b>MEGAN TOBIAS NEELY</b> , former postdoctoral fellow, assistant professor in the Department of Organization at Copenhagen Business School. |
|   | <b>TAYLOR ORTH</b> , former graduate dissertation fellow, senior survey data journalist at YouGov, an   | <b>TIANYU XIE</b> , former graduate dissertation fellow, user experience researcher at Meta.   |

## Graduate students win Clayman Institute prizes

Passionate work in art history. Research that helps us “rethink policy implications of private and public child-care.” A layperson’s retelling of gender and racial bias in AI. The research and writing of our three 2021 graduate student prize winners reflects the diversity and innovation of gender scholarship.

Art history student **CYLE METZGER** won the 2021 Marilyn Yalom Prize, awarded annually to a Stanford PhD candidate working in the humanities on gender issues. In his own words, Metzger explains his passion for his research that “investigates how marginalized identities—especially those of transgender, intersex, and disabled people—have been made to appear (or disappear) in Western art,” a focus “rooted in my lived experience of gender transition and disability.”



**JUSTINE MODICA**, a PhD candidate in history, received the 2021 Marjorie Lozoff Prize. She stands out as the first awardee to receive all three Clayman Institute student prizes and to serve as a Clayman Institute graduate

dissertation fellow (2019–20). In nominating Modica for the 2021 Lozoff Prize, Estelle Freedman, Edgar E. Robinson Professor in U.S. History, emerita, explains, “Her study brings home-based paid childcare into a literature that has primarily explored other forms of domestic paid labor or childcare in the public sector.” Modica’s work sheds new light on the history and continued “undervaluation of caring labor” in the U.S.

The Myra Strober Prize is awarded for an article written for the general reading audience of Gender News, the Clayman Institute’s online newsletter. **MONIQUE HARRISON**, PhD candidate in education, won this year’s award for her article on the work of James Zou and his team auditing artificial intelligence systems “to understand the potential biases embedded within these machine learning algorithms.”

*Each awardee received prize money to use toward furthering their research, whether through travel expenses for archival visits, conference attendance, or varied other uses. The Clayman Institute is grateful to our donors for their generous support of our student prizes.*



**F**atima Suarez joined the Clayman Institute as a postdoctoral fellow in September 2021. She graduated from the University of California at Santa Barbara in 2021 with a PhD in sociology. She received her master's degree in sociology, from the London School of Economics and Political Science and her bachelor's degree in criminology, from the University of La Verne. Her areas of expertise include gender, intersectionalities, families, Latina/o sociology, and social movements.

**Q.** *Why did you become interested in sociology? When did you know you wanted a career in academia?*

**A.** I became interested in sociology during my first semester of undergrad. Although I did well in school, I never saw myself in the material I was learning. I did not feel a connection with history, math or literature. I thought these subjects were so far removed from the lived experiences of people in my community. It was not until my introduction to sociology class that I was able to see, understand and appreciate the connection between my personal experiences (and the experiences of people around me) and the larger society in which I live. Sociology, therefore, empowered me by giving me a critical lens to see the world, cultivating what C. Wright Mills calls a “sociological imagination.”

**Q.** *Your current work focuses on contemporary Latina/o family life, particularly fathers. In your research, what did you find? How do Latino fathers feel about their lives as fathers?*

**A.** Public discourses cast Latino fathers as men who have a rigid allegiance to patriarchal norms and attitudes, who value paid work over education, who discourage their daughters from pursuing their academic and professional

goals, and who are reluctant to be nurturing, caregiving, involved fathers because of an “essential” and “cultural desire” to be the authoritarian patriarchs in their families. In other words, Latino fathers are portrayed in opposition to modernity. My research challenges these dominant perceptions. I found that Latino fathers are diverse in their fathering practices and ideologies.

The men in my study want to be the best fathers they can for their families. But, the majority of fathers cannot successfully achieve this new ideal because of structural impediments.

**Q.** *Your previous work focused on Chicana and Latina feminist activism. Is there a connection between this work and your current project on Latino fathers?*

**A.** For my master's thesis, I focused on how Chicano and Latino fathers help their daughters develop a feminist consciousness. For this project, I interviewed college-educated Chicanas and Latinas about their relationship with their fathers; and I found that their fathers played an active role in instilling a feminist consciousness in their daughters via their attitudes toward financial autonomy, domestic abuse and the pursuit of higher education.

# Spotlight: Postdoctoral Fellow Fatima Suarez



## Undergraduate Susan Heck interns

Susan Heck, one of the Clayman Institute's founders and a former Advisory Council member, had a keen interest in enhancing training and mentorship of undergraduates. With the summer internship program, Stanford undergrads work full-time on a research project of their choosing that focuses on an underserved population. Hear from some of our 2021 class of interns.



**GINA SANCHEZ** - This summer, I analyzed women's access to justice in the aftermath of sexual and gender-based violence in conflict. On the international stage, humanitarian law has made monumental advancements in the legal interpretation of rape as a serious crime in war and genocide. Yet, pre-existing patriarchal frameworks continue to create barriers for women seeking retribution. My research sought to answer the questions, How effective are international efforts in achieving retributive justice for women in the aftermath of violent conflict? What role should the international community play?

At the Clayman Institute, I found a place where the faculty was enthusiastic and supportive of my academic passions. Being a part of the Clayman Institute has been one of the most rewarding experiences I have had during my time at Stanford.



**ENSHIA LI** - Interning at the Clayman Institute was truly an invaluable experience. It gave me unprecedented time to think, explore and learn about the issue of gender-based violence via close-reading literature by survivors. In addition, I learned what it was like to direct my own research project: I learned to gather a reading list, structure a thesis, plan research, edit my own writing, and, most importantly, grow from flaws in the process.

My project centered on a novel that came out in Taiwan in 2017, Fang Si-chi's *First Love Paradise*, that unfortunately has not yet been translated into English. Its author, Lin Yi-han, wrote the book based on her personal experiences of childhood sexual abuse, and sadly committed suicide a few months after the book's publication. The story centers around a young, precocious girl named Fang Si-chi: as a student, she is abused by her literature tutor, Li Kuo-hua, and keeps quiet about it for years.

My research broadly explores the roles of literature and educational institutions in facilitating an environment where victims feel powerless.



**MIKAH SÁNCHEZ** - My passion for advocacy through media stems from my experiences as a queer and trans Latinx/Indigenous person who has always struggled to find positive representations of my communities in mainstream media. My responsibility as a queer and trans storyteller is to be in spaces where I can do justice to these narratives, and the Susan Heck Summer Internship Program has provided me with this very opportunity.

My research seeks to identify the tools that creators of children's television use to code gender in non-human characters. To do this, I watched 27 children's television shows that were animated, rated TV-Y or TV-G, created within the past five years, and are available for streaming on Netflix, Hulu, or Disney+. Many of the ways that gender is communicated in children's television is through the visual design of characters.

My work seeks to inspire creators to tell stories that do justice to the experiences and imaginations of their young audiences. The overly simplistic and often stereotypical portrayals of gender in children's media deprive children of realities that they could create themselves.



◀ Read more from Susan Heck interns



## Discrimination in medicine, vaccine hesitancy, abolition and more

The Clayman Institute hosts a range of scholars and researchers with a wide variety of disciplines and research topics. Following are excerpts from interviews with three of our recent researchers.



**SENIOR RESEARCH SCHOLAR  
ARGHAVAN SALLES**

Arghavan Salles is a part-time senior research scholar for the Clayman Institute. Her research focuses broadly on gender equity, implicit bias, diversity, inclusion and physician well-being. Salles received her MD/PhD from Stanford, and she was a graduate dissertation fellow at the Clayman Institute. In her current position at the Institute, Salles is conducting research, convening the COVID-19 and gender research group, and leading the Gender and the Pandemic writing series.

It wasn't until I finished medical school and started residency that I was exposed to gender-based discrimination. I heard off-hand comments that alerted me to the problem, e.g., "I don't know why we train women to become surgeons since they just go off and have babies" (said directly to me) and "Why is she being so hysterical?"

(said about a calm and concerned woman surgeon taking care of a sick patient). It also didn't take long for me to feel that women were held to a different standard than were the men.

As a person who always tries to understand the world around me, during my PhD I fell in love with social psychology and how it helps us understand human behavior. I became fascinated with stereotype threat and ended up focusing on that for my dissertation. I firmly believe everyone deserves the

I heard off-hand comments that alerted me to the problem, e.g., "I don't know why we train women to become surgeons since they just go off and have babies"

opportunity to contribute in their workplace and to be valued for what they bring to the table. Seeing that this was not possible for women in surgery, at least not without overcoming significant obstacles, I was driven to understand why and try to change it.

[On COVID-related research efforts] One of the things I'm working on is assessing the race and gender representation of experts featured on COVID-related podcasts from the major medical journals... We have to keep reminding people of the importance

of intentionally expanding our networks, whether we are looking for job candidates, award nominees, or expertise in the media.

The pandemic has magnified quite a few pre-existing disparities in our society. Early on we saw the disproportionate impact of the disease on Black, Latinx, and Indigenous people. As unemployment data became available, we also saw that women, and particularly Black, Latina, and disabled women, were impacted more than men. We still haven't seen complete recovery from those losses.



**RESEARCHER MARGARITA ROSA**

Margarita Lila Rosa joined the Clayman Institute as a researcher for summer 2021. Her work documents and analyzes contemporary abolitionist movements, mutual-aid projects, and bail projects in Brazil and the United States. Rosa received her PhD from Princeton University in comparative literature with a graduate certificate in African American studies in 2021.

The United States and Brazil have the first and third highest rates of incarceration in the world. In both of these countries, Black people are disproportionately

targeted by police and Black women, femmes, trans, transmasculine, and trans-feminine people experience high levels of state-sponsored violence. I have been doing research on Brazil since my time as a graduate researcher, and I wanted to work on a project that could be an asset to contemporary abolition movements. While digging through 19th century archives in both Brazil and the United States to find reports on enslaved women, I stumbled upon many newspaper entries and reports related to incarcerated Black women at the turn of the century. At first, I put these aside to work on other projects. But now that my dissertation writing is complete, I am able to put more time toward projects that center Black women's resistance against the early carceral state.

Writing about Rio de Janeiro and Los Angeles, for me, is an attempt to ensure that as historians, we have access to information on how these expansive carceral states were created, and what Black women, particularly nocturnal laborers, were up against after the abolition of slavery.

For my research, I wanted to avoid writing about the carceral state without an emphasis on gender and sexuality. We already have a number of monographs, in critical theory and in history, on the creation of the expansive carceral state and conceptions of criminality. But what we don't have are many monographs on how Black women were explicitly targeted by the early carceral state.



**RESEARCHER MARGOT BELLON**

As part of the Clayman Institute's focus on gender and the pandemic, Margot Bellon joined the Institute as a researcher and data analyst in summer 2021. She worked on two projects related to COVID-19: one examining gender differences in COVID-19 contraction risk, and another analyzing demographic differences in COVID-19 vaccine hesitancy among Stanford healthcare workers. Bellon is a masters student in epidemiology and clinical research at Stanford and has aspirations of becoming a physician in order to directly address disparities in women's health.

The main reasons I found that make healthcare workers reluctant to get vaccinated are that they think the vaccine is too new, they are fearful of the vaccines' potential side effects, they have philosophical or religious beliefs that prohibit vaccination, or they have medical contraindications to receiving a COVID-19 vaccine.

Women were significantly more likely to express a desire to delay or reject the COVID-19 vaccine than men were, which is consistent with the existing literature on vaccine hesitancy. Women were also more

likely than men to state that the vaccine was too new, that they were fearful of side effects, and that they had a medical contraindication to the vaccine. Men and women were equally likely to state that their philosophical or religious beliefs prohibit vaccination.

I was surprised to learn how much more likely than men women are to be vaccine hesitant, in addition to learning that young-

Women were significantly more likely to express a desire to delay or reject the COVID-19 vaccine than men were.

er healthcare workers are less likely to accept the COVID-19 vaccine than older healthcare workers, despite several studies pointing to the fact that younger people have higher agreement on the importance of COVID-19 vaccination for community health than older people.

I have been inspired throughout my undergrad by Marcia Stefanick's pivotal work in promoting sex differences research, especially after taking six of her courses. [Stefanick is a Stanford professor of medicine and professor of obstetrics and gynecology, as well as former Clayman Institute faculty research fellow.] I believe that understanding the gender and racial differences in social acceptance of any vaccine will help public health officials create better vaccination campaigns.



# CLAYMAN CONVERSATIONS EVENTS

Clayman Conversations is an event series that convenes feminist leaders who are driving timely conversations in their fields. The event series was launched in 2019 by Director Adrian Daub as a way to bring together feminist scholars, activists and writers to discuss contemporary issues through an intersectional lens. Below, read excerpts from stories about recent Clayman Conversations events.

## Understanding the social, political, and legal history of the anti-abortion movement

BY FATIMA SUAREZ  
Clayman Institute Postdoctoral Fellow

Why have anti-abortion movements been so successful? How did we get here and where are we going? For Jennifer Holland and Melissa Murray, understanding the history of this movement and the legal terrain of the abortion battle is essential for activists, scholars and policy makers who are on the ground, fighting to protect the right to abortion. Holland, an associate professor of U.S. history at the University of Oklahoma, and Murray, the Frederick I. and Grace Stokes Professor of Law at New York University School of Law, joined Clayman Institute Director Adrian Daub during a Clayman Conversations virtual event in early October. The event also addressed the gender and racial dimensions of the struggle for reproductive justice.

The recent abortion bans, such as SB 8 in Texas and the Gestational Age Act in Mississippi, are not new developments. Daub begins the event by stating that “the groundwork for potentially overturning Roe v.

Wade has been laid for decades.” The goal of the anti-abortion movement is to make abortion illegal everywhere, with no exceptions. According to Holland, what began as a white Catholic movement was transformed into a multi-religious coalition of Catholics, Mormons and white evangelicals by the 1970s. Holland considers “the most successful political work [of the anti-abortion movement] was getting white religious people to center their identities to defending fetal life and ending abortion.”

Holland notes that the 1970s was also a time when political parties in the United States were reorienting themselves around issues of feminism, abortion and race due to the women’s liberation and civil rights movements. To shape policy, the anti-abortion movement needed a partisan vehicle, and the Republican party became the champion of their politics. But, the relationship between the party and the movement fluctuated, since Republicans at the

time would say the right things to appease the movement but would not do anything substantial to help achieve its goal. Now, as Holland puts it, the movement has the backing of a Republican party that “pays out.”

Murray agrees and cites another critical point in the evolution of the movement: when it shifted its rhetoric on abortion to attract more supporters. Before the 1970s, the movement framed the fetus as a life itself, which turned potential supporters away because of the insinuation that women were not people but simply hosts for fetuses. Now, the movement’s rhetoric is more paternalistic, positioning itself as protecting maternal and women’s health, which is a more palatable message to a broader public.

Murray argues, “This is a movement whose rhetorical sensibilities are constantly shifting and evolving in significant ways.” For Murray, this is happening right now as the anti-abortion movement is framing abortion as a form of racial justice by claiming that Black women who have abortions are committing Black genocide. To ensure the survival of the Black community, movement activists argue, abortion should be banned.

## Advocates discuss NDAs, forced arbitration clauses and sexual harassment survivors

BY EMMA TSURKOV  
Graduate Dissertation Fellow

How are non-disclosure agreements (NDAs) and forced arbitration clauses in employment agreements used to silence survivors of sexual harassment? In late October, a virtual Clayman Conversations event unpacked those questions with activists

Ifeoma Ozoma, Gretchen Carlson and Julie Roginsky. The conversation, led by Clayman Institute Director Adrian Daub, began with an anonymous poll of the audience to demonstrate the urgency of the issue: The audience members were asked whether they have signed an NDA or a forced arbitration clause in their current employment contract. Most of the audience replied they did not know.

Ozoma is the founder and principal of Earthseed; she co-sponsored the Silenced No More Act, which allows every individual in California to share information about discrimination or harassment they have faced on the job, even after signing an NDA. Carlson is a journalist,

**“It is estimated that by 2024, 80 percent of companies will use forced arbitration clauses to silence their employees.”**

podcaster, author and empowerment advocate and co-founded the nonprofit Lift Our Voices to eradicate forced arbitration and NDAs. Roginsky is co-founder of Lift Our Voices and has fought relentlessly against non-disclosure agreements and other tools that organizations use to silence women from publicly disclosing their experiences with toxic work environments.

Starting with the scope of the problem, Carlson described the exponential growth in the frequency with which forced arbitration clauses are used: “In 1991, 2 percent of American corporations were using arbitration clauses. It is estimated that by 2024, 80 percent of companies will use forced arbitration clauses to silence their employees.” Carlson

further explained why forced arbitration clauses are so problematic. Forced arbitration clauses in employment contracts dictate that disputes between an employer and employee are to be resolved by a neutral third party, called an arbitrator, rather than in court. The arbitrator serves as a private judge, hearing evidence and making a ruling on the outcome of the dispute. Most commonly, the arbitrator’s decision is final, and thus cannot be appealed.

It is often presented to employees as a good thing: A quick and easy way to resolve disputes instead of embarking on long and expensive litigation. However, arbitration usually benefits the employer, because there is no binding precedent the way there would be in a court case.

As Carlson pointed out, the confidentiality of arbitration outcomes prevents accountability and damages the careers of the targets of harassment. While both Carlson and Roginsky are bound by NDAs as a result of their settlement with Fox News when it comes to their experiences with former Fox executive Roger Ailes, they provided the example of former Fox anchor Bill O’Reilly, who harassed multiple women.

*[Update: The Ending Forced Arbitration of Sexual Assault and Sexual Harassment Act passed Congress and was signed by President Biden in early 2022. Carlson, Roginsky and Lift our Voices were vocal advocates of the bill.]*



PHOTO 232663661 / ABORTION RALLY © FOOLISHPRODUCTIONS PHOTOGRAPHY | DREAMSTIME.COM

Access stories and videos from Clayman Conversations events ▶





# THE YEAR IN REVIEW



FEB

Artist's Salon with  
**VALERIE MINER**  
Author and Clayman Institute  
Artist-in-Residence

**MARILYN YALOM** Books of Death and Life  
**ARGHAVAN SALLES** Joins as senior research scholar  
**LAUREN OYLER** *Fake Accounts* book talk  
**CLAYMAN CONVERSATIONS** Anti-Asian Violence at the Intersection of Gender and White Supremacy



MAR



JAN

Book talk with  
**PRIYA FIELDING-SINGH**  
*How the Other Half Eats: The Untold Story of Food and Inequality in America*



DEC

**TFP PODCAST** Discussing feminist texts with special guests (p. 22)  
**HETEROPATRIARCHY AND ACADEMIA** Series launch (p. 23)  
**ADRIAN DAUB** Book talk on *The Dynastic Imagination*



**THE FEMINIST PRESENT** podcast launches a film retrospective series, inviting brilliant feminists to talk about '90s-'00s "chick flicks" (p. 22)  
**CYLE METZGER** wins the Marilyn Yalom Prize  
**JUSTINE MODICA** wins the Marjorie Lozoff Prize

2021

2022

Artist's Salon with sculptor **TERRY BERLIER** associate professor of art & art history  
Book talk on **ALIYA HAMID RAO'S** *Crunch Time: How Married Couples Confront Unemployment*



FEB

**SIX UNDERGRADUATES**  
begin summer research as Susan Heck interns (see p. 11)

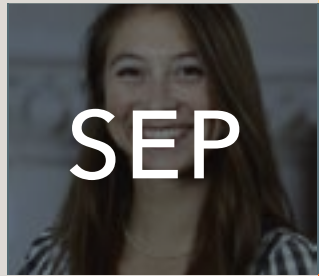


JUN



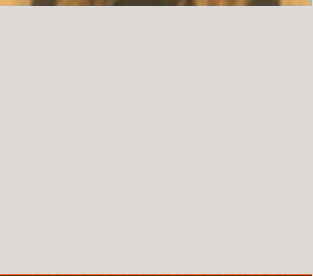
MAR

Book talk on **GRACE LAVERY'S** *Please Miss*  
Celebration of **VALERIE MINER'S** 17 years as Artist-in-Residence



SEP

**FATIMA SUAREZ** joins as a postdoctoral fellow  
**MONIQUE HARRISON** wins the Myra Strober Prize  
**EIGHT FACULTY** research fellows join the Institute  
Annika Butler-Wall, Steele Douris, Cynthia Giancotti, Elizabeth Jacob, Julia Melin and Emma Tsurkov join the Institute as graduate dissertation fellows



*Are You Two Sisters?*  
book talk with  
**SUSAN KRIEGER**



APR

**CLAYMAN CONVERSATIONS** Anti-Abortion Movements and the Future of Roe v. Wade  
**CLAYMAN CONVERSATIONS** *Silenced: How America's Love Affair with the NDA Protects Workplace Predators*  
**DIRECTOR ADRIAN DAUB** chosen as a 2021 Bass University Fellow for extraordinary contributions to education



OCT



MAY

Honoring our Founders:  
**CYNTHIA RUSSELL** and **BETH GARFIELD**





During the 2021-22 academic year, the Clayman Institute hosted four book talks, all celebrating the recent release of books by Clayman Institute authors. Taken together, all four scholars drive important conversations about gender for audiences both inside and outside the academy.

## ADRIAN DAUB

Director Adrian Daub, professor of comparative literature and German studies, appeared in conversation with other scholars to discuss his latest book, *The Dynastic Imagination: Family and Modernity in Nineteenth-Century Germany*. Focusing on the complex interaction between dynasties and national identity-formation in Germany, Daub shows how a lingering preoccupation with dynastic modes of explanation, legitimation, and organization suffused German literature and culture.

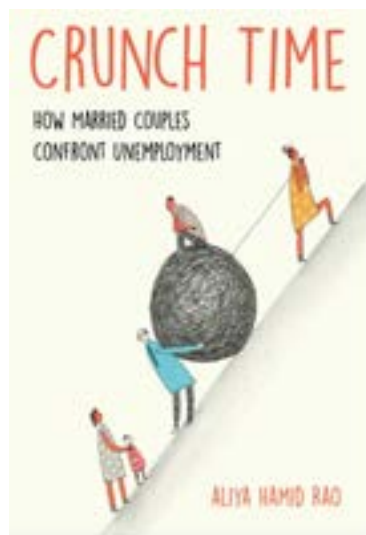
## PRIYA FIELDING-SINGH

Sociologist, professor, and author Priya Fielding-Singh read and discussed her powerful and timely new book, *How the Other Half Eats: The Untold Story of Food and Inequality in America*. Fielding-Singh, a former graduate dissertation fellow for the Clayman Institute, is a sociologist and ethnographer and an assistant professor of family and consum-

er studies at the University of Utah. This event was co-sponsored by the Center on Poverty and Inequality and the Center on Philanthropy and Civil Society.

## ALIYA HAMID RAO

In *Crunch Time: How Married Couples Confront Unemployment*, Aliya Hamid Rao gets up close and personal with college-educated, unemployed men,



women, and spouses to explain how comparable men and women have starkly different experiences of unemployment. Rao, a former Clayman Institute postdoctoral fellow, is a sociologist and assistant

professor of methodology at the London School of Economics.

## SUSAN KRIEGER

Clayman Institute Research Fellow Susan Krieger presented her most recent book, *Are You Two Sisters? The Journey of a Lesbian Couple*. In the event, Krieger appeared in conversation with Shelley Correll, former director of the Clayman Institute. From one of the most respected figures in the field of personal ethnographic narrative, this book serves as both a memoir and a sociological study, telling the story of one lesbian couple's lifelong journey together.

Two more events are scheduled in Summer 2022. **MEGAN TOBIAS NEELY**, former postdoctoral fellow and now assistant professor in the Department of Organization at Copenhagen Business School, will present her book *Hedged Out: Inequality and Insecurity on Wall Street*. **ERIN CECH**, former postdoctoral fellow and now associate professor of sociology and mechanical engineering (by courtesy) at the University of Michigan, will discuss her book *The Trouble with Passion: How Searching for Fulfillment at Work Fosters Inequality*. For more information about upcoming events, or to find stories and videos from the book talks, visit our website at [gender.stanford.edu/authors](http://gender.stanford.edu/authors).

## A SELECTION OF JOURNAL AND MEDIA PUBLICATIONS FROM CLAYMAN INSTITUTE RESEARCHERS, FELLOWS, STAFF AND AFFILIATES

**"HOW SEXISM IS CODED INTO THE TECH INDUSTRY,"** Director Adrian Daub, April 26, 2021, *The Nation*

Postdoctoral Fellow Fatima Suarez presented at the August 2021 American Sociological Association conference as part of the Section on Latina/o Sociology, in a roundtable under the theme "The Complexities of Family." Her presentation was titled: **"I WANT HIM TO GROW UP FEELING SAFE: LATINO FATHERS AND THE SOCIAL CONSTRUCTION OF CHILDHOOD"**

**"EVERYONE MUST ADDRESS ANTI-BLACK RACISM IN HEALTHCARE,"** Senior Research Scholar Arghavan Salles, August 17, 2021, *JAMA Network*

**"WEALTH CREATORS: THE DYNASTIES THAT GAVE BIRTH TO SILICON VALLEY,"** Director Adrian Daub, Sept. 30, 2021, *Logic Magazine*

Postdoctoral Fellow Fatima Suarez in **"WHICH OF THESE 4 FAMILY POLICIES**

**DESERVES TOP PRIORITY?,"** Oct. 13, 2021, *New York Times*

**"RESEARCHING 'INSTITUTIONAL COURAGE,'"** Faculty Research Fellow Jennifer J. Freyd, Nov. 12, 2021, *Inside Higher Ed*

**"THE CALL OF DUTY: SUPPORTING ABORTION RIGHTS,"** Senior Research Scholar Arghavan Salles, Dec. 3, 2021, *PLOS: Speaking of Medicine and Health*

**"PATIENTS GET BETTER CARE FROM DOCTORS WHO ARE WOMEN. BUT SEXISM PERSISTS IN MEDICINE,"** Senior Research Scholar Arghavan Salles, Jan. 21, 2022, *Washington Post*

**"WORDS MATTER: EXAMINING GENDER DIFFERENCES IN THE LANGUAGE USED TO EVALUATE PEDIATRICS RESIDENTS,"** Faculty Research Fellow Jessica Gold, Feb. 11, 2022, *Academic Pediatrics*

**"STANFORD PROFESSOR PROVIDES NEW MEANING TO MEDIEVAL MANUSCRIPTS,"** Faculty Research Fellow Elaine Treharne, Feb. 17, 2022, *Stanford Humanities & Sciences*

**"DEBUNKING FOUR COMMON GENDER EQUITY MYTHS,"** Senior Research Scholar Arghavan Salles, March 8, 2022, *European Urology*

## BOOKS AND CHAPTERS

Executive Director Alison Dahl Crossley writes a chapter, **"THE FEMINIST AMERICAN DREAM,"** for *The Routledge Handbook on the American Dream*, Vol. 1, Aug. 2021.

Postdoctoral Fellow Melissa C. Brown contributes chapter **"FOR A BLACK FEMINIST DIGITAL SOCIOLOGY"** in *Black Feminist Sociology: Perspectives and Praxis*, Routledge, Sept. 2021.

**PERCEPTIONS OF MEDIEVAL MANUSCRIPTS: THE PHENOMENAL BOOK**, 2021. By Elaine Treharne, faculty research fellow.

**A MATTER OF DEATH AND LIFE**, 2021. By Irvin D. Yalom and Marilyn Yalom, senior scholar and former director.

**INNOCENT WITNESSES: CHILDHOOD MEMORIES OF WORLD WAR II**, 2021. By Marilyn Yalom.

**THE DYNASTIC IMAGINATION: FAMILY AND MODERNITY IN NINETEENTH-CENTURY GERMANY**, 2021. By Adrian Daub, director.

**ARE YOU TWO SISTERS?: THE JOURNEY OF A LESBIAN COUPLE**, 2022. By Susan Krieger, research fellow.

## Artist's Salon

Under the leadership of Artist-in-Residence Valerie Miner, the Artist's Salon series shows how the arts contribute to the larger mission of gender equality and research. A diverse group of artists from the Stanford community are invited to appear in the Artist's Salon events. The following are two recent events.

### TERRY BERLIER, FEB. 2022

Sculptor Terry Berlier, an interdisciplinary artist who investigates the evolution of human interaction with queerness and ecologies, shared recent art projects and provided an overview of her practice. She laboriously pieces together hundreds of wooden boards

to create intricate, abstract möbius strip sculptures, describing the möbius strip as a "queer form" that deconstructs the binary of inside and outside. Berlier is an associate professor of art and art history and a Clayman Institute faculty research fellow.

### VALERIE MINER, FEB. 2021

Miner offered a reading and discussion of her book *Bread and Salt*, her fifth collection of short stories, in which she uses the metaphor of "salvage" to consider the reclamation of the natural environment, human relationships and material objects. The stories are about forgiveness, reunion, rescue, repair, return and restoration as Miner reveals how family and friendship are enriched by differences in nationality, race, class and gender.

## Urgent steps to prevent the pandemic stalling women's academic careers

In a March 10, 2022, article in *Times Higher Education*, Director Adrian Daub and Executive Director Alison Dahl Crossley argue for swift action to prevent long-term inequalities resulting from the effects of the COVID-19 pandemic. They were invited by Stanford leadership to present the information to groups across campus.



"If we do not act swiftly, we could lose a generation of female schol-

ars and their publications, with reverberations affecting disciplinary canons for decades to come. Researchers have sounded the alarm about rising gender inequality in paper submissions, new research projects and preprints. The so-called 'pandemic penalty' is generally thought to spring from the well-documented unequal distribution in domestic work, childcare and university service work, which has been supercharged by the pandemic. While this research is predominately focused on gender, there is evidence of similar challenges relating to race, sexuality, gender identity, and ability."



## Clayman Institute Welcomes Six New Advisors

*The Clayman Institute's growth over the years is due in large part to its history of mentors and advisors providing the Institute team with important guidance, constructive feedback, strategic connections, and valuable mentorship. Facilitating mentorship between students, fellows, faculty, staff, and advisors is indeed a cornerstone of our work. We are fortunate to have a brilliant Advisory Council made up of volunteers deeply committed to supporting gender research. This group is comprised of some of our biggest supporters and advocates. We were thrilled to welcome six new advisors in 2021.*



**SONJA BRAND**

Sonja Brand has 18 years of experience of working in the financial industry, primarily in private equity and hedge funds, with a focus on the technology sector. She launched her own alternative investment fund in 2015 and invests across early stage and publicly listed technology companies, with a focus on transformative business models and ESG impact. She has an MBA from Stanford Business School, where she was an Arjay Miller Scholar, and master's and bachelor's in engineering degrees from Stanford University.



**GRETCHEN CARLSON**

Gretchen Carlson is a fierce, fearless and internationally recognized advocate for women's rights, whose bold actions against Fox News Chairman Roger Ailes helped pave the way for the global #Me-Too movement. A journalist, author, TED talk alum, and champion for workplace equality, Carlson was named one of *Time* magazine's "100 Most Influential People in the World." She's a PEOPLE TV special contributor and host of the new daily news podcast "Get The News With Gretchen

Carlson" on Quake Media. Carlson is the author of *The New York Times* bestseller *Be Fierce* and *Getting Real*, and recently co-founded the nonprofit Lift Our Voices to end the silencing of harassment victims through forced arbitration and non-disclosure agreements.



**ANNE CASCCELLS**

Anne Casscells is an institutional investor and financial executive. She co-founded and built Aetos Alternatives Management into a \$10 billion alternatives and

outsourced CIO investment management firm, and since 2001, has served as its chief investment officer and co-CEO. She co-taught a course on corporate events for nine years at Stanford Business School. Prior to co-founding Aetos, Casscells served as the chief investment officer of Stanford Management Company. Before Stanford, she worked at Goldman Sachs. She is an active volunteer, including helping to lead the LGBTQ alumni group for Stanford Business School, as well as co-chairing her reunions there. She currently serves on the boards of the American Century Mutual Funds, Schwab Charitable and Grace Cathedral, and on the Finance Committee of KQED Public Broadcasting.



**MARY LARSON**

Mary Larson is a Partner in MNP Consulting and leads the firm's National Organizational Renewal Practice. Larson serves as a trusted advisor to CEOs and senior executives in the U.S., Canada and Europe on strategy, culture, governance, and leadership, and has led culture and organization transformation initiatives in multi-billion-dollar companies and crown corporations. She has held se-

nior executive positions with McDonald's Corporation in the U.S. and Alcan in Canada. She started her career with the Boston Consulting Group in the U.S. and worked in Canada for McKinsey and Co., Oliver Wyman and A.T. Kearney. She is the chair of the Advisory Board of McGill University's School of Continuing Studies. She earned an A.B. from Princeton University and an MBA from the Stanford Graduate School of Business.



**EVA SAGE-GAVIN**

Eva Sage-Gavin is a recognized Fortune 500 business leader and senior managing director with Accenture's Global Talent & Organization/Human Potential practice. Sage-Gavin's career is built on a strong foundation of executive roles at Gap, Inc., Sun Microsystems, The Walt Disney Company, and PepsiCo. Sage-Gavin has served as co-chair of Bay Area Women Corporate Directors and currently serves on the Advisory Board for Santa Clara University's Leavey School of Business Corporate Board Ready programs for the development of diverse board directors. She served as a senior

advisor to the Boston Consulting Group and the G100 Network and was the vice chair of Aspen Institute's Skills for America's Future initiative, now UpSkill America. She received her B.S. from Cornell University's School of Industrial and Labor Relations.



**SANDRA SHIRAI**

After 31 years, Sandra Shirai retired from Deloitte in 2020. Her most recent role was vice chairman and global leader for Technology, Media and Telecommunications. She was also elected to the Deloitte Board of Directors. Shirai is first vice president of the Girl Scouts of Northern California and chairman of the CEO Evaluation Committee. She is also a council leader for the US Japan Council. Shirai has served as a keynote speaker and panelist on topics such as women in leadership, women in technology, Asian leaders, Japanese women in leadership, and renaissance leaders (50+ years). Prior to Deloitte, Shirai worked at IBM and Hewlett Packard. She earned her BA in computer science at UC Berkeley and an MBA at Stanford.



## PODCAST: THE FEMINIST PRESENT

Following on the success of its launch in Spring 2020, the Clayman Institute's podcast The Feminist Present continues into 2022 with new episodes. Hosts of the show are Adrian Daub, director of the Clayman Institute, and Laura Goode, associate director for student programs of the Public Humanities Initiative and a lecturer in Stanford's English

department. Guests include feminists who are academics, journalists, activists, artists and all of the above.

Adrian and Laura have developed a winning rapport together, shot through with humor, deep scholarship, and an appreciation and interest in the craft of creating. "We've found a format and workflow that seem to work for us in an ongoing way: we interview prominent feminists about a work of feminist

creativity, whether that work is a text, film or action," Goode says.

This spring, new episodes focus on exploring both classic and contemporary feminist texts, from film director Ry Russo-Young on her new HBO series *Nuclear Family*, to author Alex Marzano-Lesnevich on the historically controversial lesbian novel *The Well of Loneliness*, to journalist Moira Donegan with an updated reading of *The Feminist Mystique*.

# THE FEMINIST PRESENT

## Some key metrics:

The **37** total episodes have reached more than **9,000** unique listeners.

Those listeners are tuning in from **75** different countries.

Across platforms, the show has been streamed more than **50,000** times.



Laura Goode

"Overall," Goode says, The Feminist Present "has proven to be an effective way to connect with an audience both within and beyond Stanford's campus."

The podcast is supported by the Clayman Institute as well as the Changing Human Experience initiative at Stanford's School of Humanities & Sciences. It is produced by Goode and edited by Megan Calfas, with support from Carolyn Asante-Dartey, Morgan Canaan and the Clayman Institute staff. Listen or subscribe on Spotify, Stitcher or Apple Podcasts.

The current all-time most popular episodes are:

- 1) **Sarah Marshall** and **Michael Hobbes**, writers and hosts of the podcast *You're Wrong About*;
- 2) **Tressie McMillan Cottom**, writer, professor and now *The New York Times* columnist;
- 3) **Evette Dionne**, author and former editor of *Bitch* magazine;
- 4) **Jia Tolentino**, staff writer at *The New Yorker* and author of *Trick Mirror*; and
- 5) a recording of the Clayman Conversations event **TERF Industrial Complex**.

Listen or subscribe to The Feminist Present ▶



## Heteropatriarchy and academia:

### SPEAKER SERIES AND INTELLECTUAL COMMUNITY FOR GRADUATE STUDENTS

New in 2022, the Clayman Institute offers to Stanford graduate students selected speakers and an opportunity for community through the Heteropatriarchy and Academia series. At this specific moment in time, COVID has exacerbated inequalities and laid bare the shortcomings of our educational institutions in supporting and advancing women, people of color, LGBTQIA+/queer individuals, and gender non-conforming individuals in particular. As educational organizations are attempting to return to some form of hybrid or in-person work, we can claim this opportunity to reimagine our practices and recreate our support systems.

We've hosted popular talks on navigating the academic job market as a queer or non-binary scholar, how to manage being a parent and an

academic, and most recently, on the diversity hire and meritocracy, and how to map institutional power structures.

Series coordinator Meagan Khoury says, "Without focusing on a 'tips and tricks' methodology, the talks have balanced research relevant to early career scholars typically marginalized by the hegemonic system of academia, highlighting how to navigate going forward. Exploring these questions of bias in a safe, interdisciplinary space has increased visibility and the potential for impact."

Our aim is to provide both structural and individual/community level perspectives. The series provides tools and support for navigating academia without placing the burden for institutional change on an individual's shoulders. Guest speakers present research for both a systematic view and for examples of how research may inform social and institutional change. The series is generously funded by Stanford's Vice Provost for Graduate Education.

#### Recent speakers include:

"(At Least) Doubly Qualified? The Diversity Hire as an Expert Communicator and Cultural Laborer" - **PRABHDEEP SINGH KEHAL** (Brown University)

"Mapping Institutional Power Structures" - **REG CALCAGNO** (Human Rights Campaign)

"Our Activism, Inside and Outside the Academy" - **ELENA SHIH** (Brown University)

"Covid's Impact on Gender Inequality in our Changing Professoriate" - **ALISON DAHL CROSSLEY** and **ADRIAN DAUB** (The Clayman Institute for Gender Research)

"Being Trans or Non-Binary on the Job Market and/or as an Early Career Scholar" - **RAY BRIGGS** (Stanford University)

"Navigating Academia as a Scholar and Drag Performer" - **HARRIS KORNSTEIN** (University of Arizona)

"Being a Parent/Caretaker and an Academic" - **TINA CHEUK** (California Polytechnic State University) and **NICOLE LYNN LEWIS** (author of *Pregnant Girl: A Story of Teen Motherhood, College, and Creating a Better Future for Young Families* and founder of Generation Hope)

For more information, visit [gender.stanford.edu/heteropatriarchy](https://gender.stanford.edu/heteropatriarchy)



## Dedication: Deborah Rhode

During her tenure as director from 1986-1990 of what is now the Clayman Institute for Gender Research, Stanford Law Professor Deborah L. Rhode made her mark not only on the focus of the Institute, but on the status of women faculty at Stanford and on the name of the Institute itself. Originally the Center for Research on Women, Rhode steered the organization to a name she considered more inclusive: the Institute for Research on Women and Gender. Under her leadership, the research was interdisciplinary and wide-ranging, with programs and publications on adolescent pregnancy, no-fault divorce, theoretical perspectives on sex differences, and international feminism. The Ernest W. McFarland Professor of Law and director of the Center on the Legal Profession, Rhode was one of the country's leading scholars in the fields of legal ethics and gender, law, and public policy, as well as an author of more than 20 books. Rhode died in January 2021. She served as an integral figure in the Clayman Institute's early days and will be remembered for her leadership for years to come.



# CLAYMAN INSTITUTE HIGHLIGHTS

Winter 2021– Spring 2022

20

FACULTY RESEARCH  
FELLOWS

12

FACULTY RESEARCH  
FELLOWS ACADEMIC  
DISCIPLINES

1,500+

PEOPLE  
ATTENDING CLAYMAN  
INSTITUTE EVENTS

11

DIRECTORS

38  
EVENTS

SPONSORED AND  
CO-SPONSORED BY THE  
CLAYMAN INSTITUTE

Anthropology  
Art & Art History  
Biomedical Data Science  
English  
French & Italian  
History  
Law  
Pediatrics  
Philosophy  
Psychiatry & Behavioral  
Sciences  
Religious Studies  
Theater & Performance  
Studies

5,000+

TWITTER  
FOLLOWERS

THE FEMINIST  
PRESENT  
PODCAST

218

FACULTY  
AFFILIATES

Psychiatry & Behavioral  
Sciences  
Religious Studies  
Theater & Performance  
Studies

5,200+

SUBSCRIBERS  
TO GENDER NEWS

37

EPISODES

9

GRADUATE  
DISSERTATION  
FELLOWS

18

ADVISORY  
COUNCIL  
MEMBERS

SINCE ITS  
FOUNDING  
IN 1974

9,000

UNIQUE  
LISTENERS

3

POSTDOCTORAL  
FELLOWS

6

SUSAN HECK  
INTERNS

48

YEARS  
OF GENDER RESEARCH

50,000+

STREAMS