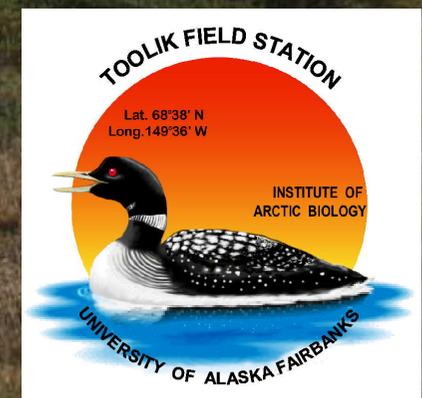


Promoting an Inclusive Work Environment in the Field

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Why work to promote an inclusive work environment in the field?

- Clancy et al, 2014: [Survey of Academic Field Experiences \(SAFE\): Trainees Report Harassment and Assault](#)
 - 64% of respondents reported sexual harassment in the field; 20% reported sexual assault
 - More women than men
 - Mostly when they were trainees (students, postdocs)
 - Women reported harassment mostly by superiors, men mostly by peers
- This study was a wake-up call

Why work to promote an inclusive work environment in the field?

- A hostile work environment is harmful to productivity and psychological well-being, reduces job satisfaction and increases job turnover
- Everyone does better science when they feel safe and welcome
- We believe that every resident at TFS has the right to be free from discrimination, sexual harassment, and sexual misconduct

What can we do to promote an inclusive work environment in the field?

- Provide training to raise awareness
- Promote accountability
- Create a culture of respect and caring, so that people support each other and incidents are less likely to happen

Training

- Everyone who comes to Toolik Field Station must take a short, online training and answer a quiz prior to arrival
 - General code of conduct and expectations
 - Guidelines – behaviors that violate the Code of Conduct
 - “Ask once” – if a person says no, do not pursue them
 - How to report inappropriate behavior
 - What happens if a report is made

Training

- Taking the quiz also entails agreeing to allow information to be provided to funding agencies (NSF) in case of a finding in a complaint
- Optional training for staff and researchers at TFS: Bystander intervention (Green Dot, Hollaback!)
 - 5D's: Distract, Document, Delegate, Delay, Direct

Promote accountability

- Make reporting easy
 - Many independent options for reporting
 - Camp manager, Scientific Liaisons (one female, one male), any TFS staff member, any member of the TFS management team, direct to Office of Equity and Compliance at UAF
 - Also confidential resources in the community in Fairbanks
- Signs, flyers posted around camp to remind people of these options

Promote accountability

- UAF Office of Equity and Compliance has agreed to receive complaints from anyone at TFS
 - Even though people may be employees or students at other institutions
 - UAF's personnel will conduct an investigation
 - UAF's personnel will contact equivalent offices at other universities if necessary
 - Positive findings are reported to NSF and to the other institutions

Create a culture of respect

- Inclusive signs to help everyone feel welcome
- Inclusive activities
- Education
 - E.g. screening of documentary films and discussions
- We continue to work with our community for ideas on how to promote a culture of respect and caring

Challenges

- Investigations can take a long time, and results are not made public
 - Due process is needed, and the person who is complained about has a right to privacy also
 - This can create dissatisfaction for others in the community
- Often, behavior is reported after the people involved have left TFS
 - A timely intervention is not possible
- Anonymous complaints are rarely resolved satisfactorily
 - There is no one for the investigators to speak with directly
- Still, we feel that we are making progress, and our research community agrees

The way forward

- We are working to more explicitly address other forms of discrimination, as well as sexual discrimination
 - e.g. racism, bullying
- TFS staff and researchers participated in Unlearning Racism in the Geosciences (URGE) program
- We are coordinating with Arctic LTER Diversity, Equity, Inclusivity Committee to develop better resources for young scientists, improve diversity
- We continue to promote a culture of respect and caring

