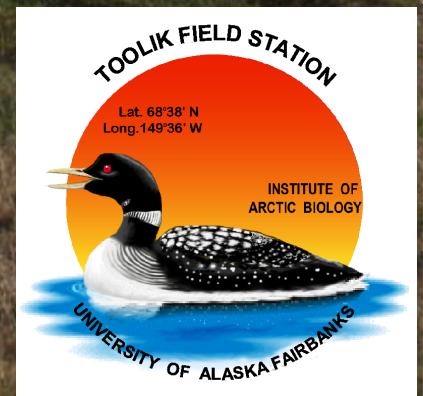
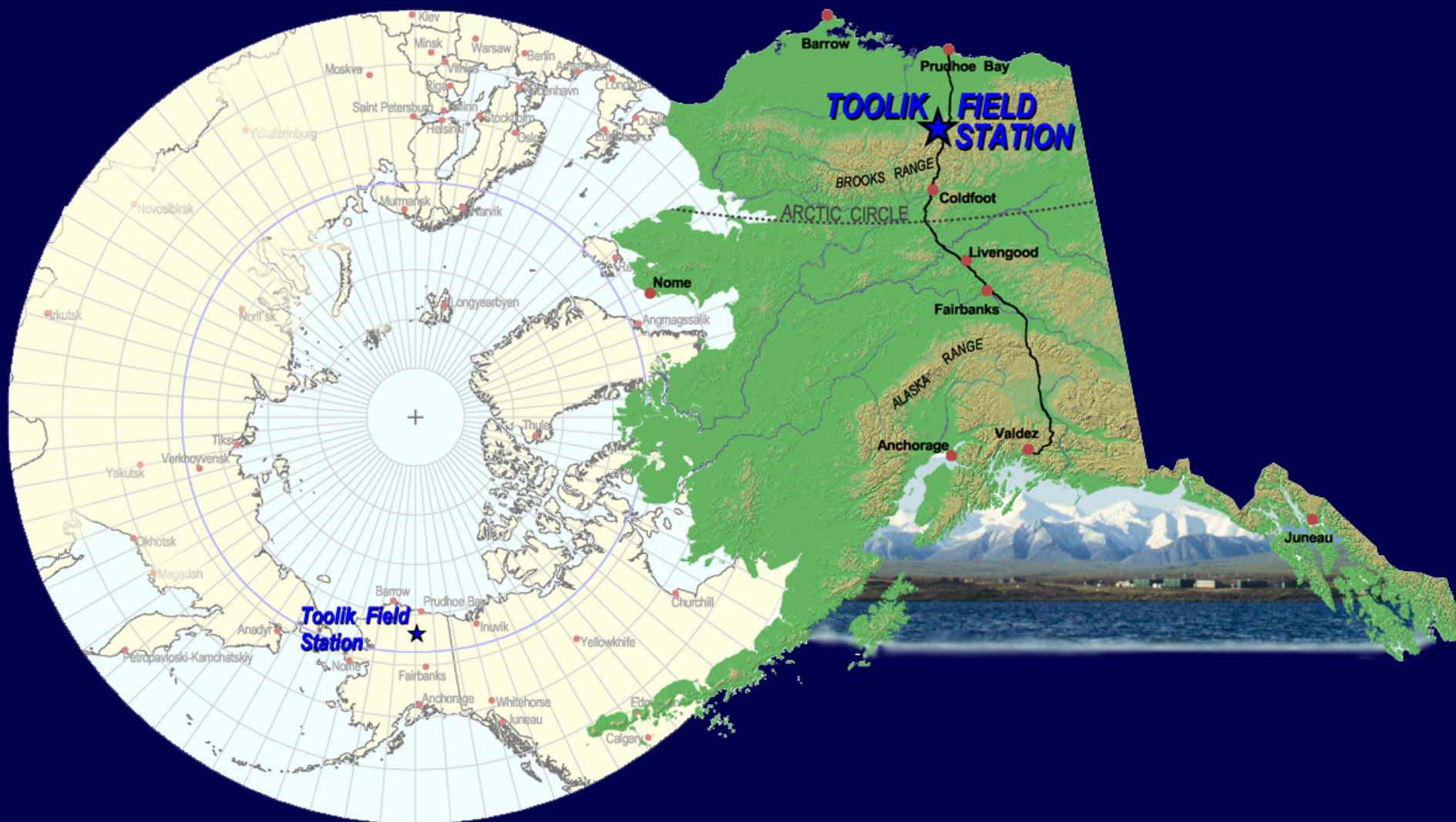


# Promoting an Inclusive Work Environment in the Field

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Toolik Field Station





# Toolik Field Station

- 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 for us



# Toolik Field Station

- 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
- Taking the quiz also entails agreeing to allow information to be provided to NSF
  - in case of a finding in a complaint
- Optional training at TFS: Bystander intervention (green dot)

# 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
- 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

- Working to more explicitly address other forms of discrimination
- Racism, bullying
- TFS staff and researchers participating in Unlearning Racism in the Geosciences (URGE)
- Coordinating with Arctic LTER Diversity, Equity, Inclusivity Committee to develop better resources for young scientists, improve diversity
- Continuing to promote a culture of respect and caring

