

Student Reactions

Students need to understand and not be completely ignorant to the reality that I can treat others with respect but have no compulsion to participate in gender and equality advocacy. Some of us attend YSoA to study other things besides our sexuality.

Putting our pens down a bit more and getting involved in tackling these problems.

It was worrying to think that not even all the students who were able to (because, say, they didn't have class) attended the event. I think a major concern here is that many of those who are aware of the gravity of these issues, and who care, attempt to stay informed, while many others refuse to engage with these issues at any level.

YSoA students, myself included, need to be better educated on what types of behaviors and interactions are healthy and those which are not.

YSoA should broaden the conversation to address ALL forms

of disrespect within the community, whether that be racial, academic, sexual, etc. Student and faculty Workshops/ YSoA groups that increase diversity awareness would be beneficial.

A more deliberate and self-conscious bystander attitude that does not tolerate transgressions of disrespect, iniquity, and harassment.

As future employees, managers, and leaders in the field of architecture, shouldn't we be educated about how to be members and creators of safe and inclusive workplaces? As we evaluate how to make sure that everyone in Rudolph Hall is well equipped with the knowledge and sense of security to prevent and stand up against sexual misconduct and gender-based discrimination, we also ought to think about these issues critically, as a part of our pedagogy.

The unabridged and full results of the survey will be made available online on Paprika's website.

Data From The AAU Westat-Yale Report

For the University, the number of respondents that are Graduate or Professional Students	Inappropriate personal comments 41.1% YSoA 34.7% All Graduate and Professional Students	Graduate and Professional Women 54.0% By Anyone 16.0% By Faculty
For Yale School of Architecture, the respondents as a percentage of the whole school by Gender 62.0% Women 60.0% Men	For Yale School of Architecture Graduate and Professional respondents, the percentage of sexual harassment compared to all Graduate and Professional respondents and all Yale students.	Graduate and Professional Men 38.0% By Anyone 7.0% By Faculty
The number of respondents from the Yale School of Architecture 203 Respondents, 1.61% of total respondents from all Yale.	Unwelcome sexual conversation 13.6% YSoA 13.8% All Graduate and Professional Students	AAU Campus Climate Survey Meetings Beyond YSoA:  Harvard GSD: "When the survey results were published the University President gave a talk about sexual misconduct and our Dean led a very rushed, last-minute, half-hour segment, but it was not mandatory." GSD Student
For Yale School of Architecture respondents, the percentage of reported sexual harassment, broken down by behavior, compared to all Graduate and Professional respondents:	Offensive digital communication 5.8% YSoA 5.3% All Graduate and Professional Students	Columbia GSAPP: "Last year we had to make a video or image/ graphic as a response to the Sexual Climate Survey. I think it was a good idea, especially for an architecture school, because it engaged our graphic and critical sensibilities. It was Columbia's first-ever quantitative survey of students' experience and perception of sexual misconduct and campus climate, and Dean Amale Andraos sent out an email to all GSAPP'ers in support, encouraging our participation as it related to representing our opinions in the wider school." GSAPP Student
Insulting sexual remarks 40.8% YSoA 32.0% All Graduate and Professional Students	Persistent advances after refusal 6.7% YSoA 7.9% All Graduate and Professional Students	
Graduate and Professional student respondents reporting sexual harassment by gender identity 53.9% Women 38.2% Men 78% Other Genders	For all Graduate and Professional respondents, percentage that experienced sexual harassment by anyone or by faculty.  All Graduate and Professional Students 46.0% By Anyone 11.0% By Faculty	

AAU Campus Climate Survey Meeting at Other Schools: Yale School of Medicine: January 6<sup>TH</sup>, 1.5 hours, not mandatory. Yale School of Drama: December 15<sup>TH</sup>, 1 hour, mandatory. Yale School of Art: January 25<sup>TH</sup>, 2 hours, mandatory. Yale School of Management: January 26<sup>TH</sup>, 1.5 hours, not mandatory

Paprika! Bulletins respond to recent and pressing events to recent and pressing events at Yale School of Architecture. Today's bulletin addresses the meeting held on Monday, February 8, 2016 regarding the results of the AAU Campus Climate Survey. The school-wide gathering was a follow-up to a faculty meeting on the same subject that took place February 1. Dean Stern, Associate Dean John Jacobson, and Deputy Provost for Health Affairs & Academic Integrity Stephanie Spangler moderated.

The views expressed in Paprika! Bulletins do not represent those of the Yale School of Architecture. Please send all comments and corrections to [paprika.ysoa@gmail.com](mailto:paprika.ysoa@gmail.com). To read Paprika! online, please visit our website, [yalepaprika.com](http://yalepaprika.com)

Paprika! receives no funding from the School of Architecture. We thank GPSS and the Yale University Art Gallery for their support.



PAPRIKA! Bulletin  
February 11<sup>TH</sup> 2016

Issue Editors:  
Jacqueline Hall (M.Arch & M.E.M. '18)  
David Langdon (M.Arch '18)  
YSOA Title IX Representatives

Contributors:  
Cathryn Garcia-Menocal (M.Arch '17)  
Robert Smith Waters (M.Arch '18)  
Elaina Berkowitz (M.Arch '17)  
Edward Wang (B.A. '16)  
Nicolas Kemper (M.Arch '16)

Coordinating Editors:  
Tess McNamara (M.Arch & M.E.M. '18)  
Maggie Tsang (M.Arch '17)

Design:  
Rosen Tomov (MFA '16)  
Erik Freer (MFA '17)

On The Ground

2/5: Students and faculty received an email from DEAN STERN urging that they attend a meeting regarding the results of the Sexual Climate Survey. The email, which was re-sent on the morning of the meeting, is printed below:

*There will be a presentation from the School of the results of the Sexual Climate Survey that was conducted last spring. This presentation will take place in Hastings Hall on this coming Monday, Feb 8 at 1:15pm. All students and faculty are urged to attend. We hope to conclude the conversations by 2pm in time for your normal studio meetings."*

2/8: After Bob's introduction, Associate Dean and Professor Adjunct JOHN JACOBSON opened the meeting by sharing his discomfort: "I like to work on spreadsheets, not what's under the sheets." Bob groaned and flopped onto the table, "Oh John, have you been working on that all weekend?" Later, Jacobson encouraged students to call out those who make inappropriate statements. ELAINA BERKOWITZ (M.Arch '17) opened up the comment session: "I actually think that [Jacobson's] introductory comment was kind of uncomfortable...I shared some glances with some students who I think probably felt the same way, and I just want to say it was not an appropriate way to start this conversation."

2/8: Excerpts from the Q&A Session:

Q: Cathryn Garcia-Menocal (M.Arch '17): It's one thing to say that you can call someone out, and it's another thing to create an environment where it's OK to...The wonderful side of this community is we're close and we're tight-knit, and people wear multiple hats. But the downside of that is it creates many conflicts of interest if you actually do have an issue with a faculty member here. So what are you guys doing to ameliorate that?

A: Stephanie Spangler: I'm glad you brought that up, because it's an issue at other schools as well...When it comes to gender discrimination and sexual misconduct, we do have a lot of places you can go to report, but we're realizing people may not know of or feel comfortable going there...

Q: Jonathan Molloy (M.Arch '18): Can you speak to who among faculty members or different Title IX Coordinators has an obligation to report, and who is a confidential body?

A: Stephanie Spangler: That's a really interesting question...every faculty member in the University is an obligated reporter actually, including students when they're TAs.

Q: Dakota Cooley (M.Arch '17): I thought it was a really good point to bring up that sometimes issues aren't brought forward because they don't seem serious enough, and it's not understood what behavior constitutes harassment and what gets in the way of school...We are a school that really focuses on its work, so I think sometimes we forget that we're human beings, and that some behaviors are just not acceptable and that they're really damaging to both individuals and the collective.

A: John Jacobson: If you're uncomfortable about something that happened either to you or to someone else, I would hope that you feel that there is at least someone, somewhere in this school or in this community who you would be comfortable reaching out to, whether it's Marilyn, Joel, whether it's me, whether it's Bob or whether it's your teacher or your section leader who then should by all rights be willing to take what you're saying very seriously and help you decide how to proceed and what to do.

2/10: Equality in Design kicked off its Brown Bag Lunch Series with MIT Professor of Urban Studies and Planning and Political Scientist J. PHILIP THOMPSON. Echoing through the 4th and 5th floors, Thompson closed his impassioned and exhaustive account of politics and segregation in America: “Democracy means we care about one another. That’s at the core of it. If we don’t care about one another, there is no democracy. And that’s the problem we have in America...I think design needs to be how we build integrated spaces so that people can really get to know and ultimately love one another. That is the mission. If design is not about that, design is a technocratic tool, damn near useless. Damn near useless.” You can find the full recording of this lecture on the Paprika! website.

2/11: To continue this conversation or to address other issues affecting our school, attend the Student Town Hall at 6:30<sup>PM</sup> tonight in the Drawing Studio.

Faculty Reactions

Joel Sanders  
I am hopeful that the AAU report will be a call to action, encouraging us to initiate an open dialogue about how we can build a more inclusive culture of respect at the YSOA that permits all people, no matter their race, sex or gender, to express their diverse identities. As Title IX Coordinator, I will make my best effort to collaborate with students, faculty and staff to spearhead these important initiatives.

Keller Easterling  
Given that there is a changing cast of characters in the school, maybe we should find a way to educate the community each year about this issue. Rather than suppressing information, shining a light on the problem and expanding the conversation seems to me to be the best way to refresh our workspace. We will all be the better for it.

Kyle Dugdale  
I have to say that I find the data-driven approach to this discussion rather frustrating, particularly given the way in which the data are typically presented. This is obviously not a well-articulated response, and perhaps I am the only one to feel this way; but it seems symptomatic of a certain dysfunction in our capacity to deal with the issues. If they are issues that pertain directly to our work as architects, as was noted at the meeting, what would it mean to address them in the language of our discipline?

Anonymous  
I was grateful for the chance to convene as a school yesterday, too rare an occurrence generally, to review the report and listen to candid reactions and concerns from students.

Alan Organschi  
The unfortunate irony, that the potentially wonderful attributes of YSOA educational culture might also be sources of risk for corrosive and dangerous behavior,

Student Reactions

Q 1: *How did you feel about the meeting addressing the YSOA-specific AAU survey results on sexual misconduct?*

The greatest benefit of the meeting was seeing how invested faculty are in changing the culture of the school for the better.

Extremely dismayed. The staggering statistics were doubly troubling to me, because they revealed such widespread levels of harassment at the school, and because despite the scale at which these events are occurring, so many of us know so little about it.

While I’m glad that the School decided to hold the meeting, I thought the presentation of the information and the discussion afterwards revealed how utterly unequipped our administration is in dealing with issues of sexual misconduct. The meeting was rushed and there was no concrete statement indicating follow-through or next steps.

Didn’t attend.  
I think the meeting went as well as one could expect considering the faculty received the data only one week prior.

Q 2: *What questions do you still have about the survey or about sexual misconduct procedure at YSOA?*

The Deans’ decision not to release school-specific faculty harassment numbers is a classic example of those in power manipulating the system to save face. If our participation rate was higher than most, and our faculty harassment higher than most as well, we could learn a great deal from those sobering statistics. Instead, they are senselessly left in the shadows. Shame on us.

If students are required to register for laser cutter usage every semester, shouldn’t they also be required to attend workshops on sexual harassment?

A crucial missing aspect of this survey was asking why those who felt “uncomfortable” did not report the incident. There is nothing that can be done if no one reports it. If that incident was not worth it to that person to report then it should not even be discussed.

What are the different obligations of reporting/confidentiality of different positions in the faculty and administration?

I’d like a more clear definition of sexual misconduct.

perhaps isn’t so surprising. Consider our educational model that values and fiercely protects its small, close knit community of students and faculty/staff, operates in large part on the basis of relatively unstructured, ongoing interactions between faculty and students and among students themselves, and seeks enrichment from a constant influx of guests from different backgrounds, experiences, and intellectual positions. Stir into that mix a professional culture with unfortunately strong traditions of gender inequality and rigid social/organizational hierarchy.

Kent Bloomer  
YSOA has always nourished close communities of students who become friends, many remaining in contact for the rest of their lives. Seeing those communities form has been one of the thrills of teaching. Together our students form a global entity as very particular voices in the world of architecture. The administrative leaders of Monday’s Assembly are right when they urge any victim of harassment to report to the experts for advice. Such immediate action is as much for the sake of our School and its mission, as it is for themselves. It doesn’t take much to muddy the waters, and muddy waters can stay muddy for a long time.

Anonymous  
I think the most promising and disturbing thing to arise from the conversation was the identification of harassment issues as part of a larger culture at the school—one of power (and its abuse), exceptionalism, and authority.

Mark Foster Gage  
As a gay kid from Nebraska, from a hardcore military family, who then went to The University of Notre Dame where, at the time, gay groups weren’t even allowed to meet on campus. It’s fantastic that YSOA is having a discussion about what constitutes a safe, inclusive, educational environment. The AAU sexual climate survey meeting we had in Hastings was, as I understand it, intended primarily to deliver the information on the various surveys—I think the real conversation will be unfolding over the next few days, weeks, and years. So my initial reaction is of course sexual harassment in all forms must end. Full stop. But as for the safe climate aspect of the equation there seem to be two poles, one where students are shrouded in bubble wrap and protected from everything—even ideas they potentially should be exposed to, and the other where all speech is permissible in the name of a challenging education. The ongoing conversation our school will be having will be about where on that spectrum we should be. It is an immensely delicate task as our students and faculty come from over 66 countries, and from at least five generations. How do we collectively celebrate this immense diversity of backgrounds while finding a common safe datum from which to teach and learn? I look forward to being part of these discussions.

I actually have no idea where to find any of this information — could there be an informational portal on the YSOA website?

Why did the presentation omit the responses of students who identify outside the traditional gender binary? It’s one thing not to have the data for our school, but quite another when generalized G&P data is redacted. According to the AAU report, 32.8% of non-binary G&P respondents reported sexual harassment by Yale faculty, the highest rate of any respondent category. The total exclusion of their voices on Monday was unwarranted and unexplained.

Q 3: *What parts of the survey did you find most salient or telling about school climate?*

Why is it that it takes a stuffy, statistical survey to stimulate a conversation that should be happening within the relational climate of our community? This essentially points to a basic lack of unity, trust, and care towards each other.

The high number of complaints by individuals that showed up on the survey and the fact that the administration was generally unaware or shocked by these issues. If no one is reporting things that make them uncomfortable, it seems to me that we’re not in a supportive enough environment to express our concerns.

I find it difficult to believe that more than half of YSOA students have suffered sexual harassment. I attribute it more to a bunch of spoilt, coddled yet outspoken empty vessels who are too petty to become proper grown-ups.

Because the results were purely quantitative, it was difficult to understand how people qualify various forms of sexual misconduct. In future surveys, it may be powerful to include anonymous qualitative accounts, which could increase understanding of the seriousness and scope of sexual offenses.

The survey, and its presentation, demonstrated a lack of knowledge on what is appropriate and not appropriate in our environment. Further, it demonstrated quite a bit of confusion about the sexual misconduct procedure at Yale in general — all the way from confidentiality to what our resources are at this university.

Q 4: *What steps would you like to see YSOA administrators and faculty take to improve the climate of our school?*

Without a doubt there should be mandatory orientation for all students AND all faculty, visiting and permanent.

I would like to see a culture of tolerance and open-mindedness fostered, and rather than a focus on one issue over another (eg. Gender over race, or race over sexuality), for these issues to be approached on a broader level that is premised on embracing difference and diversity.

None. They are doing fine.  
I think that more faculty/student meetings need to happen. Regardless of content, when else is there a platform for true DISCUSSION and not just a lecture centered around one individual or group of individuals.

Hire a neutral party or individual to handle Title IX issues, and more generally, take these issues much more seriously, along with all other issues of sensitivity, respect, and safety.

Q 5: *What steps would you like to see YSOA students take to improve the climate of our school?*

I would like to see students foster a community of supportive and productive inclusion. While it is important for us to challenge each other, I think this can be done in a way that also supports our differences of opinion and celebrates the variety of interests at YSOA.