

SUPPLEMENTAL MATERIAL

Table 1. Six Domains and Fourteen Themes of Anonymous Post-it Comments Provided During the #MeToo Movement, Systems of Power and Sexual Health and Wellbeing Plenary, STI & HIV 2019 World Congress, Vancouver, CA, 2019.

<i>Domain 1: Emotional responses</i>	
<i>Theme 1: Feeling Sad, angry, frustrated</i>	<i>Theme 2: Feeling Inspired, Grateful</i>
<p>Want to cry/tearful Not sure why Repressed memory??</p> <p>Fury I'm fucking furious.</p> <p>Moved.</p> <p>This is really hard for me.</p> <p>Heart breaking but TRUE</p> <p>Sad, angry, helpless, empowered, committed to the pledge!</p> <p>Feeling = total FRUSTRATION! When students tell me of abuse by senior clinician-academics but do not want to do more or want me to do more... for fear of repercussions.</p> <p>I just sad and was filled with compassion for these victims. How can we allow this to continue?</p> <p>We must fix this Fantastic presentation</p> <p>Rebelled.</p> <p>I am reminded.</p>	<p>Thank you for this session --hope this impacts on our (work, congress, scientific) culture as well!</p> <p>I feel grateful that this topic is being discussed by researchers!</p> <p>Thank you for giving women a voice & validating their lived experience.</p> <p>Relieved.</p> <p>Loved Irin Carmon support of Esther Choo's idea of pushing for root cause analysis (often used to prevent future medical errors) to prevent future sexual harassment and other abuses of power.</p> <p>Extremely proud and respectful for you: powerful women coming forward with these horrible stories and contributing to this movement.</p> <p>Congratulations for this incredible work! Talking of it out loud is the best way to change things!</p>

Heartbreaking stories. Need to continue doing this work to stop sexual violence.

Overwhelmed Holding back tears when listening to the stories of survivors Respect and empathy for all those who speak up/ for all those who do not feel safe speaking up.

Angry AF!

Excellent presentations of very difficult topics. The more we engage & communicate with men & women the better we can remove violence towards women/ men/ children. We need to look at everyone! Thanks again for all the important work.

Thank you. Every sexual health organization must do something similar.

Keep up the good work. It isn't easy but we need it.

Very emotional moving. Brought back many memories-- unwanted memories, but need to be acknowledged. Thank you.

THANK YOU This was excellent, needed, emotional, powerful, and inspiring. THANK YOU!!!!

Engaging and inspiring.

Our voices are powerful.

Powerful -Much needed talk.

Can't thank you enough for bringing this topic to this conference. #MeToo

Two amazing talks Thank you. Very Important.

Gratitude from a survivor.

This is a awesome session! #MeToo

Thank you.

Extremely powerful & informative presentations.

Thank you for your important reporting & research.

	<p>Difficult We are here as a delegate for our patients, but we have been touched at a personal level & thanks.</p> <p>Thank you!</p> <p>I appreciated the information shared by each speaker. It reminds us how prevalent and far reaching it is. We all need to take responsibility. Thank you.</p> <p>My sincere thanks to the organizers for this symposium. I can't go to the microphone -- as I...</p> <p>Why are there so few post-it notes? Perhaps because this topic is so emotive and exposing. This session was vital but triggering for me -- we need ways to have these conversations safely.</p>
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Domain 2: Barriers to speaking out

Theme 3: Macro-level hierarchies, historical reinforcement, normalization

Sometimes feels like this is an impossible task, ending sexual assault. To risk your job to speak out.

But all of us must stand together!

I worry that the #MeToo movement will lead to less opportunities for women as workplaces will worry over harassment charges if hiring women. How can we allow this worry and address this concern?

Feeling = total FRUSTRATION! When students tell me of abuse by senior clinician-academics but do not want to do more or want me to do more... for fear of repercussions.

It's so hard to know how to break through the barriers when students tell me of abuse by senior clinician-academics but don't want to do more or say more because of fear of repercussions & I concur - their fears are justified as the system remains so strong. And I have been there myself, too fearful to speak up.

How do we bring up these topics in the workplace? How do we esp. protect students and learners when they speak up against their boss aka heads of depts?

How can we make/help with sexual harassment training be taken more seriously? Many Title IX training/ group seminars I have been in the audience have been responding with laughter or an attitude of dismissal when discussing issues of consent, or other training exercises. How can we make reporting have a lower barrier (or perceived barrier) for individuals? Many of my peers at university or in workplaces feel one or more of: "It wasn't that bad, I can deal without telling anyone"/ Not "bad enough" to report; "I feel like HR department is protecting the organization/school above me."

If you think it doesn't happen, you might be a GOOD GUY but other guys aren't.

Great to see the women's movement rise up again after years of feeling that women's rights were going backwards. Great points about systems of power keeping out competition from women in the workplace.

(I was told it was a waste of time to train me as a doctor by my surgical tutor because I am a woman).

Hierarchies are challenging power can create fear and is time consuming Instinct may not be enough.

Domain 3: Public health priorities

Theme 4: Recognizing the physical impacts of trauma

Trauma lives in the body.
Sexual violence and assault often occur at night especially for children -- intuitively understandable why sleep does not occur naturally as adults.
National academy of science report. Sleep & nocturnal physiology.

Theme 5: Normalizing conversations about harassment in healthcare, workplaces, and schools

Building on this theme is an important direction for our field.
For Canada, intersection with indigenous health issues is critical.
Language matters. Not all sexual behavior is consensual. We need to ask questions more carefully.
Preventing sexual assault and harassment starts by teaching children openly about relationships & sexuality from primary school onwards. Teaching them on how to communicate with each other and to express wishes and boundaries and respect them is so important!
Shouldn't sexual harassment & sexual assault/abuse be

Theme 6: Ensuring justice for specific population subgroups

Building on this theme is an important direction for our field. For Canada, intersection with indigenous health issues is critical.
Remember this is an intersectional issue. There needs to be more strong representation from ethnic/racial minorities in these conversations.
Health and human rights are closely linked.
Disability should be in the pledge.

	incorporated as a routine question in sexual health/STI clinics?	
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*Domain 4: **Reframing narratives:** reframing how we discuss the issues, removing stigma of the topic; not wanting to alienate anyone, important for trainings*

Theme 7: Acknowledging intersectionality

Theme 8: Empowerment vs. victimization

Theme 9: Validating survivors

Building on this theme is an important direction for our field.

For Canada, intersection with indigenous health issues is critical.

Remember this is an intersectional issue. There needs to be more strong representation from ethnic/racial minorities in these conversations.

This is a problem not only for patients and participants in research.

Brave important ongoing conversation

Revolt indignation empathy #MeToo

Thank you for giving women a voice & validating their lived experience.

Congratulations! “Courage” is a good word for #MeToo movement

After that #right, #selfchoice and #I don’t belong anyone.

Drip effect => ‘SML’ [story of my life] incidents that add up to systemic issues: conditioned not to see it as harassment => don’t see self as victim => don’t trust gut -- ‘overreacting/emotional’ childhood abuse -- what about witnessing but not never experiencing? Women need to be allies too ‘I went through

A male faculty member at my institution was asked to share a room with the Dean at meetings. He won a lawsuit of sexual harassment and the then-President of the institution strongly objected.

The judge immediately doubled the settlement against the University –*removed specific name* - University of Texas Health Science Center at Houston.

Drip effect => ‘SML’ [story of my life] incidents that add up to systemic issues: conditioned not to see it as harassment => don’t see self as victim => don’t trust gut -- ‘overreacting/emotional’

	<p>that it's just what happens.' How do we provide support if someone doesn't id as a 'victim' It's not the responsibility of those directly experiencing to expose but others have responsibility too. How do we get them to stand up How to balance tensions between 'normalising' sexual harassment/ everyday sexism and showing the scale of the problem?</p> <p>Extremely proud and respectful for you: powerful women coming forward with these horrible stories and contributing to this movement. Moderator very disempowering to survivors who are in this room in huge numbers. This set the tone for the whole discussion. We aren't just a sob story. Give us power! Shame is not the same as guilt. Why are there so few post-it notes? Perhaps because this topic is so emotive and exposing. This session</p>	<p>childhood abuse -- what about witnessing but not never experiencing? Women need to be allies too 'I went through that it's just what happens.'</p> <p>How do we provide support if someone doesn't id as a 'victim' It's not the responsibility of those directly experiencing to expose but others have responsibility too.</p> <p>How do we get them to stand up How to balance tensions between 'normalising' sexual harassment/ everyday sexism and showing the scale of the problem?</p> <p>Validated nature seeking help Why are there so few post-it notes? Perhaps because this topic is so emotive and exposing. This session was vital but triggering for me --</p>
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	<p>was vital but triggering for me --</p> <p>we need ways to have these</p> <p>conversations safely.</p>	<p>we need ways to have these</p> <p>conversations safely.</p> <p>“It wasn’t that bad, I can deal</p> <p>without telling anyone”/ Not</p> <p>“bad enough” to report</p> <p>I’ve experienced both sexual</p> <p>assault and abuse and it’s</p> <p>remarkable how these issues</p> <p>can linger for decades. You</p> <p>don’t really get over it, it’s</p> <p>more about getting through it.</p> <p>Male allies, listen first! Please</p> <p>never say “well why didn’t</p> <p>you just.....”</p>
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<p><i>Domain 5: Allyship: by enforcing accountability when accountability is needed, intersectionality – allyship among genders</i></p>		
<p><i>Theme 10: Accountability</i></p>	<p><i>Theme 11: Solidarity - agreement of attitudes of plenary, this is an important issue</i></p>	<p><i>Subcategory: Intersectionality, gender, Inclusivity - questioning gender roles/norms in harassment</i></p>
<p>We are the problem but we are the solution.</p> <p>Drip effect => ‘SML’ [story of my life] incidents that add up to systemic issues: conditioned not to see it as harassment => don’t see self as victim => don’t trust gut -- ‘overreacting/emotional’ childhood abuse -- what about witnessing but not never experiencing? Women need to be allies too ‘I went through that it’s just what happens.’ How do we provide support if someone doesn’t id as a ‘victim’ It’s not the responsibility of those directly experiencing to expose but others have responsibility too. How do we get them to stand up How to</p>	<p>Can you post the pledge on the website & social media & ask people to publicly endorse?</p> <p>We are from Indonesia join to fight against social, sexual, physical abuse/assault from, partner, religious leader, health care provider, family for every living body.</p> <p>Sometimes feels like this is an impossible task, ending sexual assault. To risk your job to speak out. But all of us must stand together!</p> <p>The status quo is unacceptable.</p> <p>How many more must suffer B4 change.</p>	<p>Excellent presentations of very difficult topics. The more we engage & communicate with men & women the better we can remove violence towards women/ men/ children. We need to look at everyone! Thanks again for all the important work.</p> <p>Male allies, listen first! Please never say “well why didn’t you just...”</p> <p>In our focus on men, we are missing calling our female harassers and sexual abusers who can then hide behind their gender person experience perpetration men + women</p>

<p>balance tensions between</p> <p>‘normalising’ sexual harassment/ everyday sexism and showing the scale of the problem?</p> <p>How should we respond collectively or individually, when someone is just being a jerk? What about Al Franken? Life career in low-brow, adolescent humor, He reverted to that mode, probably alcohol fueled, in a sexist, misogynist manner -- superimposed on a second, apparently unblemished career.</p> <p>Stop laughing off offensive or demeaning comments. Call out the person immediately, in the setting where it occurred. We don’t have to take it!</p> <p>How do we explain to people about sexual assault without them getting defensive. Ideas of language to use? Tactics?</p> <p>Male allies needed.</p>	<p>About time for us to confront reality</p> <p>Sad, angry, helpless, empowered, committed to the pledge!</p> <p>#MeToo -harassment -stalking - rape -groping -comments Shame + blame.</p> <p>As a man I commit to call this out within my circle of influence.</p> <p>This is a awesome session!</p> <p>#MeToo</p> <p>#MeToo</p> <p>#TimesUp</p>	<p>called to account equals the answer men only ≠ the answer.</p> <p>The 3rd most common way that women acquire HIV in Canada is through FORCED SEX. Let’s not hide behind passive language about “modes of HIV exposure” being “Heterosexual sex”. (Cogie et al, interpersonal pen violence 2017))</p>
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<p>How do we prevent a backlash that leads to adoption of the “Mike Pence Rule,” where men refuse to be alone with any woman in any context?</p> <p>We need men to stand up for women by telling other men that what they’re doing/ saying is wrong.</p> <p>I appreciated the information shared by each speaker. It reminds us how prevalent and far reaching it is. We all need to take responsibility. Thank you.</p> <p>In our focus on men we are missing calling our female harassers and sexual abusers who can then hide behind their genders person experience perpetration men + women called to account equals the answer men only ≠ the answer.</p>		
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<i>Domain 6: Moving the issue forward</i>	
<i>Theme 13: Research, education, trainings</i>	<i>Theme 14: Systems-level attitudes</i>
<p>Inspiring and much needed dialogue thank you!</p> <p>We should investigate the motives of perpetrators to understand why it so often occurs.</p> <p>What can we do for our boys so they do not grow up to abuse harass, coerce, deny?</p> <p>=>Such an important issue; a collective effort of all of us is need =>more awareness and training is need to prevent sexual harassment/violence.</p> <p>How do we explain to people about sexual assault without them getting defensive. Ideas of language to use? Tactics?</p> <p>Preventing sexual assault and harassment starts by teaching children openly about relationships & sexuality from primary school onwards. Teaching them on how to communicate with each other and to express wishes and boundaries and respect them is so important!</p> <p>How can we do a better job as mothers, sisters, and female significant others in raising sons to understand and participate/foster a harassment-free culture for females?</p>	<p>Congratulations for this incredible work! Talking of it out loud is the best way to change things!</p> <p>Unacceptable statistics. Thank you. What this comes down to is that women are still not as valued as men... how do we change that pernicious attitude?</p> <p>=>Such an important issue; a collective effort of all of us is need =>more awareness and training is need to prevent sexual harassment/violence.</p> <p>As a baby boomer I feel a sense of deja vu as we witness the emergence of the #MeToo movement since the issues of harassment were initially brought to light in the 60's-70's. In the women's liberation movement... Principally due to the increase of women in traditionally male professions such as medicine, law, and academia, [female symbol] have been subjected to more overt and insidious abuse. With #MeToo, we can finally make real cultural change.</p> <p>I just sad and was filled with compassion for these victims. How can we allow this to continue? We must fix this. Fantastic presentation.</p> <p>If you think it doesn't happen, you might be a GOOD GUY but other guys aren't.</p>

<p>Great initiative. Working on sexual health could make you vulnerable blurring the lines of acceptability.</p> <p>The role of pornography and sexual assault & harassment -- how can we address this with our youth.</p> <p>Loved Irin Carmon support of Esther Choo's idea of pushing for root cause analysis (often used to prevent future medical errors) to prevent future sexual harassment and other abuses of power.</p>	<p>Very important to bring the issue to this community!</p> <p>Problem is among us as well.</p> <p>Thankful to be a self-employed female doctor -- I do not experience gender discrimination in the workplace. But many of my friend, & colleagues in the hospital settings have very disturbing stories :(</p> <p>Heartbreaking stories. Need to continue doing this work to stop sexual violence.</p> <p>This is a problem not only for patients and participants in research.</p>
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