



Nonprofit Backgrounder

For decades, victims of work-related sexual misconduct have suffered in isolation, their claims often dismissed as unworthy, whether because the perpetrator was powerful, because cultural norms favored the perpetrator or because of a lack of substantiation. Women had warned of Bill Cosby's behavior over decades, leading to his being charged on three criminal counts in December of 2015. Athletes accusing Larry Nassar of sexual assault made combined public statements in September 2016. In February 2017, Susan Fowler accused the company Uber of repeated sexism and assault. In early October of 2017, Harvey Weinstein's assaults were front and center in the New Yorker and New York Times. In between, other brave people came forward to say they, too, had been affected.

Shortly after the initial media coverage of Weinstein, on October 12, 2017 BuzzFeed published an article entitled, ["What To Do With 'Shitty Media Men?'"](#) addressing a crowd-sourced spreadsheet that described experiences anonymous victims had had with men in the media industry.

The next day, Friday, October 13th, 2017, a group of tech industry representatives gathered to discuss how to shift the culture of both venture capital and tech to create inclusive workplaces. While the primary focus of the discussions was on improving diversity and inclusion, a question arose about how to reduce predation in work-related scenarios, because ignoring criminal or sexual misconduct in tech would continue to hold back diversity and inclusion. One idea was that victims should be able to connect through a private website.

The idea was not particularly unique. Project Callisto had been launched in 2015 to address sexual assault on college campuses. While the system safeguards its users' data and recognizes situations in which perpetrators have engaged in multiple assaults, it is not focused on connecting users. By late October of 2017, an entrepreneur announced he was working on a mobile system of communication for victims of harassment and assault.

Connecting with other victims had a special resonance for Laurie Girand, who attended the meeting. In 1996, her oldest daughter, who was then three years old, was poisoned

in a multi-state, food-sourced disease outbreak. At the time, Girand was frustrated because the CDC and FDA would not connect victims with each other, claiming patient privacy was of greater importance, thereby preventing victims from joining together to take action. Girand and Professor Emmeline dePillis came away from the October Diversity & Inclusion meeting with the desire to move the website idea forward. They felt it wasn't necessary to sponsor or monitor communications. It wasn't necessary to gather victims' data into evidential documents. Nonprofits already existed that did an excellent job of providing support and direction. What was missing was the ability to connect, to join forces, instead of allowing others to isolate victims, manage them or represent them.

After some research, Girand and her husband, Scott McGregor, decided to seed fund a nonprofit with the goal of ensuring that it could ultimately operate on its own. The company has received its IRS 501(c)(3) status. Girand has sought to build a diverse and distributed organization. Most of those involved in I'm With Them are sole proprietors or consultants; the majority are women.

Management Bio

Laurie Girand, President

Girand began her career in tech as a software engineer, and after receiving her MBA from Stanford, worked at Apple Computer as an Evangelist and a Product Manager. She then started a consulting firm, providing strategy and product launches in the 1990's. After her daughter was poisoned in an apple juice outbreak in 1997, she spent five years as a national advocate for juice safety with STOP Foodborne Illness. In the 2000's, Girand shifted her focus to the gaps in STEM education for girls and political advocacy on local issues. She presently serves on a number of boards.

Scott McGregor, Secretary/Treasurer

McGregor started his career in personal computer software during early stages of that industry, with stints at Xerox PARC and Microsoft, and later, focused on semiconductors at Phillips Semiconductors and Broadcom, where he served as CEO from 2005 to 2016. In addition to serving as a Member of the Raspberry Pi Foundation and on the board of Society for Science and the Public, which puts on middle school and high school science fairs, McGregor has served on Stanford Engineering's Advisory Board on Diversity and Inclusion in STEM.