LETTER FROM THE DIRECTOR

This year, the Clayman Institute turns 50 years old — an occasion to reflect on the actions and activism of students, faculty, and administrators of 1974, without which we wouldn’t be here in 2024. We are spending this year looking back and looking ahead — celebrating the directors who have shaped our ambitious research agenda, and focusing on the politics around gender and sexuality that shape our present moment. We continue to engage a broad audience, on campus and beyond, through a range of events.

In January, we welcomed Dr. Anita Hill for our Jing Lyman Lecture — named after one of the driving forces behind the creation of what was then the Center for Research on Women in 1974. We are planning an unprecedented number of our large-scale Clayman Conversations series, both online and off. We have inaugurated a new series of book events — books dealing with topics as diverse as millennial Jewish stars and the legal history of spousal rape. And the Clayman Institute’s inaugural Writer in Residence Moira Donegan has begun to convene a series of salons of her own.

We have started a new podcast (our second), In Bed With the Right. And we are readying a significant number of publications and research reports. Through it all, we are careful to do what the Clayman Institute has done so consistently throughout the last 50 years: foster intergenerational feminist scholarship, mentor students, and bring together feminist scholars from across the campus and around the globe. We hope you’ll continue to work with us in that endeavor.

All best,

Adrian Daub
Barbara D. Finberg Director

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At a time when social movements and protests brought demonstrations and change to campuses, including Stanford, four women came together in 1974 to build their vision for a more inclusive future. Establishing a Center for Research on Women was never going to be a solitary pursuit or the accomplishment of one person. From the beginning, CROW (now the Clayman Institute for Gender Research) was multigenerational and multidisciplinary. It brought together people looking for a feminist intellectual community. To move forward, leaders were required, and a series of directors would step forward throughout the years to continue building, expanding, and evolving the Institute.

BEGINNINGS

Myra Strober, in 1974 a new assistant professor and the first woman hired to Stanford’s business faculty, possessed leadership ability but a junior faculty position. As CROW and its leaders often have done, and continue to do, Strober and the student founders Beth Garfield, Susan Heck, and Cynthia Russell found allies to advise and advocate alongside them, and they got to work. With the support of professors Eleanor Maccoby and Jim March, the president’s wife Jing Lyman, and early grants from the Robert Sterling Clark Foundation and the Ford Foundation, CROW began its work of building up women as researchers and subjects worthy of study. They would also turn their focus to the university itself, as well as taking gender research into new institutions.

Strober oversaw important chapters in the new organization’s growth. Within two years, CROW hosted a national conference on women’s research, and it soon served as home for Signs: The National Journal of Women in Culture and Society. Strober was invited to chair the newly formed National Council for Research on Women, with 28 research centers as members.

The next director to shepherd CROW was Diane Middlebrook, a feminist scholar, biographer, and part of Stanford’s Department of English for four decades. During Middlebrook’s tenure, CROW launched the Task Force on the Study of Women, which eventually led to the creation of the Feminist Studies Program at Stanford in 1981. Longtime CROW collaborator Estelle Freedman would helm the new academic entity.

OPENING THE DOOR

After Strober served as director again from 1979 to 1984, Marilyn Yalom stepped up to lead the organization. CROW’s first research scholar, Yalom served 1976 to 1987 as its chief administrative officer, and then also served as director from 1984 to 1985. A scholar of French literature, Yalom initiated the Visiting and Affiliated Scholars Programs, which granted resources and connections to scholars associated with the Stanford community or other universities, and those conducting independent research. She was once again widening the organization’s scope and reach.

“At a time when we had few women faculty at Stanford, and few feminist voices,” Yalom later said, “it was really essential to bring in the visiting and affiliated scholars to contribute. One of the things I feel proudest about is that we helped a lot of people early in their careers, and seeded some of the professorships [these women secured] elsewhere.”

A prolific author, Yalom also launched the Institute’s long tradition of collaborative publications, beginning with Victorian Women. The book grew out of an experimental CROW course, “The Female Experience: Victorian Heritage.”
CROW BECOMES IRWG
With passage into its second decade came a change in the Center's name to the Institute for Research on Women and Gender (IRWG). The change reflected an expansion of the Institute's scope in response to evolving concepts—and vocabulary—regarding the study of women's issues in the larger context of society. Judith Brown, the acting director from 1985 to 1986, described discussions about the change as "intense and lively. This is because the concept of "gender" that we use so casually now was almost unknown in 1965."

Also during this decade, the Institute initiated its ongoing trend of focusing research and programming efforts around a specific theme chosen by the new incoming director, which enabled it to leverage each new director's expertise and networks. Gender research found a wide reach, proving its relevance across disciplines.

Rhode later observed, "getting leadership to rethink its parental university to publish salary information broken down by gender," A key initiative under Rhode's leadership was the creation of a meritocratic future for women and gender. Physician and researcher Deborah L. Rhode, one of the country's leading scholars in the fields of legal ethics and gender, law, and public policy, led IRWG from 1986 to 1990. Under her leadership, the Institute sponsored conferences on law and equality, adolescent pregnancy, and divorce reform.

Deborah L. Rhode, who founded the Division of Adolescent Medicine at the Rhode Island Hospital and was a pioneer in the field of adolescent medicine, later observed, "the Institute's work on women's leadership and its growing environments, and even middle and high school girls. Other projects would address women professionals in corporate leadership, the Institute launched its innovative "Difficult Dialogues" program, a collaborative effort that gathered together experts from a variety of disciplines to examine a pressing topic and create policy recommendations. Carstensen went on to establish in 2007 Stanford's Center for Longevity, where she still serves as founding director.

CONTINUED COLLABORATION
Throughout the growth of the Institute, collaboration and the support of partners would prove crucial. Gelpi recalls a time when Michelle Clayman, chair of the Institute's board, sustained and energized her. Following a report on future plans for IRWG, Clayman declared the recommendation "the most important action to me," Gelpi remembers, "that response energized me through the rest of my time as acting director, and I feel gratitude for it to this day." Members of the Advisory Council continue to provide valuable guidance and support to the Institute.

Next to step into a leadership role from 2004 to 2010 was Londa Schiebinger, who shifted the thematic focus to the role of sex and gender in science, medicine, and engineering research and development. A year after her arrival, the Institute hosted a conference on "Gendered Innovations in Science and Technology," exploring how to harness the creative power of sex and gender analyses for discovery and innovation. She would go on to become founding director of the EU/US Gendered Innovations in Science, Health & Medicine, Engineering, and Environment Project. The Institute's studies during this time included "Dual-Career Academic Couples" and "Climbing the Technical Ladder."

Schiebinger also created the Institute's Faculty Research Fellowship program: "We wanted to bring faculty together for a full year," she said, "this enabled us to achieve things." Also during this period, the monthly online publication Gender News launched, gaining a wider audience for translating the Institute's research.

Longtime collaborator Barbara Gelpi assumed the role of acting director for 2001 to 2004. She had previously worked with CROW, on the publication of Victorian Women, and as editor of Signs: Journal of Women in Culture and Society, a position she held from 1980 to 1985.

BECOMING THE CLAYMAN INSTITUTE
Capping off a successful fundraising campaign in 2010, the Institute was renamed the Michelle R. Clayman Institute for Gender Research, for its generous donor. After taking the director job in 2010, Shelley J. Correll focused on moving beyond the stalled gender revolution. She oversaw the launch of the Institute’s Voice & Influence Program, focusing first on women’s leadership and its growing environments, and even middle and high school girls. The Institute’s work on women’s leadership and its growing collaboration with partners outside academia culminated in the May 2014 launch of the Center for Women’s Leadership. This effort that later evolved into the Stanford VMWare Women’s Leadership Innovation Lab, which Correll co-founded with Lori Nishiura Mackenzie and continues to lead. At the lab, she emphasized growing partnerships between academia and people in the corporate and government sectors. “Problems today are just too complex for people to be off in their silos doing their own thing,” she said. “We’ve got to be talking to each other.”

LOOKING FORWARD
Adrian Dale, J. E. Wallace Sterling Professor of the Humanities and a professor of comparative literature and German studies, began his tenure as the Barbara D. Finberg Director of the Clayman Institute in fall 2019. His research agenda primarily focuses on gender-based violence and the persistence of gender and interrelated inequalities. Current projects include the impact of non-disclosure agreements related to workplace harassment, experiences of intimate partner violence under COVID-19, social media response to sexual violence cases, and establishment of a large archive of letters sent to prominent public figures of #MeToo who have shared experiences of sexual harassment or violence.

With an emphasis on diverse voices including activists and journalists as well as scholars, the Institute’s outreach now includes two podcasts, a “Gender and the Pandemic” writing series, and the Clayman Conversations event series, as well as regular book talks and noontime lectures.

UNTIL THE PROBLEMS NO LONGER EXIST
As the first director, Strober worked through the early days of a fledging organization with the knowledge that not everyone expected CROW to survive. She recalls that in the spring of 1976, a review was undertaken to recommend whether CROW should be given "regular" status. There seemed to be some skepticism about the ongoing need for research on women. One of the reviewers asked Strober: “Do you agree that when the problems CROW deals with no longer exist, the university will be justified in closing down the center?”

“Yes, sir,” she answered with the utmost seriousness, “as soon as these problems are solved, CROW should be shut down. If he was satisfied, and the organization was given permanent status. As Strober predicted, the need for gender research remains, with the next 50 years sure to bring intellectual innovation and an ever-expanding feminist community.”
RECOGNIZING THE IMPACT

The Clayman Institute for Gender Research can provide a meaningful milestone for the diverse and important work of the last 50 years as well as inspiration for future directions. Combined efforts of the Institute’s leaders, supporters, fellows, and staff have created new research institutions, contributed many publications for general and scholarly audiences, brought gender research into new circles, and trained the next generation to continue examining a changing world with a gender lens.

Research Centers

Several initiatives that were created as a result of the Institute’s thematic focus have led to new independent university research centers or programs, underscoring the Institute’s ability to act as “incubator” and launch pad for new initiatives. Multiple past directors have established new Stanford research centers or programs, underscoring the Institute’s current Director Daub and Executive Director Alson’s ability to attract new talent and fund the cutting-edge research and programs necessary to continue the Institute’s influence.

Publications and Events

In addition, the events offered by the Clayman Institute now include both in-person and online formats, meaning the reach of our events and our access to guests has increased significantly. With series such as Feminism in Theory and Practice, Clayman Conversations, Celebrating Clayman Institute Authors, and the Jing Lyman Lecture, a wide range of speakers and record-sized audiences can join the conversation.

Gender and the Arts

From its inception, the Clayman Institute has incorporated the arts and the study of women artists in its work in multiple ways. For many years in the 1980s and 90s, the Institute hosted revolting exhibits from women painters, sculptors, and photographers. Conferences brought together artists as well. In April 1992, CROW hosted the “Conference on Women Writing Poetry in America,” featuring Andre Lorde, Denise Levertov, and Louise Gluck. The Spring 1986 “The Writer: A Passion for her World” lecture series welcomed Cherrie Moraga, Adrienne Rich, Harriet Doerr, Jean Wakatsuki Houston, and Laila Alou-Safia.

Feminist Scholarship

Fellows and scholars from the Clayman Institute have gone on to leadership positions in academia, publishing, public policy, NGOs, and private industry. The mentorship, research, writing experience, and professional connections from their time at the Institute continue forward into varied and impressive careers.

Research efforts by recent Clayman Institute postdoctoral fellows who are now tenure-track scholars include Melissa C. Brown (Santa Clara University) on Black feminist thought and digital sociology, Michelle Muto (Brown University) on gender, race, education, and sport; and Fatima Suarez (University of Nevada, Las Vegas) on gender, families, Latina/o’s sociology, and Latina fatherhood. See p. 19 feature for recent career news from former fellows.

Impact on the Academy

The Clayman Institute’s influence also can be found on the institutions of Stanford University and academia more broadly. In CROW’s founding period in the 1970s, researchers began to compile a list of Stanford courses relating to women and launched the Task Force on the Study of Women. With input from the CROW Task Force, Stanford’s Feminist Studies debuted in 1981, sharing space with the Center at its new home in Serra House.

The relatively low number of Stanford tenure-track faculty members involved in research on women spurred leadership to reach beyond campus schools and departments for researchers. Marilyn Yalom initiated the Visiting and Affiliated Scholars Programs, which granted connections and credentials to outside scholars who were associated with the Stanford community or other universities, and those conducting independent research. The program helped early-career scholars become equipped to enter the professoriate at Stanford and other institutions.

Another key initiative was the creation of a faculty women’s caucus to raise and publicize issues relating to Stanford women faculty. Director Deborah Rhode succeeded in improving transparency on pay by gender, as well as advocating for a parental leave policy, pay equity, child care, and equity in promotion rates.

On the national scene, CROW’s status as a leader in academic research on women’s issues was firmly established within two years of the Center’s founding, when it hosted a national conference on women’s research. CROW also hosted and edited the national feminist studies publication Signs: Journal of Women in Culture and Society for five years. Director Myra Streber was invited to chair the National Council for Research on Women, with 28 research centers as members, upon its establishment in 1982. CROW was one of the first gender research organizations in the country, and continues to serve a leading national role as one of a handful of gender research institutes in continuous operation.
Fifty years ago, a small group of Stanford women were brought together by a daring and inspired vision. They aspired to build a university center that could harness the power of empirical research about women in order to promote gender equality. Students Beth Garfield, Susan Heck, and Cynthia Russell started by meeting with Myra Strober, a new assistant professor in the Graduate School of Business. Soon, an ambitious and far-reaching plan was hatched.

This fearless foursome worked over the next several months to turn their dream into reality. They managed to win support from faculty and staff, as well as the backing of the woman who would become the Institute’s de facto “guardian angel,” Jing Lyman, the wife of then Stanford President Richard Lyman. In 1974, the Stanford Center for Research on Women—CROW—opened its doors, with Strober as its first director.

CROW, now the Michelle R. Clayman Institute for Gender Research, quickly became a national hub for both cutting-edge research and interdisciplinary dialogue on women’s issues and established Stanford as a leader in gender scholarship.

The Clayman Institute’s current director, Adrian Daub, reflected on the importance of looking back at a 2022 Honoring our Founders event. The fact that a group of students came together, identified a vision, and persuaded those in power to work with them to make it happen “is a truly inspiring thing,” Daub noted. “It continues to inspire me every day when I get to walk into our building and reflect on the kind of Institute that we have.”

Michelle R. Clayman, chair of the Advisory Council, said, “Beth and Cynthia and Susan were visionaries” when they began the process that would culminate in an Institute that still operates as a leading center of gender research 50 years later. Clayman told them, “You have enabled years and years of groundbreaking research. My thanks to you.”

As for their thoughts looking back at the founding of CROW, Garfield pointed to not its past, but its present. She said, “It is so much more than we even dreamed of.”

Enjoy the following notable moments from the Clayman Institute’s first five decades.
1984-1993

1980-85
National feminist studies publication, *Signs: Journal of Women in Culture and Society*, edited at CROW.

1986

1991
Writer Susan Faludi completes her popular book, *Backlash*, at IRWG. In addition to participating in the Visiting and Affiliated Scholars program during its development, Faludi would present the finished book to large associates groups around the country.

1994-2013

2000

2004-2013

2008
The Institute publishes studies on “Dual-Career Academic Couples” and “Climbing the Technical Ladder”

2010
Capping off a successful fundraising campaign, the Institute is renamed the Michelle R. Clayman Institute for Gender Research, for its generous donor.

2011
The Institute relaunches the Jing Lyman Lecture series with an appearance by journalist Katha Pollit. The series also hosts Gloria Steinem and Sheryl Sandberg.

2014-2024

2014-2017
In the two-year “Breaking the Culture of Sexual Assault” symposium, talks and discussions addressed multiple facets of sexual assault to create best practices and novel solutions. Topics changed each quarter, with programs for students, staff, faculty, and the community.

2019
Director Adrian Daub launches the Clayman Conversations series as a way to bring together feminist scholars, activists, and writers to discuss contemporary issues through an intersectional lens. From the first event, “Whisper Networks: On the Feminist Function of Rumor,” through the 10th event, “Criminalizing Pregnancy,” the series covers a wide range of topics for online and in-person audiences.

2020 & 2023
The Institute adds podcasting to its communication channels, with The Feminist Present, co-hosted by Daub and Laura Goode, and In Bed With the Right, co-hosted by Moira Donegan, the Institute’s writer in residence.

1994-2003

1994
The Graduate Dissertation Fellowship program begins: GDFs receive financial support while completing their dissertations and interdisciplinary community for their research. By 2024, the Institute had supported 117 GDFs and postdoctoral fellows.

1997
A generous gift from longtime supporter Barbara D. Finberg endows the directorship of IRWG.

1999
Stanford President Gerhard Casper and Dr. Regina Caspar host a reception for the Institute’s 25th anniversary.

2004
IRWG founds the Faculty Women’s Caucus to raise and publicize issues relating to Stanford women faculty, including pay equity, child care, and promotion rates.

2006
IRWG changes name to Institute for Women and Gender. The change reflected an expansion of the Institute’s scope regarding the study of women’s issues in the larger context of society.

2008
Writer Susan Faludi completes her popular book, *Backlash*, at IRWG. In addition to participating in the Visiting and Affiliated Scholars program during its development, Faludi would present the finished book to large associates groups around the country.

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I operate: she has conducted more than 100 interviews with influencers, assistants, marketers, and agents; she took part in a virtual internship with an influencer agency; she quantitatively analyzed influencer content herself.

Part of her work is to take influencers seriously as a social phenomenon. Open up an average news article about digital media influencers and the coverage is likely to be condescending and misogynistic. Most often, articles focus on young, white, female influencers, depicting them as vapid and their accounts as vanity projects. Their audiences receive the same treatment: the media frequently treats viewers as young girls who develop unhealthy relationships to online celebrities because of a lack of impulse control. When the news does focus on male creators, the media tends to highlight “bad actors” like cyberbullies and trolls.

In reality, Christin showed in her talk, there are millions of influencers, comprising all genders, races, ages, and topics—and they are at the center of a booming economy. Thousands of businesses now support the “influencer economy”: management companies, training academies, and merchandise producers, just to name a few. In fact, according to Christin, influencers increasingly drive the entire advertising infrastructure of the internet.

Despite influencers becoming a collective economic juggernaut, Christin has found that individual content creators still have uneasy relationships to money. Most people don’t start out with the goal of becoming rich and famous. Instead, they find some kind of community online and make content to participate within that community. Over time, those who find enough success start making money, and some become successful enough that it can be their full-time job. Even so, they feel constant anxiety about revenue streams and their ability to have longevity on social media platforms.

Overall, Christin’s work shows that influencers navigate a host of structural pressures. Social media is not just a space filled with vapid women and trolling men. Influencers of all kinds are responding to new economic structures and the gender and racial dynamics that come with them.

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Gender stereotypes contribute to misperceptions of gender norms across the world

By Marianna Y. Zhang

Graduate Dissertation Fellow

Take a guess: do most Americans support or oppose affirmative action for women in hiring? If you guessed that most Americans oppose such a policy, you’re right: most Americans do in fact oppose affirmative action for women in hiring. If you guessed that most Americans support such a policy, you join the many who overestimated when asked such a question, according to Alessandra Voena, professor of economics, who gave a recent faculty research fellows talk.

Across 60 countries, people are often inaccurate in their perceptions of fellow citizens’ opinions on issues of gender equality, based on a working paper by Voena and co-authors. “What people perceive to be the public opinion on issues that have to do with gender ends up playing a central role in what outcomes will end up happening,” explains Voena.

For countries that tend to have less gender equality, this could have to do with a decision as essential as whether a woman should be free to work outside the home. But when we move to countries where women have more formal legal rights, there’s still substantial gaps; for example, we see fewer women in business or leadership positions in the United States or Norway.

Voena’s analysis is based on Gallup World Poll 2020, which polled nationally representative samples of adults in 60 countries totaling more than 66,000 people, across a wide range of continents and economic profiles. People answered a variety of questions, including a set of questions from Voena and her colleagues.

When it comes to people’s actual beliefs, Voena found widespread support for women’s right to work outside the home across all 60 countries. However, support for affirmative action for women in hiring varied, with people in the Global North opposing affirmative action for women.

But what do people think others in their country believe about these issues? Perceptions of such social norms can shape beliefs of what is acceptable for women in ways that can contribute to gender inequality.

“Support for basic rights, meant as women’s freedom to work outside the home, tends to be universally underestimated,” noted Voena. Women’s right to work outside the home is in fact received widespread support across all 60 countries.

As for affirmative action for women in hiring, people’s misperceptions varied across countries. “It is women in particular who are seen as supportive of affirmative action in countries like the U.S.,” explained Voena, circling the Global North on a plot of misperceptions in each country. “In fact, women do support it more than men, but they don’t support it more than men by 20 percentage points.”

Widespread misperceptions of social norms can illuminate why progress toward gender equality has slowed. Correcting people’s perceptions of social norms may be a way to accelerate progress on gender equality across countries.
Faculty Research Fellows

The Clayman Institute’s Faculty Research Fellows program plays a leading role in fostering our multidisciplinary intellectual community around gender research. Every two weeks, a faculty fellow presents their current gender research project at a luncheon, providing an opportunity for questions and feedback among the group. Graduate dissertation fellows, postdoctoral fellows, and staff often attend as well, fostering the intergenerational learning approach at the center of the Institute’s mission.

To facilitate their research, faculty research fellows receive financial support from the Institute. Many present the latest iteration of years of gender research, while for others, their faculty research fellowship represents a first foray in incorporating a gender lens into their projects. The comments and questions period often opens up a lively back and forth, particularly from the fresh perspective of colleagues in other disciplines.

For our graduate dissertation fellows and postdoctoral fellows, the FRF program provides opportunities for professional development. Our postdoctoral fellows take a turn as presenters, sharing their own research with the faculty fellows. Graduate dissertation fellows practice translating academic research for broad audiences by writing stories about the presentations for Gender News.

Each year, the Faculty Research Fellows program represents a wide range of disciplines from across the university and the medical center, and applications are welcome from Stanford scholars of all disciplines. Up to 12 faculty fellows join the program each year.

Recent FRF Presentations

- **AYANA OMLADE FLEWELLEN**
  “Nancy’s Clothing: Witnessing Black Women Navigate the Precarious”

- **JESSICA GOLD**
  “Words Matter: Examining Gender Differences in the Language Used to Evaluate Pediatrics Residents”

- **PAMELA S. KARLAN**
  “Election Law and Gender”

- **MICHELLE MELLO**
  “Protecting Patients in the Wake of Roe v. Wade’s Overturn”

- **LEA PAO**
  “Making a Poet: The Case of Hertha Kräftner”

- **LONDA SCHIEBINGER**
  “Global Review of Sex, Gender, and Diversity Analysis in Research Policies of Major Public Funding Agencies”

- **FATOUMATA SECK**
  “Gender, Economy, and the Social Imaginary in Senegalese Popular Culture”

- **KATHRYN STARKEY**
  “Perspectives on Women’s Lives in Medieval Germany”

- **ALEXIS WELLS-OGHOGHOMEH**
  “The Ethics of Revenge: Enslaved Women and Poison in the American South”

- **JAMES ZOU**
  “Finding and Reducing Gender Stereotypes in AI systems”

FAST FACTS

- **203-24 Fellows**
  - **ANGÉLE CHRISTIN**
  - **AYANA OMLADE FLEWELLEN**
  - **HECTOR HOYOS**
  - **YULIYA ILCHUK**
  - **WENDY SALKIN**
  - **LEA PAO**
  - **KATHRYN GIN LUM**
  - **LOCHLANN JAIN**
  - **KARLA OELER**
  - **ALESSANDRA VOENA**

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9 Faculty Research Fellows Academic Disciplines in 2023-24

- Art & Art History
- Anthropology
- Communication
- Economics
- German Studies
- Iberian & Latin American Cultures
- Philosophy
- Religious Studies
- Slavic Languages & Literature

173 faculty research fellows since founding of the program

The stipend and regular convenings have really influenced my research priorities this past year and encouraged me to wade into a contentious space with vigor, conviction, and a sense that I have something to contribute.

Michelle Mello

2022-23 FACULTY RESEARCH FELLOW
PROFESSOR OF LAW AND HEALTH POLICY

E ach year, the Clayman Institute awards Graduate Dissertation Fellowships (GDF) to outstanding Stanford doctor- al students whose research focuses on gender with an intersectional per- spective. The fellowships provide financial support for top gender scholars as they complete their dissertations, while encour- aging interdisciplinary connec- tions for their research.

Clayman GDFs have offices at the Clayman Institute, where they participate in the intellectual life of the Clayman Institute as well as take part in professional development workshops during the academic year. They also contribute to the writing and research efforts of the Institute.

M E E T  O U R  C U R R E N T  G D F S

B E C C A  L E W I S is a PhD candidate in communication at Stanford University, where she is researching social and media histories of Silicon Valley and the internet.

Z I O N  M E N G E S H A is a PhD candidate in the Department of Linguistics. As a sociolinguist, her research focuses on how we use language to lay claim to social and political ideologies. Her dissertation explores the role of respectability politics in language variation and change among African American women in Sacramento, California.

M A R I A N N A  Z H A N G is a PhD candidate in psychology, focusing on developmental psychology. She is interested in how children learn about social categories, including gender and race, in the context of social structures and language.

P O S T D O C T O R A L  F E L L O W S

The Clayman Institute offers a two-year postdoctoral fellowship to recent PhDs in the humanities or social sciences whose research focuses on gender with an intersectional perspective. While in residence at the Institute, postdoctoral fellows participate in Clayman Institute activities throughout the academic year in addition to pursuing their own research.

They participate in our community of Clayman Institute faculty research fellows, faculty affiliates, and graduate dissertation fellows through their own research and contributions. Postdoctoral fellows’ responsibilities include contributing to the Clayman Institute’s Gender News, leading professional development workshops for the GDFs, and attending our regularly scheduled faculty research seminars.

“From joining a wonderful community of feminist scholars, to developing my interdisciplinary intellectual engagement, to building a toolkit for strengthening my ability to do impactful work and public outreach, being a Clayman Institute fellow has enriched my career and life in so many ways…”

Megan Tobias Neely
FORMER POSTDOCTORAL FELLOW, ASSISTANT PROFESSOR OF ORGANIZATION, COPENHAGEN BUSINESS SCHOOL

A N G E L I C A  P U Z I O  F E R R A R A is a developmental and social psychologist. Her writing and research seek to understand how gender ideologies manifest in human behavior throughout the lifespan and across cultures. Ferrara’s postdoctoral work is Men Without Men, a book that examines boys’ and men’s friendships across history and cultures. Men Without Men will be published by Simon and Schuster in the United States and Penguin Random House in the United Kingdom and Canada.

C L A I R E  U R B A N S K I is a queer disabled writer, scholar, teacher, and social justice activist living on unceded Lisjan Ohlone lands in the city of Oakland. Urbanski is developing her dissertation into a book manuscript, Spiritual Conquest: Desecration and Settler Colonial Extraction on Stolen and Sacred Lands, which examines the role of Indigenous sacred site desecration in the consolidation and reproduction of United States settler colonial empire.

“My first truly collaborative research project was at the Clayman Institute. It was a positive experience and I still prefer collaborative work because of it. I also still use many of the methods I learned under mentors at the Clayman Institute.”

Emily Carian
FORMER GDF, ASSISTANT TEACHING PROFESSOR OF SOCIOLOGY, UNIVERSITY OF CALIFORNIA, IRVINE

C A R E E R  N E W S

Congratulations to these former Clayman Institute fellows for their recent academic appointments and career news. Fellows, keep in touch with your updates: gender-email@stanford.edu

V E E N A  D U B A L, professor of law, University of California - Irvine

P R I Y A  F I E L D I N G - S I N G H, senior manager of research and education, Sandberg Goldberg Bemthai Family Foundation

T H E R E S A  I K E R, faculty lecturer, Stanford University

E L I Z A B E T H  J A C O B, assistant professor of history, University of Massachusetts, Amherst

J U L I A  M E L I N, assistant professor of business administration, Dartmouth, The Tuck School of Business

M I C H E L A  M U S T O, associate professor of sociology, Brown University

S A N D R A  N A K A G A W A, acting director of the Office of Governmental and International Affairs, California Energy Commission

C A S E Y  W A Y N E  P A T T E R S O N, assistant professor of English, Louisiana State University

B E T H A N Y  N I C H O L S, research associate, Clayman Institute for Gender Research

“From joining a wonderful community of feminist scholars, to developing my interdisciplinary intellectual engagement, to building a toolkit for strengthening my ability to do impactful work and public outreach, being a Clayman Institute fellow has enriched my career and life in so many ways…”

S H E L L E Y  J.  C O R R E L L, former Barbara D. Finberg Director, also was a former GDF

A L I S O N  D A H L  C R O S S L E Y, executive director, is a former postdoctoral fellow

Barbara D. Finberg Director ADRIAN DAUB previously served as a faculty research fellow

Former postdoctoral fellows
V E E N A  D U B A L and C H R I S T I N  M U N S C H both

C A R E E R  HIGHLIGHTS

As they move forward in their careers, the Clayman Institute’s former fellows often remain connected in meaningful ways. Perhaps you recall these former fellows and their recent contributions:

Former postdoctoral fellows

PL O T H O S: C Y N T H I A  N E W B E R R Y

F E L L O W S  HIGHLIGHTS

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Former postdoctoral fellows
A N G E L I C A  F E R R A M A and C L A I R E  U R B A N S K I CATCH UP ON ESSENTIAL FEMINIST READING

Susan Heck interns conduct research on women journalists and Stanford history

ISABEL SIEH

My name is Isabel Sieh; I am a rising junior with a computer science major and digital humanities minor. I’ve always wanted to use technology for the betterment of humanity.

Coming from the Philippines, an issue that piqued my curiosity is the online violence Filipino journalist Maria Ressa faced during Rodrigo Duterte’s presidency in 2016 due to her investigative reporting. She received death threats, rape threats, and a myriad of racist and misogynistic abuse and memes. Her abuse speaks to the Filipinos’ struggle for press freedom and the normalized sexism in the country amid the rise of social media and an anti-news agenda introduced by former populist president Duterte. Her story is one of many Filipino journalists who fear for their safety for reporting the truth. However, what is unique is that she decided to fight back with data. She used data science techniques to uncover patterns of the online violence against her, such as the gendered language, and certain narratives employed by netizens. Understanding these attacks is a necessary step in a safer online and offline world for women.

In my research, I wanted to answer the question: How can data uncover more stories of online violence for other Filipina journalists? What do these narratives tell us about the Philippines’ sociopolitical context that enables online violence toward women journalists?

**Isabel Sieh**
2023 SUSAN HECK INTERN

ESPONDENT EQUIVALENT). IN 2018, DUE TO HER CRITICAL ARTICLES, SHE BECAME THE ONLY REPORTER TO BE BANNED BY DUETEERE FROM ENTERING THE EXECUTIVE OFFICE. OF COURSE, SHE DEDICATED HERSELF TO REPORTING ON THE HUMAN RIGHTS VIOLATIONS COMMITTED BY THE DICTATORSHIP IN THE 1980s.

I used Natural Language Processing (NLP) analysis to visualize the language and timeline of Facebook posts related to these journalists, and traced this to real-life events in each journalist’s career, and sociopolitical contexts in the Philippines. To do this, I took a deep dive into two Filipino journalists: Pia Ranada-Robles and Edith Gelles. I collected and analyzed 10,078 total Facebook texts (posts, comments, and video titles and descriptions) and created data visualizations.

HANA/CONNOR YANKOWITZ

My name is Hana/Connor Yankowitz (they/them). I am a graduating senior majoring in feminist, gender, and sexuality studies and double minor in digital humanities and studio art practice and creative writing.

When I began this project at the start of summer 2022, a year after the program’s 40th anniversary, FGSS was also working on a project, with which I collaborated, to digitize archival documents for the library website. I was initially hired by FGSS to do archival research in order to create a comprehensive timeline of feminist- and queer-related Stanford events. In the course of my investigations, my research would be better served in the form of an exhibit than a written history, and adjusted my workflow accordingly, switching to a focus on 1) creating a comprehensive timeline of feminist- and queer-related Stanford events and 2) digitizing archival documents for the library website.

This summer, under the auspices of the Clayman Institute, I compiled the research I’d collected throughout the school year and previous summer into a digital exhibit for the library website, including a fully cited timeline; a number of short articles on interesting historical tidbits; a lengthy list of resources for those researching the history of feminism/queer Stanford; and several hundred newly scanned documents from the Feminist Studies collection.

Through the research and exhibit-creation process, I learned much about the history of those who made Stanford’s feminist community the thriving institution it is today, from the students who pushed for the formation of the Clayman Institute (known at the time as the Center for Research on Women, or CROW) to the committee that designed the Feminist Studies program. I was pleasantly surprised to find out that gender studies was a part of the undergraduate distribution requirements for 16 years (something I’ve often wished were true today!), and equally (unpleasantly) surprised to realize that women students were required to wear dresses in central campus into the 1960s. I am continuously impressed by the amount of effort, skill, and care exerted over decades to create interdisciplinary, supportive spaces for gender scholars, and I am honored to have been able to participate in one of those spaces this summer.

When I began this project at the start of summer 2022, a year after the program’s 40th anniversary, FGSS did not even have a list of its own digital exhibits on its website, and though there were 10 hours of Feminist Studies Program documents donated to the archives in 2002, none had been digitized. I was initially hired by FGSS to do archival research in order to create a program history began the previous summer by another student, Brionna Bolaños. Though her work guided my own, I soon came to realize that the scope of my investigations would be better served in the form of an exhibit than a written history, and adjusted my workflow accordingly, switching to a focus on 1) creating a comprehensive timeline of feminist- and queer-related Stanford events and 2) digitizing archival documents for inclusion in the Stanford Digital Repository.

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JING LYMAN LECTURE

Anita Hill’s Politics of Hope

By Angelica Puzio Ferrara Postdoctoral Fellow

Anita Hill’s voice is clear and familiar. “As a survivor of both behavioral and systemic failures, I believe that we can learn even from failed processes,” she said to a packed audience at the Clayman Institute for Gender Research’s annual Jing Lyman Lecture. “In fact, I have seen how the spectacle of failed processes can lead to social change,” she said. The Jan. 25 event was the first celebrating the Clayman Institute’s 50th anniversary year.

Anita Hill, author and a professor of law, social policy, and women’s and gender studies at Brandeis University. The youngest of 13 children born just two years after Brown vs. Board of Education to parents who lived through the height of the Jim Crow era, Hill’s personal and professional legacy makes her an authority on the long-term vision of social change in America. “I don’t look at the progress of the past 30 years as a higher measure of where we’ve come as a society,” Hill remarked, reminding us that the arc of change extends far beyond what a single moment in time can reveal about the state of a nation.

Equality, as she puts it, is “not a sprint or a marathon, but a relay race.” Having run many legs for the cause herself, Hill continues to pass the baton forward.

Hill sees her vision for gender and racial parity at the highest levels of government, along with ending gender-based misconduct, as essential to combating what she described as the weakening of American democracy. “The recognition of sexual harassment laws and other legal protections encourages women’s workforce participation,” said Hill, and with it the exercising of women, transgender, and nonbinary people’s political voice. “If your country doesn’t have a balanced gender political representation, and you allow for gender-based violence, your nation is setting back progress.”

After all, the chair of the 1991 Senate Judiciary Committee—who both berated Hill and allowed her unremittent and inappropriate berating—is now the president. A man found liable for sexual abuse, who has bragged about sexual harassment, is again running to become the next presidential nominee for the Republican party. Impunity for allegations of sexual predation lives on in the Court, evidenced in the testimony of Christine Blasey Ford during the 2018 confirmation hearings of Justice Brett Kavanaugh. Many in the audience, particularly Stanford students, face a reproductive justice climate more dire than those of their mother’s generation.

Hill is aware of the setbacks but not disillusioned. Though change is too slow and too incremental, Hill sees promise in the gender ratio of the Senate, the millions of young people who supported #MeToo, and the resulting 70 anti-harassment laws passed in 22 states across the country, many with bipartisan support, in the years following the #MeToo movement’s launch.

Despite the progress Hill and others have fought for, she is aware that many see the state of gender and race politics in the United States today as grim.

Many gathered at Stanford’s Hauck Auditorium were among the 30 million American households who watched as Hill testified to an all-male, all-white Senate Judiciary Committee in the 1991 confirmation hearings of Supreme Court Justice Clarence Thomas. Prior to the hearings, most Americans couldn’t define sexual harassment. “And they certainly didn’t know that this behavior in the workplace was against the law,” said Hill.

Hill’s testimony brought the pervasiveness of sexual misconduct into the national spotlight with unprecedented force, though the change in cultural tone was by no means immediate. “On October 12th, 1991, I left Washington and soon found out that 7 out of 10 viewers believed my testimony had been invented,” she told the audience.

It’s not the 70 percent that captured Hill’s attention. “The 30 percent of those with whom my testimony resonated refused to be silent about what they had witnessed. They shifted the direction of the conversation.”

In the year that followed the hearings, the Supreme Court heard more sexual harassment cases in a single session than it had in its entire history. Complaints of sexual harassment registered by the U.S. Equal Employment Opportunity Commission increased by more than 50 percent. Hill’s testimony, and those who recognized its legitimacy, would go on to set off cascades of procedural and cultural changes in workplaces across the country. Within a couple of years, public perception of Hill’s testimony also would change, with 70 percent believing her claims.

Thirty years later, Hill is still working to end gender-based violence and misconduct. Today, she is an award-winning author and a professor of law, social policy, and women’s and gender studies at Brandeis University. The youngest of 13 children from a farm in rural Oklahoma, Hill received her J.D. from Yale Law School in 1980. She began her career in Washington, D.C., where she worked in private practice, and at the U.S. Education Department and Equal Employment Opportunity Commission. In 1989, Hill became the first Black person to be tenured at the University of Oklahoma College of Law.

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THE YEAR IN REVIEW

2023

MAY
Clayman Conversations Presents
THE WAR ON DRAG
Attneave at Noon Series concludes with
CHRISTIN MUNSCH

JUNE
Undergraduates ISABEL SIEH &
HANNAH/CONNOR YANKOWITZ
begin summer research as
SUSAN HECK INTERNS

JULY
New podcast launches:
IN BED WITH THE RIGHT
with co-hosts
MOIRA DONEGAN & ADRIAN DAUB

JULY
JESSICA LOPEZ joins the Institute as Director of Programs

JULY
CLAIRE URBANSKI & ANGELICA FERRARA
continue as postdoctoral fellows

SEPTEMBER
11 FACULTY RESEARCH FELLOWS join the Institute
BECCA LEWIS, ZION MENGESHA,
& MARIANNA ZHANG join as graduate dissertation fellows

OCTOBER
BETHANY NICHOLS joins the Institute as a research associate
Clayman Conversations Presents
CRIMINALIZING PREGNANCY

2024

JANUARY
Bethany Nichols joins the Institute as a research associate

Feminism in Theory and Practice:
SARAH WEINMAN discusses "Without Consent"

FEMINISM IN THE UNITED STATES: A CONCISE INTRODUCTION
Institute Executive Director Alison Dahl Crosby presents readers with the key debates and ideas central to contemporary U.S. feminism.
(Aug. 2024; pre-order available)

THE CANCEL CULTURE PANIC: HOW AN AMERICAN OBSESSION WENT GLOBAL
Institute Director Adrian Daub traces how various global publics have been so quickly convinced that cancel culture exists and that it poses an existential problem.
(Sept. 2024; pre-order available)
T he differential treatment of a group under the law is usually regarded as a blatant injustice. Yet for pregnant women in America, especially those without economic or racial capital, the legal landscape begins to shift at the moment of conception. Leading scholars and journalists at the intellectual forefront of pregnancy discrimination joined the Institute in October 2023, where they described pregnant criminal precarity as a long-standing and...
Ohlone homelands (the San Francisco Bay Area). California Native tribes were matriarchal societies, and how queer, trans, and Two-Spirit peoples. Gould describes how many (in what is today Alabama and Georgia) and forcibly marched. Harjo’s people were dispossessed from their ancestral homelands. Native American and Indigenous Studies at Emory University. University of Oklahoma and a Distinguished Visiting Fellow in a Muscogee (Creek) scholar, author, Indigenous planner, and race, and opportunities for intervention and disruption. Speakers were MARQUIS BEY, MOIRA DONEGAN (moderator), JACK HALBERSTAM, MARK JOSEPH STERN, and SUSAN STRYKER.

The War on Drag

One of the more surprising aspects of recent Culture War battles are right wing attacks on drag performers, which have been rapidly codified into law and are frequently presented in tandem with legislative attacks on trans people, especially trans children. Leading scholars of gender and trans studies discussed the political urgency of the moment, the historical dimensions of policing sexuality, gender, and race, and opportunities for intervention and disruption. Speakers were MARQUIS BEY, MOIRA DONEGAN (moderator), JACK HALBERSTAM, MARK JOSEPH STERN, and SUSAN STRYKER.

The Attack on DEI: What’s Behind It and What Comes Next

After spending years stoking panics about “wokeness” and “critical race theory,” right-wing activists have launched another set of broadsides against diversity, equity, and inclusion programs. What is the meaning of this escalation, particularly as it coincides with the end of affirmative action? This April 2024 event featured panelists JAMELLE BOUZE, New York Times columnist, HAKEEM JEFFERSON, Stanford assistant professor of political science, and MOIRA WEIGEL, Northeastern assistant professor of communications studies, Harvard faculty associate, and co-founder of Logik magazine.

Clayman Institute Podcasts

IN BED WITH THE RIGHT

In Bed With the Right is the latest podcast from the Clayman Institute for Gender Research, launching in July 2023. Hosts Moira Donegan and Adrian Daub welcome scholars and critics to analyze right-wing ideas about gender, sex, and sexuality, and to plumb the ways in which these ideas persist in and shape our present moment. Please join by listening or subscribing as your hosts take deep dives into some old ideas that are unfortunately upending lives right now.

Recent guests include podcaster Michael Hobbes, New York magazine writer Rebecca Traister, and historian Susan Stryker. Many episodes feature the two hosts taking a deep dive on subjects from Friedrich Nietzsche’s anti-feminism to Norman Mailer’s beef with feminism and his feminist critic Kate Millett.

Donegan, the Clayman Institute writer in residence, writes a column on gender in America for The Guardian. Daub is the Clayman Institute’s Barbara D. Finberg Director. He is the J. E. Wallace Sterling Professor of the Humanities and a professor of comparative literature and German studies.

THE FEMINIST PRESENT

New and exciting conversations continue on The Feminist Present, the first podcast from the Clayman Institute for Gender Research, launched in 2020. Hosts Laura Goode and Adrian Daub welcome a range of feminist scholars, journalists, creators, activists, and more.

Recent guests include novelist Lydia Kiesling on her latest book, Mobility, and feminist critic Kate Millett. Our hosts wish to thank Megan Calfas for four successful years as the producer of both podcasts. Calfas is a playwright, journalist, and podcast producer.

Moira Donegan on the origins of In Bed With the Right

There are so many things I’ve relished about my time here at the Clayman Institute, but making In Bed With the Right has been the most fun. Adrian called me to ask about the idea one afternoon before I began as writer in residence, when I was on my way home from an appointment in New York, and I was so delighted by the prospect that I kept talking to him, walking as we spoke on the phone instead of catching the subway. We kept talking as I walked almost the entire length of Manhattan. In many ways, I think that conversation has just kept going as we’ve started the show. We’ve had so many brilliant scholars come on to discuss their work; our conversations with the philosopher Kate Manne on anti-fatness, the sociologist Saida Grundy on Black masculinity, and historian Samuel Huennekens on gay conservatives have all surprised and delighted me. But I’ve also just cherished the chance to learn and explore with Adrian, and to access his thoughts on conservative sex politics—that weird, wild, and contradictory world that now shapes so much of our discourse and policy.
Four join Clayman Institute Advisory Council

**BETH AXELROD**
Beth Axelrod is currently a board director at Heidrick & Struggles, Inc. (Nasdaq: HSII) and YETI Holdings, Inc. (NYSE: YETI). She also serves as a talent advisor to Definition Capital and numerous early stage companies.

Axelrod has held senior human resources leadership and executive team roles at three global corporations. Most recently, she served for nearly five years as Airbnb’s Global Head of Employee Experience. Previously, she spent a decade leading HR for the combined eBay and PayPal. She started her HR career at McKinsey & Company, where she was a partner serving clients’ needs of an evolving institution. For their tireless scholarship, mentorship, advocacy, and leadership, the directors deserve our sincere and lasting gratitude.

**TONIA KARR**
Tonia Karr is an active community volunteer and longtime supporter of nonprofit organizations that serve youth from under-resourced communities. Currently, she serves as a member of Lucile Packard Children’s Hospital Board of Directors, a member of the Stanford Graduate School of Education Dean’s Advisory Council, and Town School for Boys Board of Trustees. She is a former member of Stanford University’s Board of Trustees, KIPP Bay Area Schools Board of Trustees, and served as vice chair of Meritus College Fund.

Previously, Karr was a vice president in the real estate finance group at Credit Suisse First Boston in New York. She began her career at Kidder, Peabody & Co. in the firm’s real estate investment banking group. Karr earned a B.A. from Stanford in economics and an MBA from the Harvard Graduate School of Business.

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**YIDRIENNE LAI**
Yidrienne Lai is a General Partner of ICONIQ Growth, a global technology venture capital and growth equity firm. She joined ICONIQ in 2017 and is a member of the firm’s Management Committee. She is actively engaged in the firm’s employee resource groups including ICONIQ Women and ICONIQ DE&I, steering numerous programming and development initiatives.

Prior to ICONIQ, Lai was a tech growth equity investor with Technology Crossover Ventures for more than 10 years. Lai began her career at Morgan Stanley and also worked at eBay’s Corporate Development team. Lai graduated from Stanford University, where she majored in industrial engineering (management science and engineering). She lives in the Bay Area with her husband and three daughters and is an active member of numerous organizations benefiting educational institutions and pediatric cancer research.

**ARJAN EENKEMA VAN DIJK**
Eenkema van Dijk worked with C-suite executives, senior leaders, high-potential middle-level managers, and founders of start-up organizations to define and attain their business and leadership objectives. She is an expert in leadership development, communication, emotional intelligence, mindset, female leadership, personal branding, and career transition. Her clients span diverse fields including financial services, law, marketing, IT, education, advertising, consumer goods, healthcare, retail, and not-for-profit.

Eenkema van Dijk partners with iRelaunch, a national return-to-work organization, where she facilitates groups for professional women returning to the workforce after a career break.

As a timely response to the economic downturn in 2009, Eenkema van Dijk co-founded Lives in Transition, a career group in the New York Metropolitan area, serving over 1,000 people during this challenging phase in the job market. As a speaker, facilitator, and thought leader, Eenkema van Dijk has shared her insights, practical advice, and inspiration with audiences in corporate and educational settings.

Eenkema van Dijk earned an MBA from the University of Groningen in the Netherlands. She received her coaching certifications from New York University and is accredited by the International Coaching Federation.
CLAYMAN INSTITUTE HIGHLIGHTS
May 2023 – May 2024

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FACULTY RESEARCH
FELLOWS

16
EVENTS
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AFFILIATES

22
ADVISORY COUNCIL
MEMBERS

5,100+
SUBSCRIBERS
TO GENDER NEWS

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FELLOWS ACADEMIC
DISCIPLINES
Art & Art History
Anthropology
Communication
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Iberian & Latin
American Cultures
Philosophy
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THE FEMINIST PRESENT PODCAST
SINCE LAUNCHING IN 2020

18
EPISODES
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18
STREAMS

IN BED WITH THE RIGHT PODCAST
SINCE LAUNCHING IN 2023

9,900+
FOLLOWERS ON
SOCIAL MEDIA

50
YEARS
OF GENDER RESEARCH

173
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117
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FELLOWS

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