



Building Inclusive Workplace Climates: Lessons learned from the ADVANCEGeo Partnership

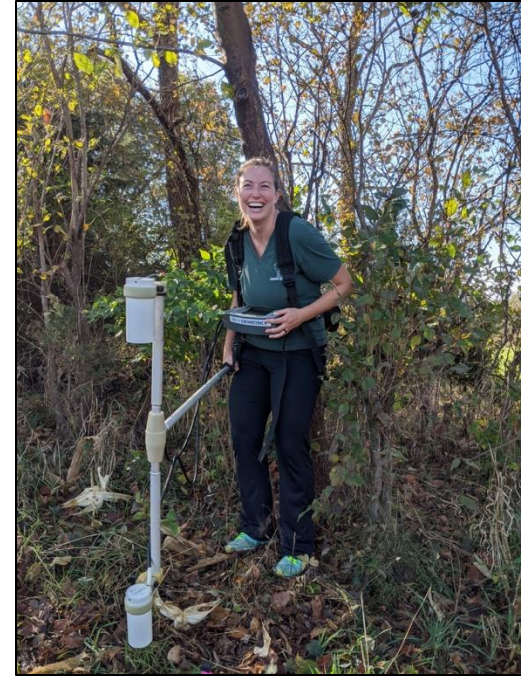
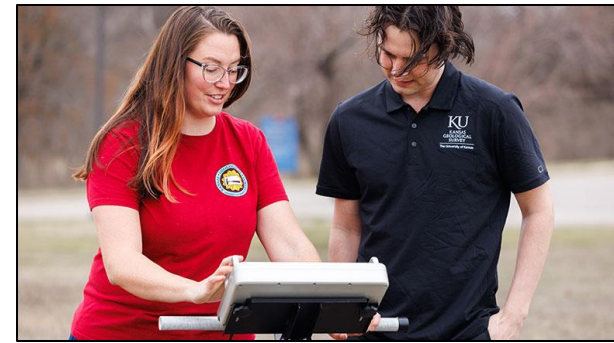
Blair Schneider (she/her)

Managing Member and Co-PI, ADVANCEGeo Partnership

Associate Researcher and Science Outreach Manager, Kansas Geological Survey

Who am I?

- **Scientist**
 - PhD and MS in near-surface geophysics
 - Postdoc in STEM Education
 - Research Scientist, Outreach Manager, and PI/co-PI of multiple federal and state funded grants
 - Managing Member of the ADVANCEGeo LLC
- **Faculty Mentor**
 - Undergraduates and Graduates (MS and PhD)
- **Mom and Partner**
- **Leadership roles in non-profits**
 - President of the Association for Women Geoscientists
 - Currently the past President of the Association for Women Geoscientists Foundation



ADVANCEGeo Partnership



Empowering (geo)scientists to transform workplace climate



NSF Awards HRD – 1725879, 1726021, 1725650, 1726163 and 1725424

Collect data and develop bystander intervention training with discipline-specific scenarios and that incorporate intersectionality.



NSF Awards HRD – 2204305, 2203917, 2204022, 2204073, 2204361, 2204431

Develop a train-the-trainer certification program and workplace climate intervention program for academic STEM departments and training programs to build inclusive, thriving workplace environments.

Website:

serc.carleton.edu/advancegeo



ADVANCEGeo



ADVANCEGeo Partnership

Empowering (geo)scientists to transform workplace climate



Earth Science
WOMEN'S NETWORK



Association for Women Geoscientists



THE GEOLOGICAL SOCIETY
OF AMERICA®



WISCONSIN
UNIVERSITY OF WISCONSIN-MADISON



UCMERCED

Science Education
Resource Center @ Carleton
College



CAL STATE LA
CALIFORNIA STATE UNIVERSITY, LOS ANGELES

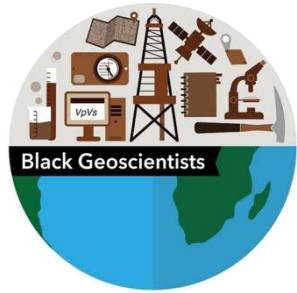
Colorado
State
University



BROWN
UNIVERSITY



ADVANCEGeo Partners



Partnering to catalyze change

Steps to Building a No-Tolerance Culture for Sexual Harassment

The American Geophysical Union can lead the way in building an environment where sexual and other types of harassment have no place.



Credit: Adriano/Adobe Stock

By Erika Marin-Spiotta, Blair Schneider, and Mary Anne Holmes © 28 January 2016



Earth Science
WOMEN'S NETWORK



Association for Women Geoscientists



Sociologists for
Women in Society



A “leaky” pipeline?

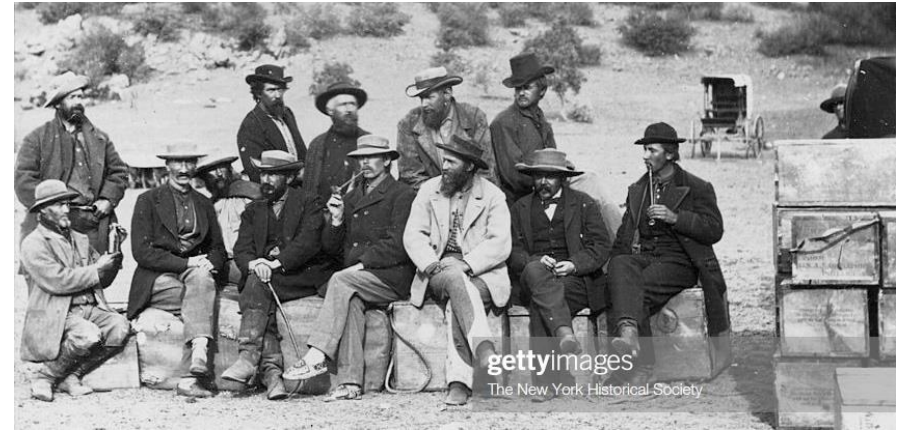
Assumes:

- Only women leak out
- Only one pipeline or pathway for science
- Individuals outside academia are not contributing to science
- Passive process
- Just need to patch up the holes



Discrimination, racism, ableism, and harassment persist

- Archaic, gendered and racialized hierarchies
- Stereotypes of geoscientists as heteronormative and ableist, cis-gender, White men
- Exclusionary culture and practices
- Culture of impunity
- By design



United States Geological Survey Group, Hayden Expedition, ca 1870-1875. (Photo by W.H. Jackson/The New York Historical Society/Getty Images)

Themes that emerged from focus groups

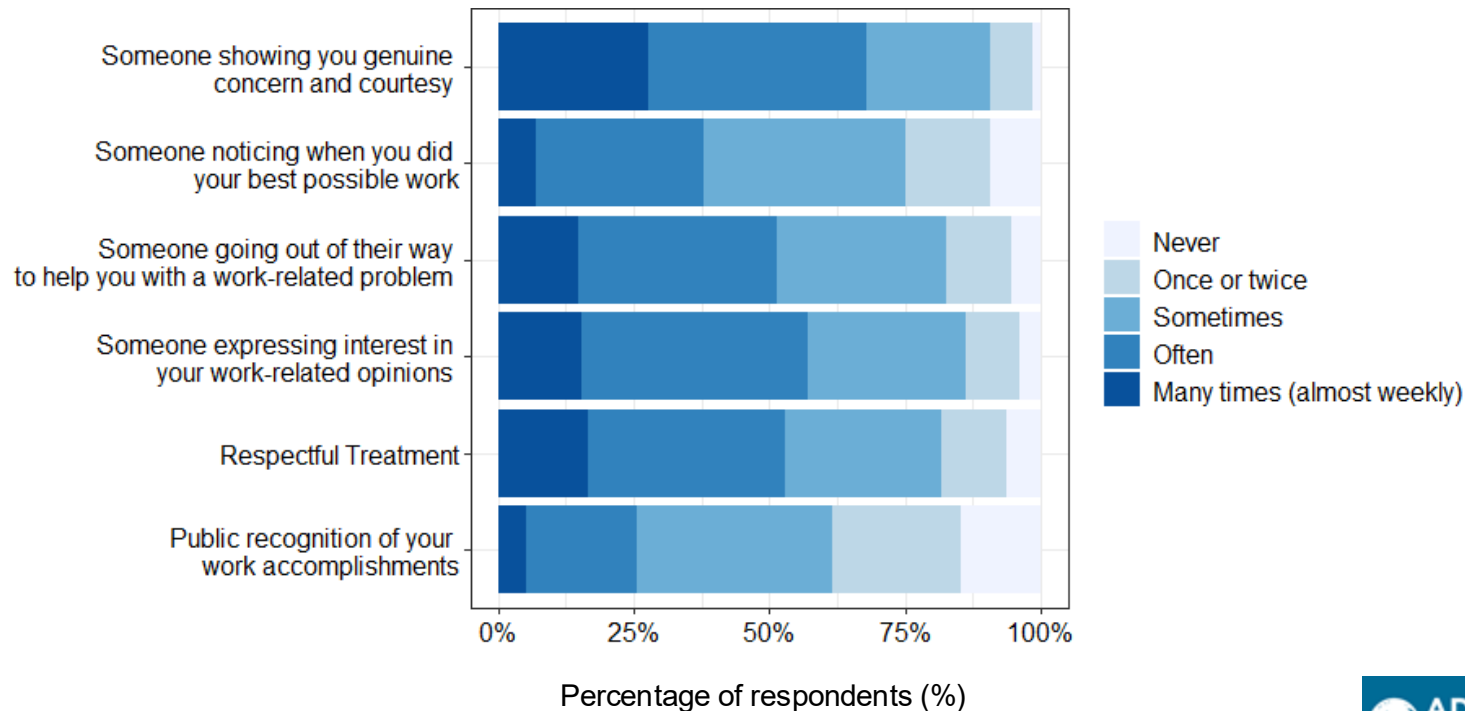
- **Role of identity and intersectionality:** Amount and type of harassment endured increased with multiple marginalized identities.
- **Alcohol use:** during departmental socials, professional meetings, and in the field. Alcohol was identified as a recurring issue, especially when it came to the behavior of the perpetrator.
- **Lack of relevant harassment training:** Much of the trainings that existed either did not seem relevant or did not give participants specific skills they could use to counteract or report harassment when it occurs.
- **Sexual harassment does not happen in a vacuum:** Participants described experiencing a number of incivilities or hostile behaviors related to their gender and other identities.

Workplace Climate Survey

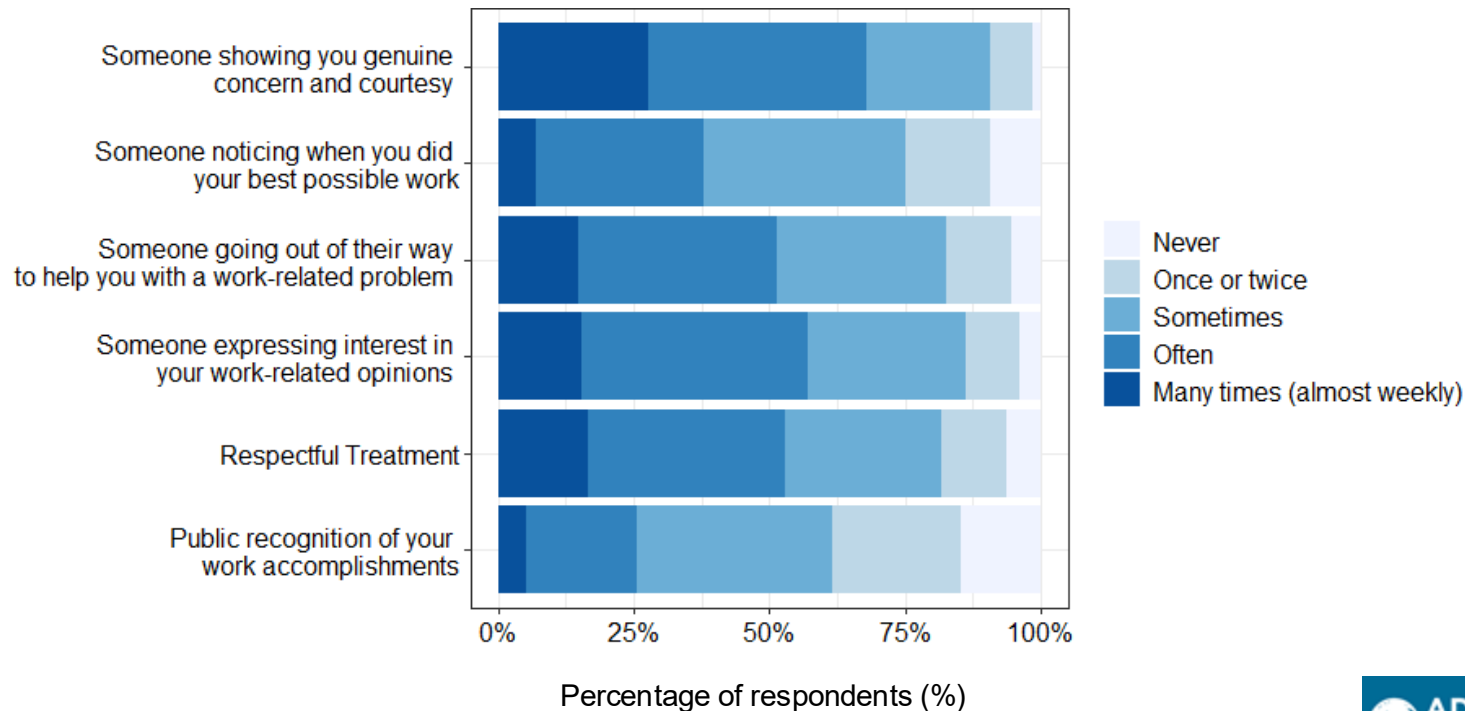


- Distributed in Fall 2019 and early Winter 2020 (pre-COVID).
- 2,141 survey responses analyzed

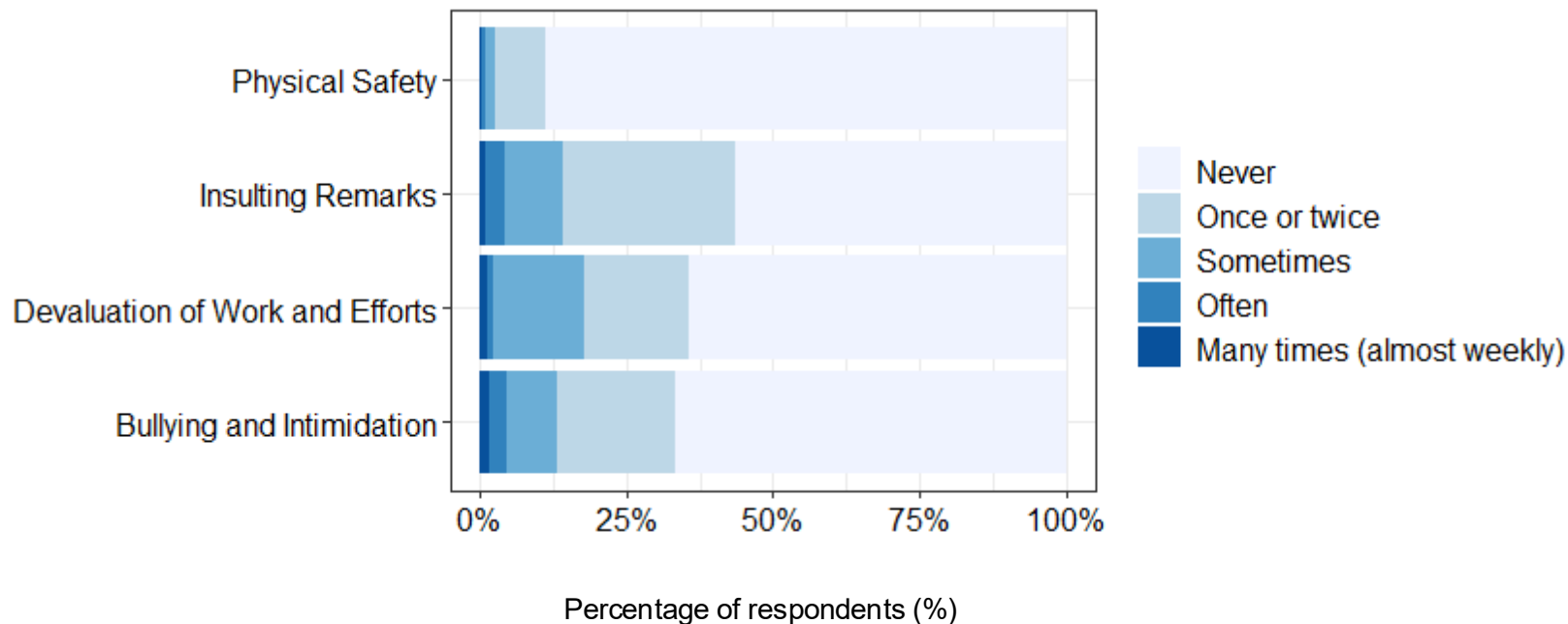
Complex stories: More than 70% of respondents experienced positive interactions with peers



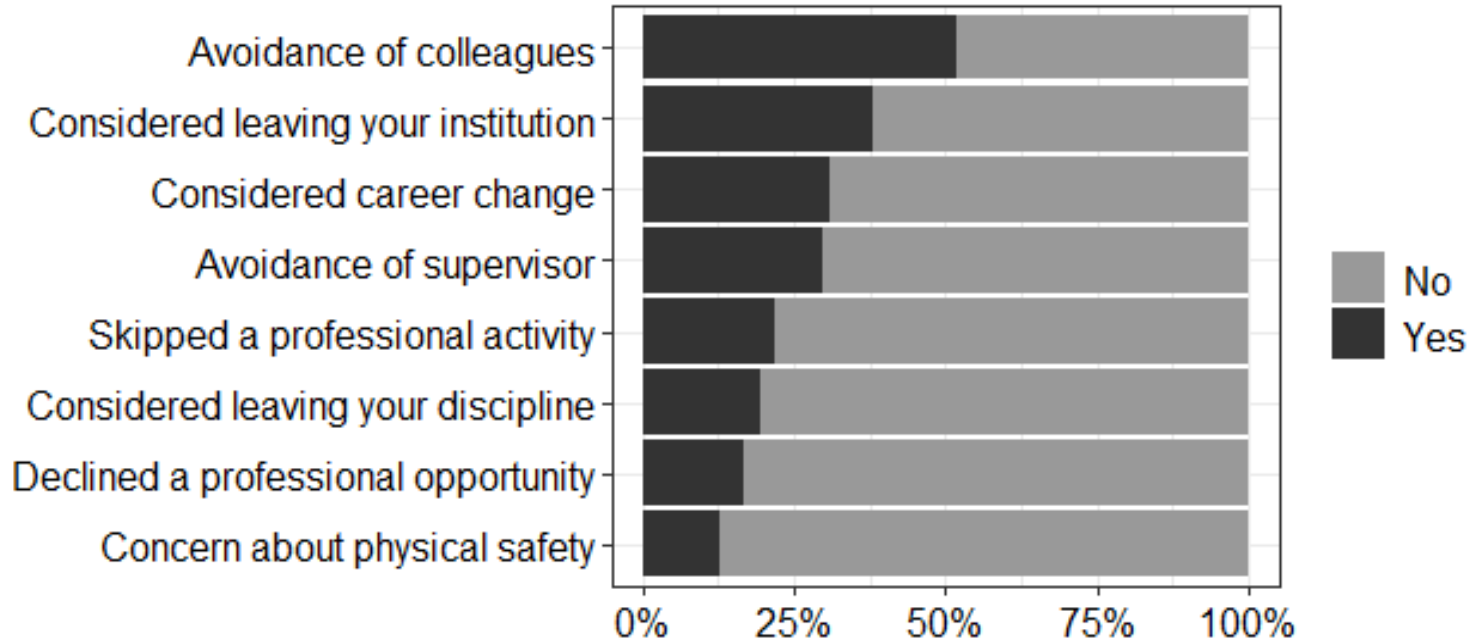
37% never or only once or twice received public recognition for their work



Almost 40% experienced insulting remarks, devaluation of their work, and bullying/intimidation



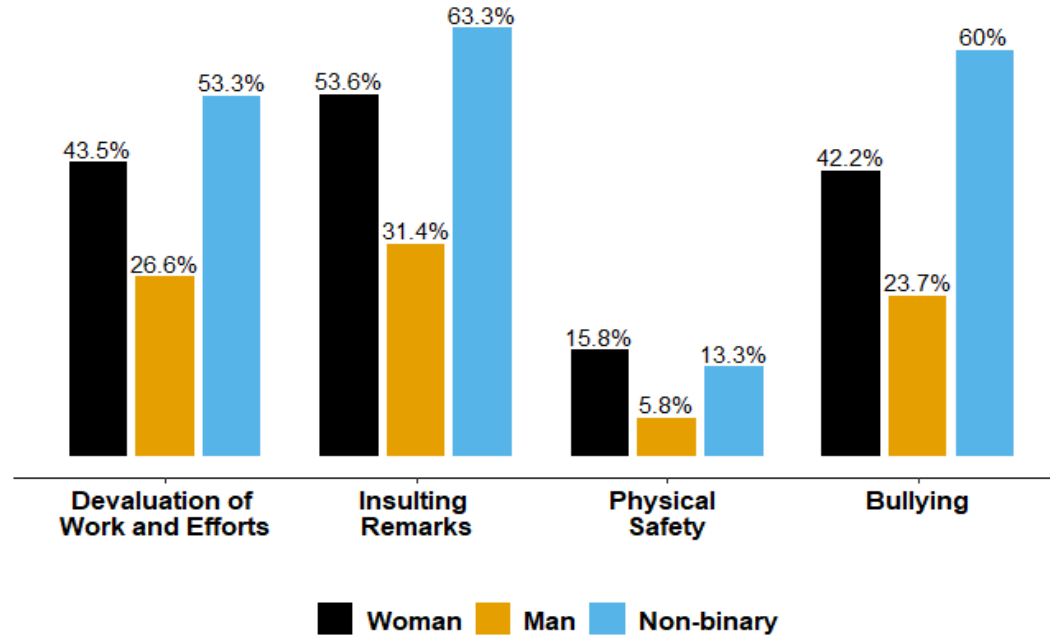
Negative career impacts are widespread



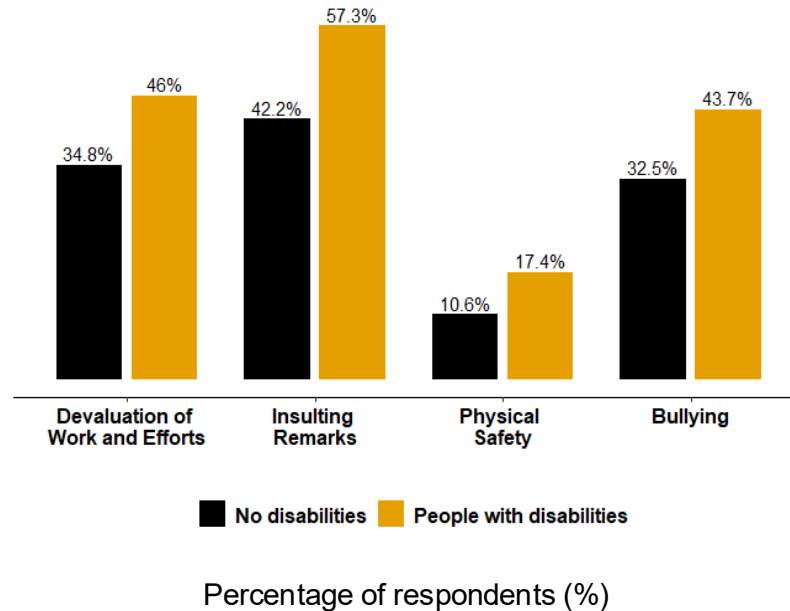
Negative career impacts are widespread

Respondent race and ethnicity	Considered leaving their institution (%)
Black, African American or African	50%
Middle Eastern American or Middle Eastern	47%
White	38%
East Asian American or East Asian, South Asian American or South Asian, Southeast Asian American or Southeast Asian	35%
American Indian, Native American, Alaska Native, First Nations Person, Indigenous Person	33%
Latinx/@, Chicanx/@, Hispanic, or Latin American, Afro Latin American, Afro-Caribbean	27%

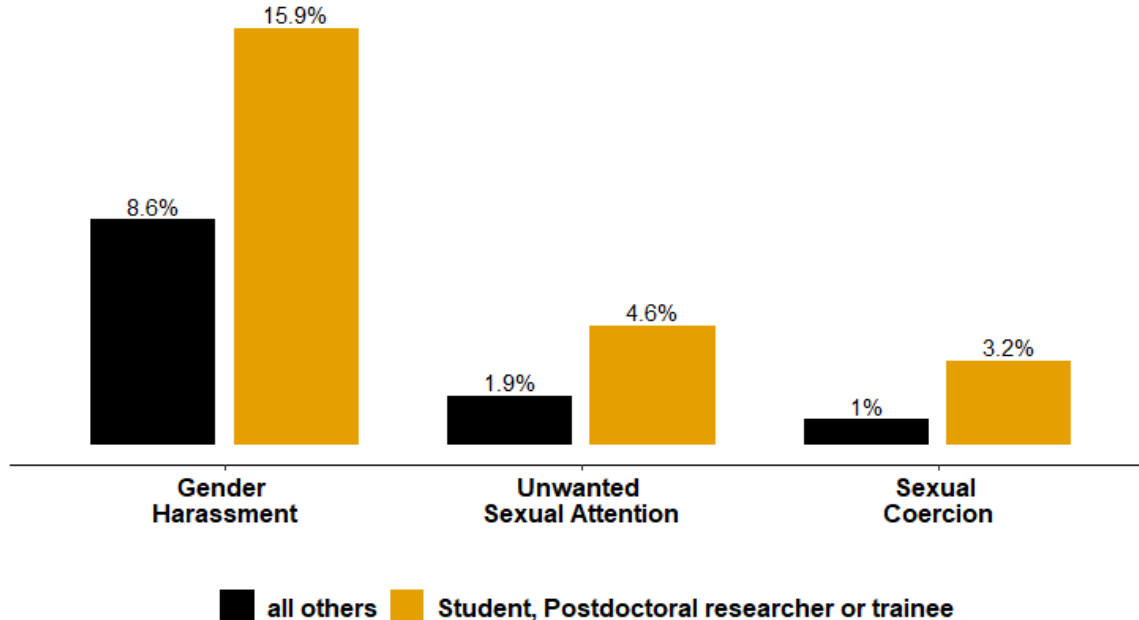
Non-binary respondents and women experienced more interpersonal mistreatment



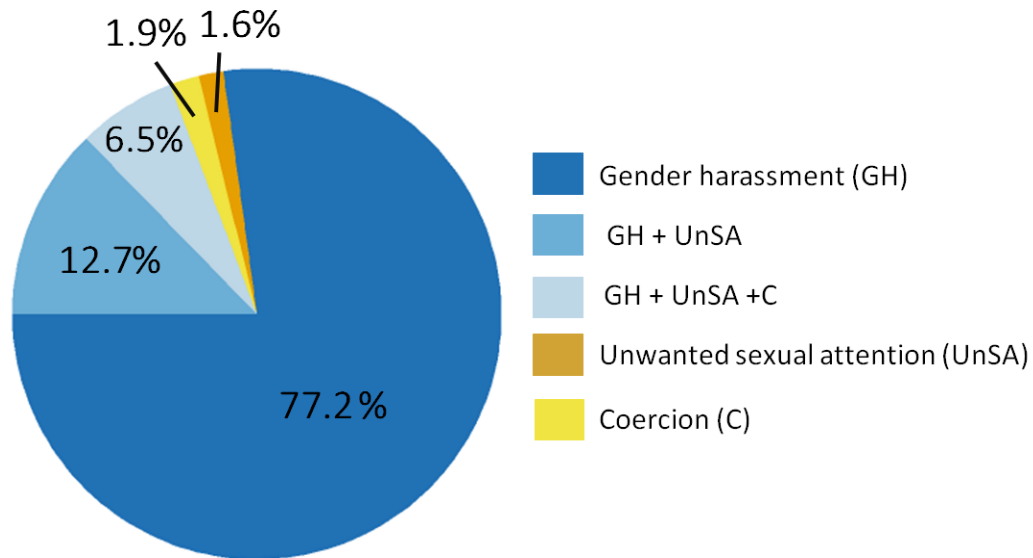
Disabled geoscientists experienced more negative workplaces



Students, post-docs, and trainees were twice as likely to experience sexual harassment

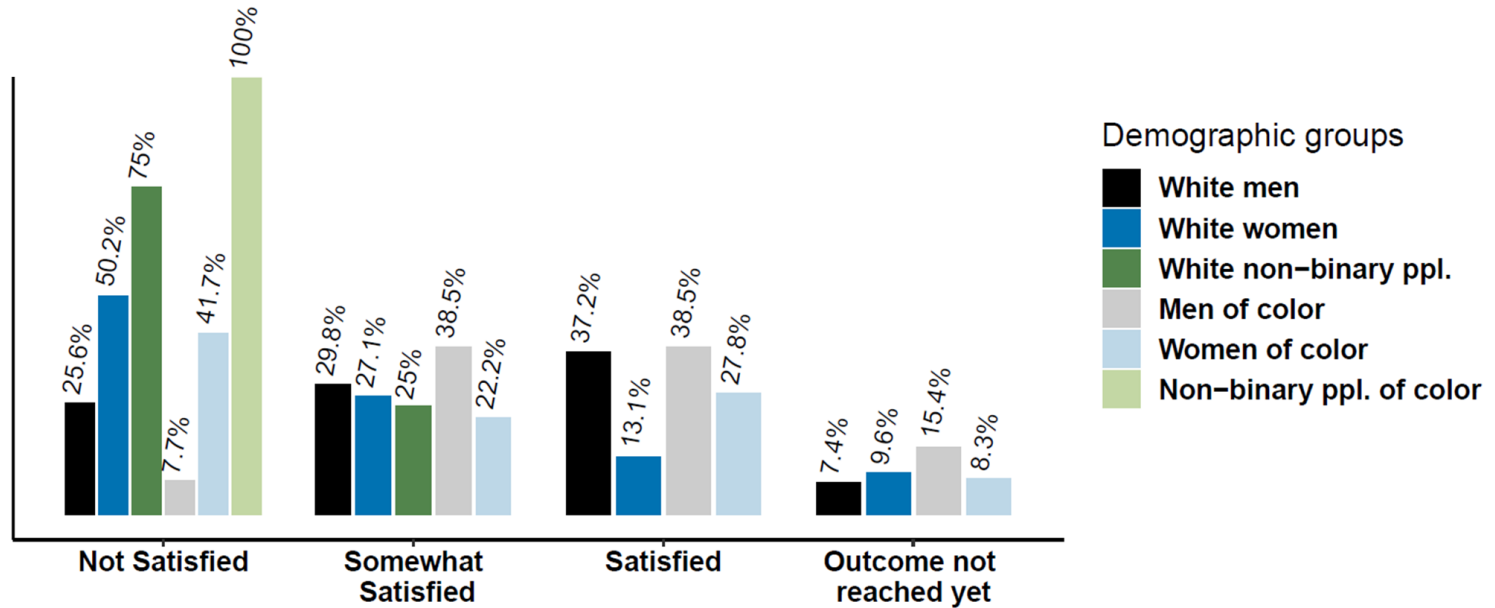


Gender harassment was the common denominator of all sexual harassment



- 14% experienced sexual harassment
- 17% of geoscientists of Color
- 20% of women
- 26% of disabled respondents
- 33% LGBTQPA+
- 51% of non-binary respondents

Unequal satisfaction with outcome of reporting discrimination, harassment, or intimidation



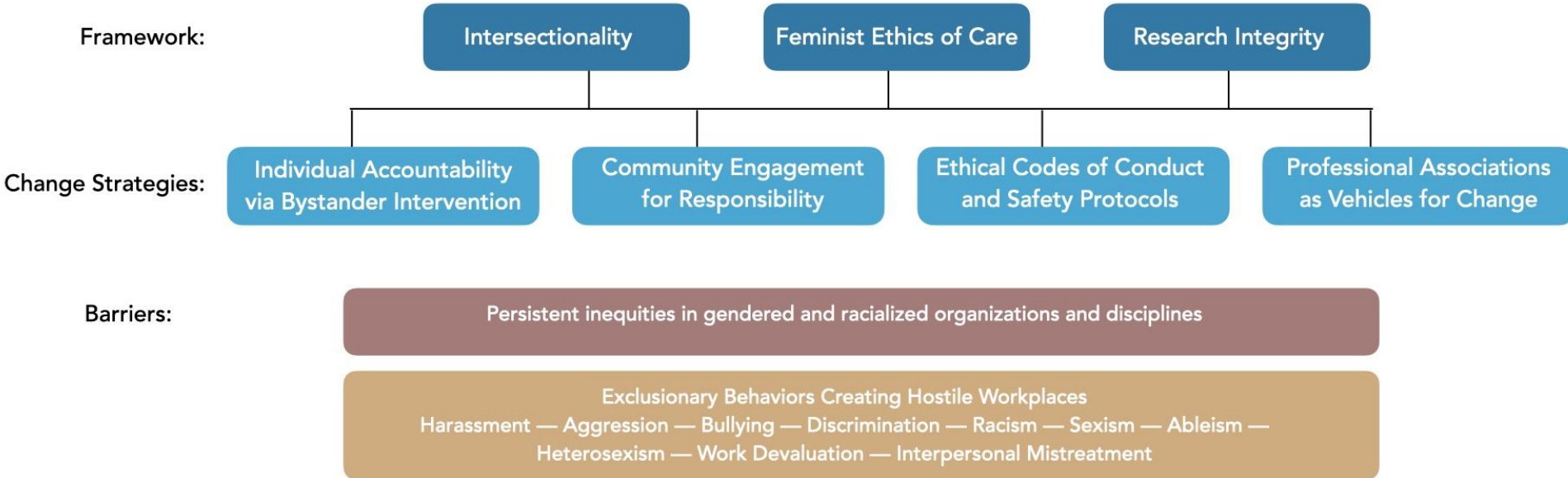
Take-home messages from a climate survey

- Workplace experiences in the geosciences differ by gender, race and ethnicity, sexual orientation, ability status, and career stage.
- Historically excluded groups experience more negative workplace environments and are more likely to report negative career outcomes.
- Diversity, equity, and inclusion efforts should address hostile behavior effects on careers and retention in the geosciences.

Changing culture and climate at all levels, for everyone, by everyone



ADVANCEGeo's theoretical framework



Intersectionality as a framework

Problems of underrepresentation and inequities in STEM as a function of social injustice and oppression.

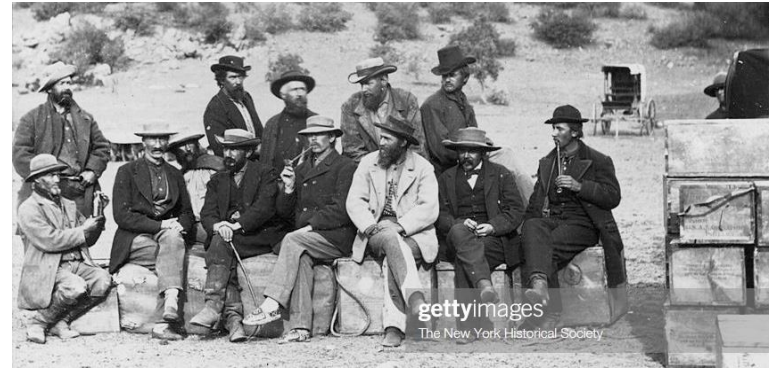
- Role of identity and positionality
- Unequal power dynamics
- Beyond gender to address historical trends in geosciences and ecological sciences
- Beyond bias
- From sexual harassment to hostile climates
- Disproportionate impact
- Field safety



Intersectionality as a framework

Problems of underrepresentation and inequities in STEM as a function of social injustice and oppression.

- Who feels safe (or not) in the field?
- Field safety: accessibility, inclusivity, equity, free from harassment, interpersonal mistreatment, bullying, discrimination
- Exclusionary stereotypes: (geo)scientists/field scientists as heteronormative and abled, cis-gender, white men.



United States Geological Survey Group, Hayden Expedition, ca 1870-1875. (Photo by W.H. Jackson/The New York Historical Society/Getty Images)

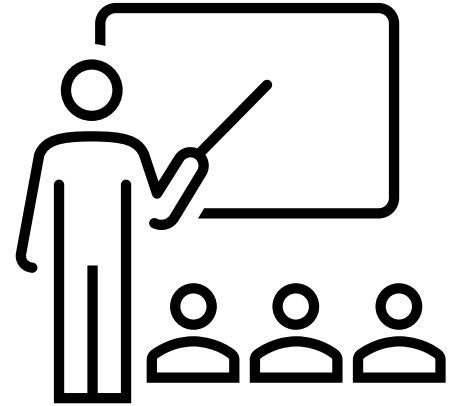
An ethics of care framework

- Ethical theory with the power to change the way we evaluate personal relationships and professional conduct (Pettersen 2011).
- Individuals are not independent, free agents but members of a community, and these relations and interdependence yield social responsibility to each other (Gilligan 1982; Sevenhuijsen 2003).
- Recognizes imbalances of power and resources.

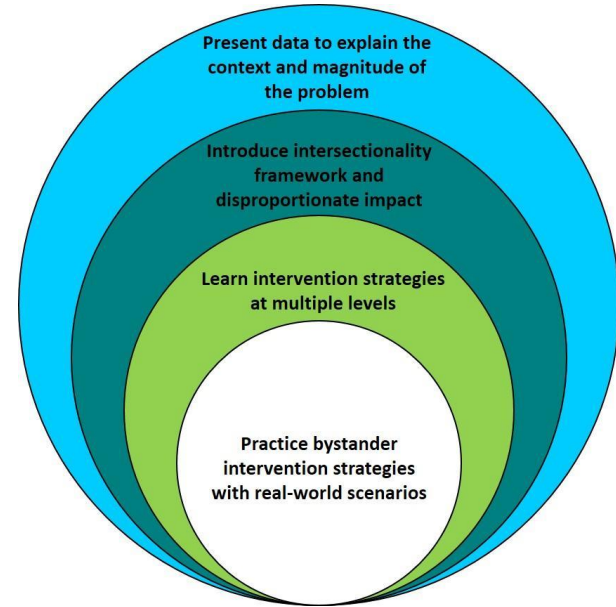
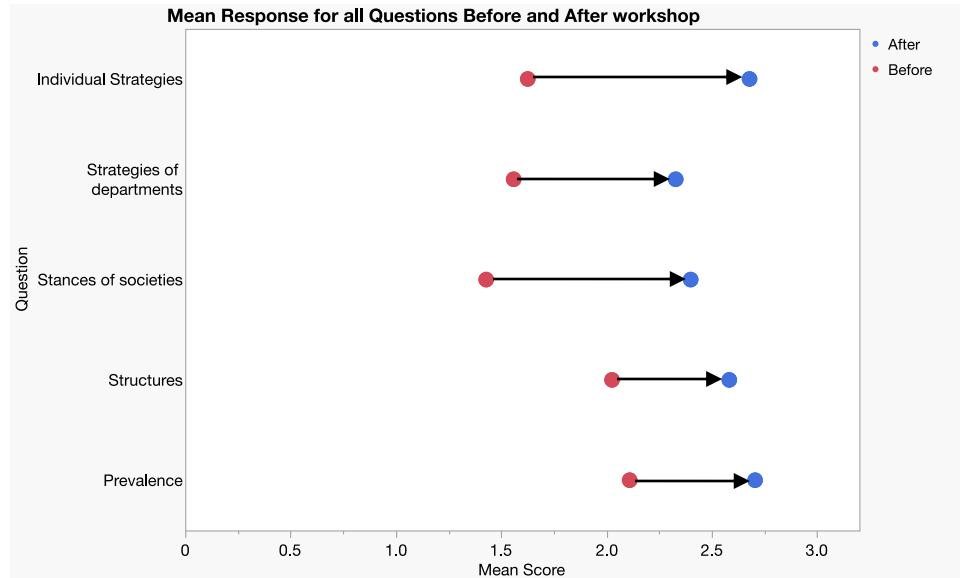


An ethics of care approach

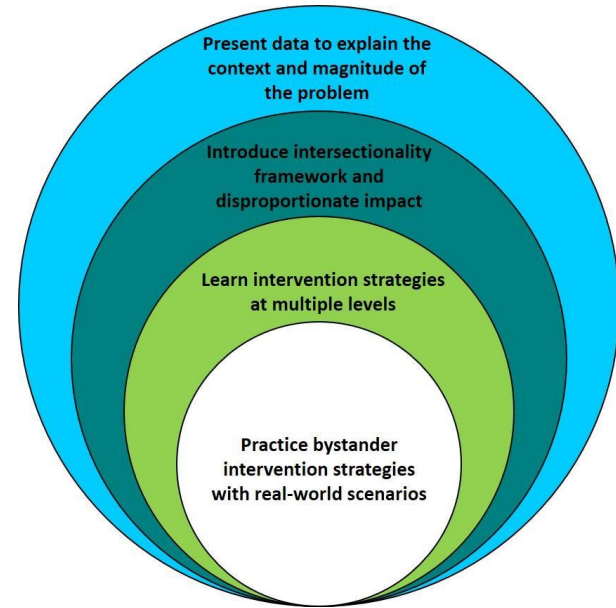
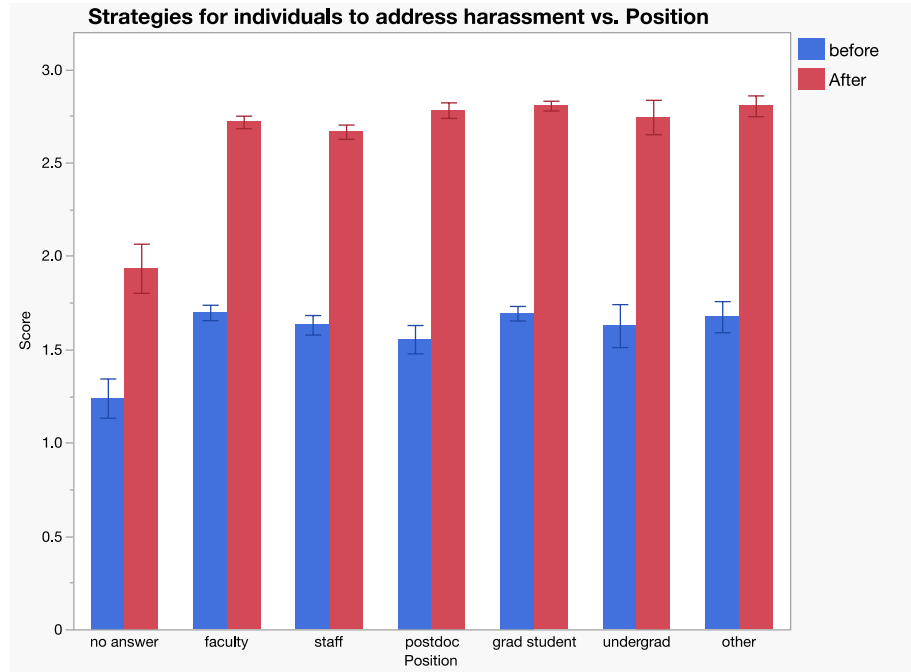
- Community-based intervention
- Social responsibility through relationality and interdependence
- Accountability
- Leadership engagement and modeling
- Valuing labor of care
- Contextual relevancy (data, scenarios)
- Scientists/researchers as facilitators
- Inform research practice



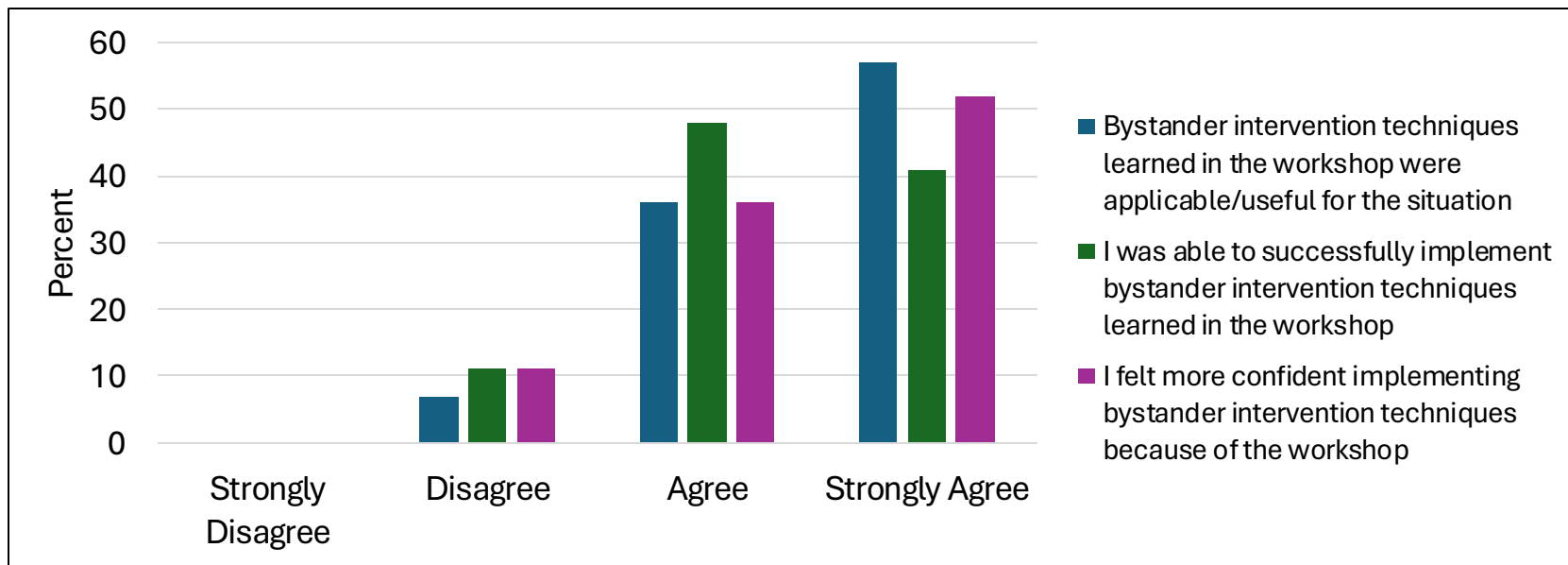
Bystander Intervention Workshop



Bystander Intervention Workshop



Bystander Workshop – 6 months later



So where are we at today?

ADVANCEGeo Bystander Intervention

This interactive session describes academic practices and institutional structures that allow for sexual harassment, bullying, and other hostile behaviors to persist, discusses initiatives to address harassment as research misconduct, and provides training in personal intervention strategies to protect and support targets of harassment. [Learn more about workplace climate sessions »](#)

Tackling Implicit Bias and Microaggressions in the Workplace

This training will inform the learner of how unconscious bias and microaggressions impact the workplace, interactions with our colleagues, and productivity. [Learn more about implicit bias and microaggression sessions »](#)

Developing Effective Codes of Conduct

This workshop will provide resources to develop a workplace code of conduct that is proactive, preventative and promotes cultural change in office, laboratory, and field settings. [Learn more about code of conduct sessions »](#)

Implicit Biases: Why we have them and how they impact STEM

This workshop will invite participants to engage in a confidential, respectful environment in which to learn about the concept of implicit biases and they ways in which those biases operate. [Learn more about implicit bias impacts on STEM sessions »](#)

Safety in The Field

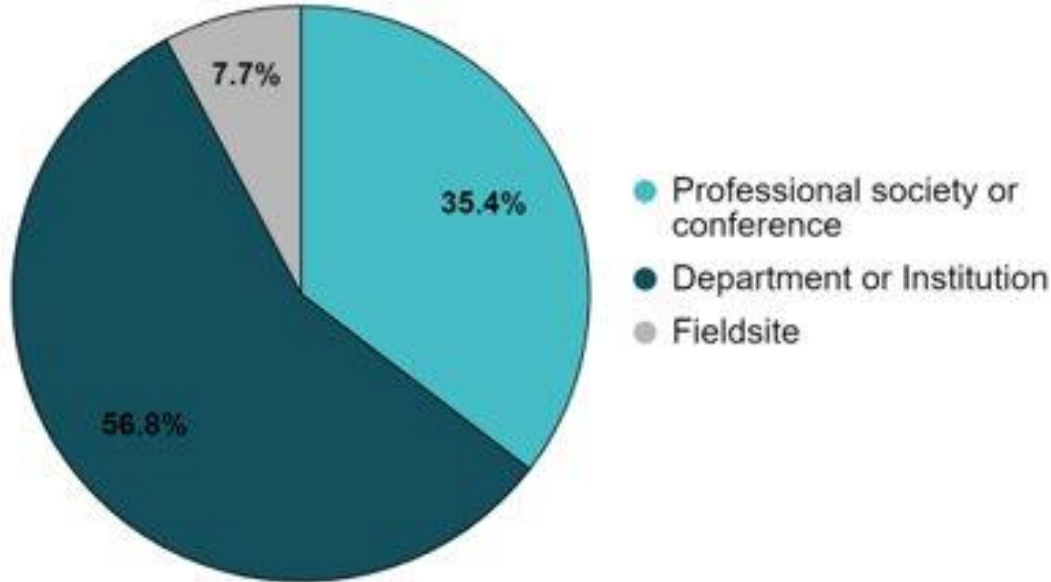
This workshop will invite participants to engage in a confidential, respectful environment to learn about how safety in the field can change based on an individual's identity and experiences. This training will teach participants how to analyze safety through an intersectional framework to better prepare and support ourselves and our colleagues. The training will also provide resources and strategies to empower participants to be better prepared before, during, and after a fieldwork experience. [Learn more about field safety sessions »](#)

[Workshop Topics »](#)

[Workshop Facilitators »](#)

Broadening Audiences

Workshop Participant Type



- Geosciences
- Biological Sciences
- Colleges of Liberal Arts & Sciences
- Sociology
- Psychology
- Engineering
- Biomaterials
- Pharmacy/Toxicology
- Physics
- Agriculture
- Meteorology
- Chemistry
- Dentistry...

Over 275 trainings!

Codes of Conduct Workshop



Harvard Forest Code of Conduct

This code was developed in a collaborative, staff community process in 2021-2022. It is reviewed annually and was most recently updated in May 2023.

Harvard Forest Code of Conduct

Harvard Forest is committed to fostering a respectful, open, and inclusive community that supports and implements our mission: to address environmental challenges through excellence in science, education, and engagement with society to help guide stewardship of the planet.

All members of the Harvard Forest community are expected to adhere to high standards of civility, integrity, and inclusion while on-site and while carrying out our work in the wider world. Federal and state laws and various university policies create a framework for our expectations, which apply not only to staff, students, faculty, and fellows, but also to visitors, contractors, and guests.

Beyond this framework, our role as a diverse community calls us each to show, expect, and hold each other accountable for growth in compassion, patience, empathy, courage, and learning as we understand and embrace our differences. We are all responsible for holding our community to high standards of conduct. In addition to following all applicable Harvard University policies (see appendix and any other applicable policy given the situation at hand), we ask all members of the Harvard Forest community to uphold the core values of Harvard Forest, including Diversity and Inclusion, Collaboration, and Stewardship.

For definitions and more in-depth information, follow the hyperlinks.

Expected Conduct

Harvard Forest expects members of its community to:

- Act with integrity, respect, and empathy toward others and the land;
- Be welcoming and inclusive of all people;
- Practice open and accessible communication to support each community member's ability to contribute to Harvard Forest's mission;
- When acting in a supervisor, mentor, or other leadership role, individuals should act with the knowledge of the power dynamics that may be inherent in these roles, and participate in relevant learning opportunities;
- Be mindful of how one's actions impact the future, and contribute to the stewardship of the land and University property;
- Promote physical and mental health and safety for yourself and others;
- Avoid conflicts of interest and commitment; and
- Carefully manage public, private, and confidential information.



Investing in capacity building



2020/2021

- Bystander Intervention
- Community Building



2023

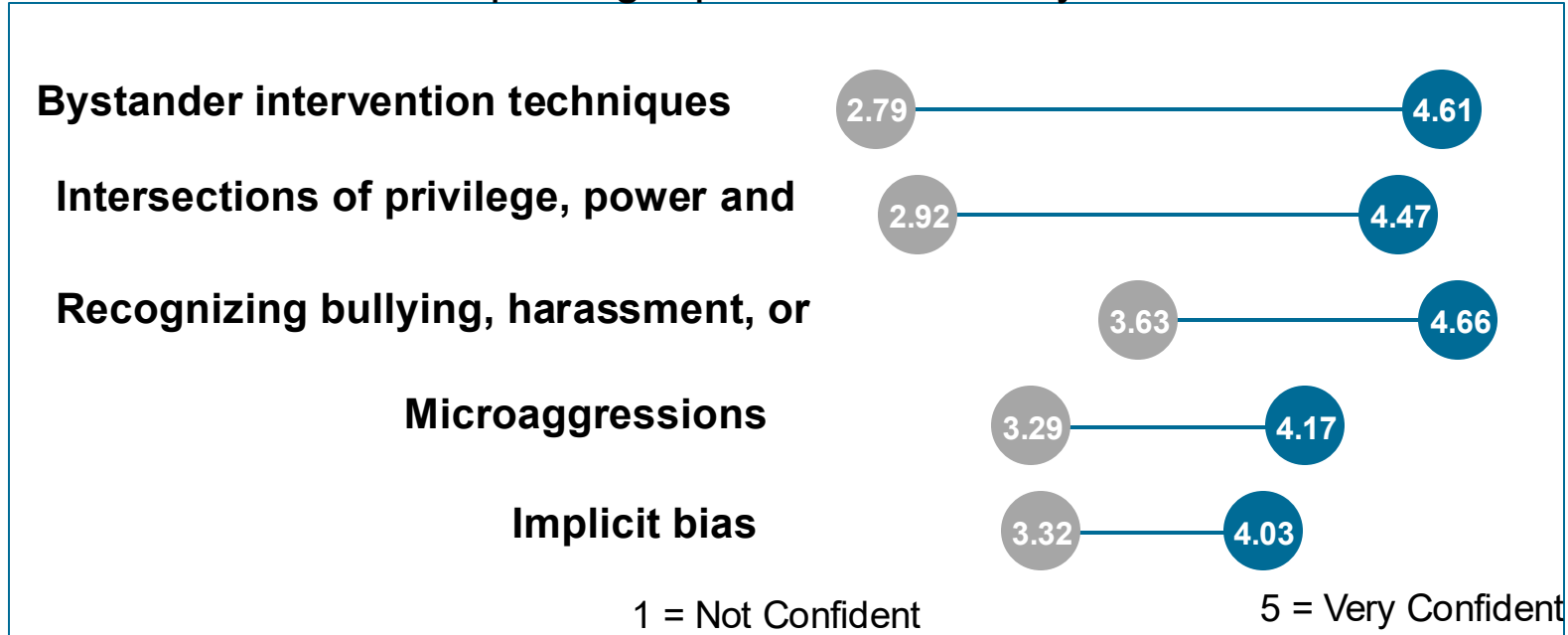
- Multiple Workshop Topics
- Partner Emphasis



2024

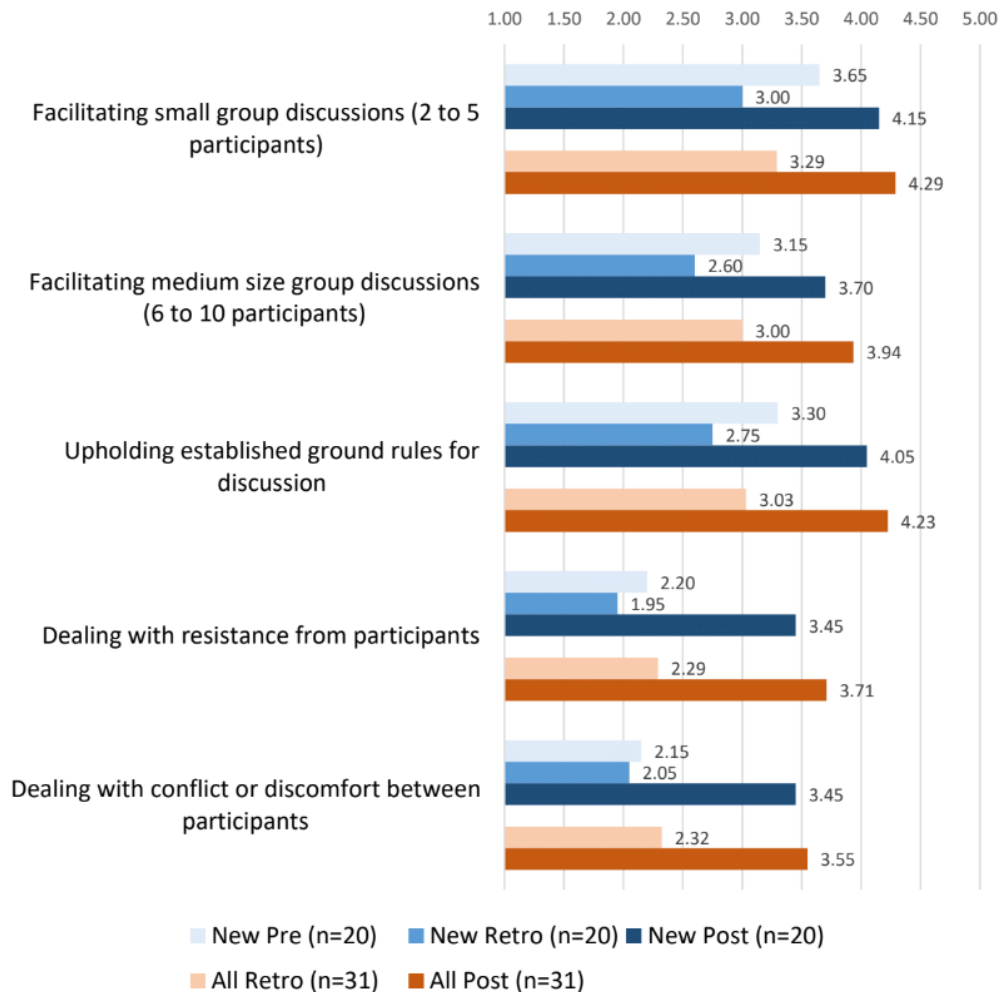
- Multiple Workshop Topics
- Focused on Departmental Climate Program

New trainers gained the most confidence in facilitation topics of bystander intervention techniques and intersections of privilege, power and identity.



N=66 participants from January 2020 through May 2023. Self-rating of facilitation confidence retrospectively **before** training and **after**.

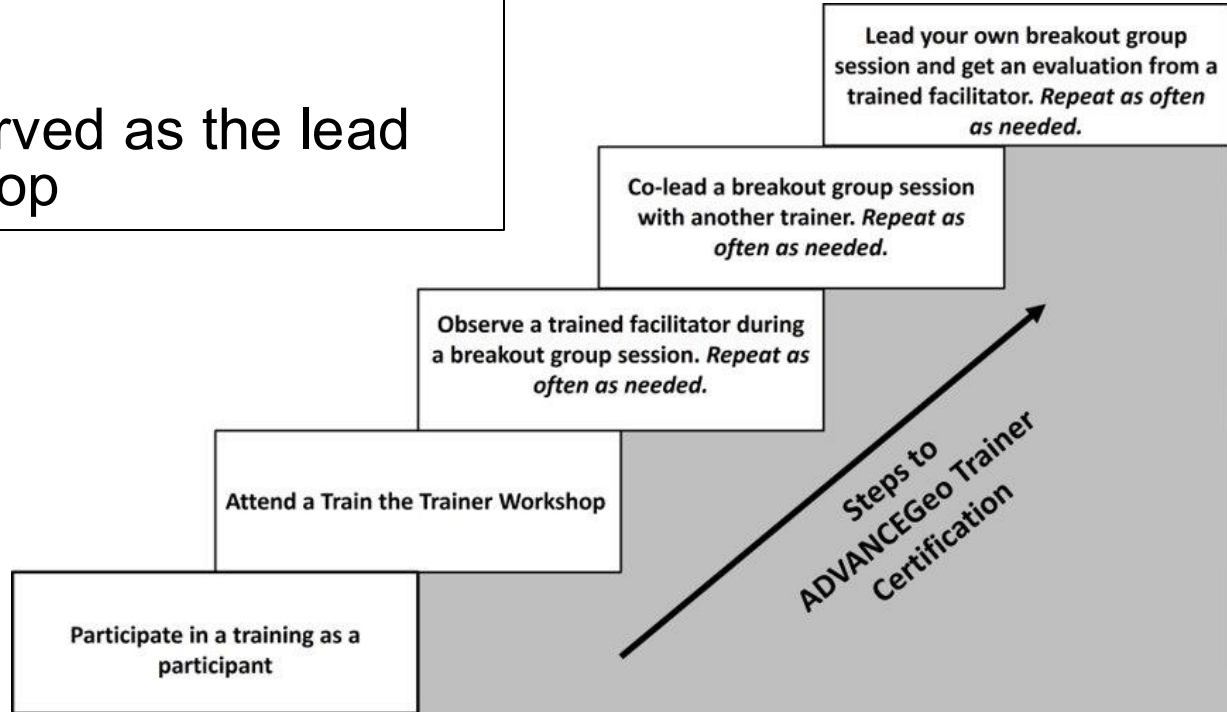
Changes in Confidence - Workshop Skills



Over 275 workshops to date

44 facilitators have participated in more than 1 training to lead a breakout group

17 facilitators have served as the lead facilitator for a workshop



ADVANCEGeo

Resources

[Anti-Racism](#)
[\(In\)equity in the Time of COVID-19](#)
[Creating Inclusive Virtual Spaces](#)
[Harassment, Bullying, and Discrimination](#)
[Microaggressions](#)
[Codes of Conduct](#)
[In the Field](#)
[Training](#)
[Responding to Hostile Behaviors](#)
[Creating Inclusive Climates](#)
[A Primer on Diversity](#)
[Legal Context](#)
[Recognizing Bias](#)
[Reporting](#)
[Data](#)
[Workshops](#)
[About](#)
[Project Team](#)
[Publications](#)
[News](#)
[For Team Members](#)

Community Resources

[Anti-Racism Resources](#) | [\(In\)equity in the Time of COVID-19](#) | [Creating Inclusive Virtual Spaces](#) | [Harassment, Bullying and Discrimination](#) | [Codes of Conduct](#) | [In the Field](#) | [Training](#) | [Responding to Hostile Behaviors](#) | [Creating Inclusive Climates](#) | [A Primer on Diversity](#) | [Legal Context](#) | [Recognizing Bias](#) | [Reporting](#) | [Data](#)

New Resources!

Check out these new and timely ADVANCEGeo community resources.

[Microaggressions](#)
[Anti-Racism Resources](#)

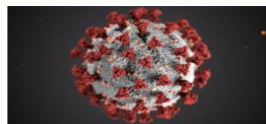
Anti-Racism Resources



Continued anti-Black police violence in the U.S., racial and ethnic inequities in COVID-19 related illnesses and deaths, and the rise in anti-Asian hate crimes during the COVID-19 pandemic have lent renewed urgency to conversations and action to address systemic racism in the U.S.

[Learn more »](#)

(In)equity in the Time of COVID-19



As day-to-day life continues to transform as a result of the COVID-19 pandemic, we are faced with new challenges related to equitable treatment in society. Understanding the burdens that have been disproportionately placed on certain identity groups is vital to creating and maintaining safe and inclusive educational and working spaces.

[Learn more »](#)

Creating Inclusive Virtual Spaces



Virtual places of learning and work bring with them new challenges to maintaining inclusive and safe classrooms and workspaces. This resource provides questions to consider and readings on important topics to keep in mind for inclusive learning and working spaces.

[Learn more »](#)

Harassment, Bullying and Discrimination



Microaggressions



Codes of Conduct



In the Field

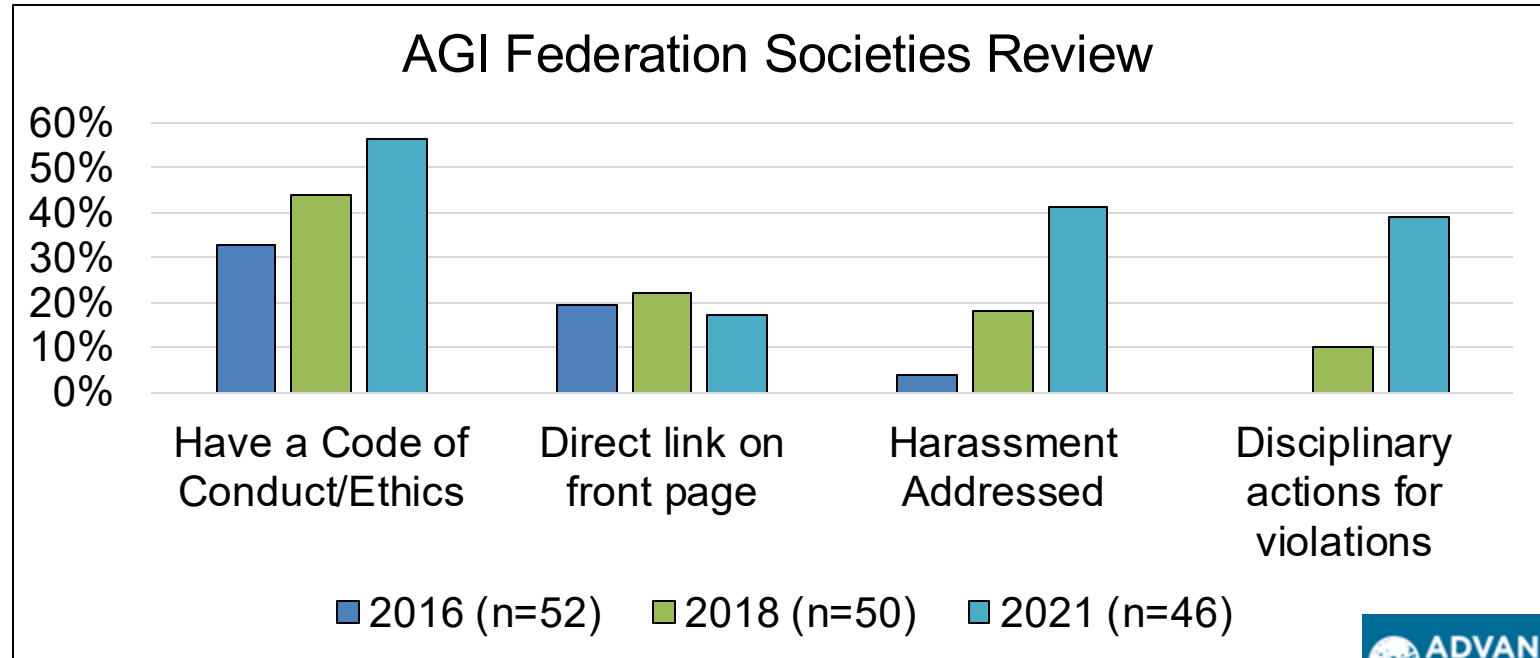


Changing culture and climate at all levels, for everyone, by everyone



Lead policy change

Adoption of recommended principles from NSF-funded workshop for academic, agency and society leaders



Disincentivize unethical behavior

American Geophysical Union ethics policy approved Sept. 2017 defines discrimination, harassment, and bullying as **scientific misconduct**.



Treating Sexual Harassment as a Violation of Research Integrity

BY FRAZIER BENYA

Sexual harassment harms researchers and the research enterprise in pervasive and pernicious ways that are not commonly understood or addressed.



THE
GEOLOGICAL
SOCIETY
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Ethics Cases Over the Years

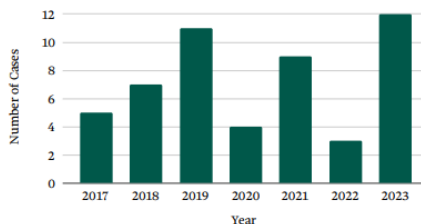
Over the past several years, GSA has prioritized ethics case tracking because having such data enables GSA leaders to monitor the effectiveness of our ethics policies.

GSA began tracking ethics cases in 2017, when GSA rolled out the [Events Code of Conduct](#). In 2019, GSA expanded its tracking capabilities after hiring an ethics officer and launching an enforceable ethics policy for members: the [Code of Ethics & Professional Conduct](#). During this time,

GSA also began centrally tracking publishing complaints involving GSA's [Ethical Guidelines for Publication](#).

Because the Society's approach to ethics is relatively new and consists of several distinct ethics policies, it is difficult to make an apples-to-apples comparison. Nonetheless, since 2017, GSA has received a total of **51 ethics complaints**. The following numbers illustrate the types of cases and results we have seen thus far.

Ethics Cases Filed By Year



Ethics Cases By Policy Type

- Events Code of Conduct: 31
- Code of Ethics: 15
- Ethical Guidelines for Publication: 5

Ethics Cases By Issue Type (top 3)

- Discrimination/Harassment: 22
- Bullying or Personal Attacks: 9
- Scientific Misconduct: 4

Ethics Cases By Outcome*

- Violations: 18
- Inconclusive or Unsubstantiated: 29
- Referred: 4

*GSA investigates every complaint and imposes discipline and/or corrective action when violations are found. Cases are referred when the allegations relate to another entity such as the employers of event security or hotel personnel.

To learn more about our ethics initiatives,
visit [GSA's Ethics Homepage](#).

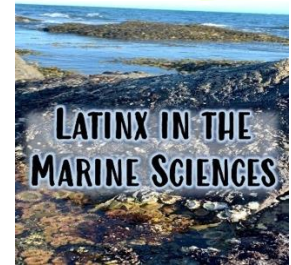
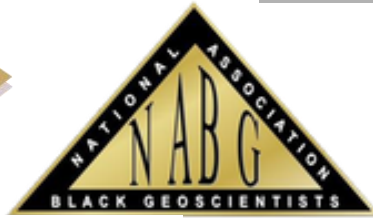
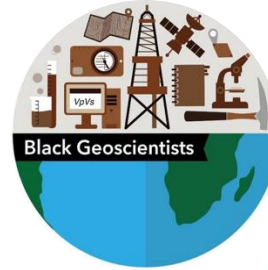
Please direct any questions, comments, or feedback to ethics@geosociety.org.

Our Mission

The mission of the Societies Consortium is to advance equity, excellence, and integrity in the STEMM ecosystem by eradicating the systems that create and support harassment.

[Learn More](#)

Support community networks for transformation



In Progress

Department Workplace
Climate Program
Development



ADVANCEing FieldSafety is a three-year grant funded by the US National Science Foundation (NSF) Division of Research, Innovation, Synergies, and Education (RISE) within NSF's Directorate for Geosciences (GEO), award numbers: 2307410, 2307411, 2307412, and 2307413.

Department Workplace Climate

UMassAmherst



THE UNIVERSITY OF
NEW MEXICO



**Application
Deadline:**

April 14, 2024

Department members **participate in training workshops**, delivered by experienced ADVANCEGeo PIs and facilitators, as well as **focus group meetings** with trained assessors.

- Session 1. Establishing shared vision and goals
- Session 2. Empowering individuals to become active bystanders
- Session 3. Developing effective codes of conduct
- Session 4. Navigating implicit biases OR Safety in the field

Departments **implement their follow-up plan**, with support from the ADVANCEGeo leadership team as needed

START HERE

SPRING

APPLY

SUMMER

DESIGN

FALL

LEARN

WINTER & EARLY SPRING

DEVELOP

FALL & BEYOND

IMPLEMENT

The ADVANCEGeo team works with department leaders to **develop a training program & desired outcomes/policies** for each department.

Department members **collaboratively develop at least two policy documents**, with support from the ADVANCEGeo team, such as.

- Values statement
- Code of conduct
- Field safety template

Department participates in a **concluding 'goal-setting' workshop** to sustain your shared vision and goals.

Preliminary Results

Both departments...

- ❑ Completed five workshops
- ❑ Developed a values statement
- ❑ Developed a draft of a Code of Conduct





ADVANCEing FieldSafety

Building Inclusive and Safe Field Teams



Center for Education,
Engagement and
Evaluation



NIWA
Taitiāra Nukunangi

ETH zürich



Anne Gold

PI, she/her



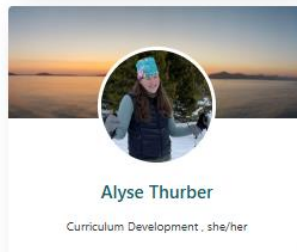
Alice Hill

co-PI, she/her



Allison Mattheis

co-PI, she/her



Alyse Thurber

Curriculum Development, she/her



Blair Schneider

co-PI, she/her



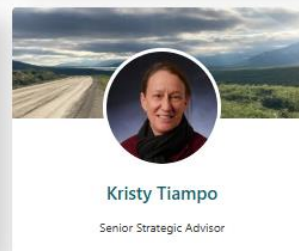
Emily Geraghty Ward

co-PI, she/her



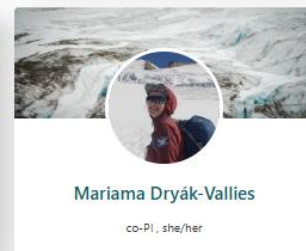
Erika Marin-Spiotta

co-PI, she/her



Kristy Tiampo

Senior Strategic Advisor



Mariama Dryák-Vallies

co-PI, she/her



Meredith Hastings

co-PI



Mylène Jacquemart

co-PI



Ryan Cassotto

co-PI, he/him

The ADVANCEing FieldSafety course and toolkit



Training Program



Toolkit



Transformation of
Field Research Culture

Effectiveness Research

ADVANCEing FieldSafety MOOC*

Week 1:

Creating a safe
field environment

Module 1:

Preparing for and
Evaluating Hazards

Module 2:

Communication and
Leadership

Week 2:

Creating a safe
team culture

Module 3:

Codes of Conduct

Module 4:

Bystander
Intervention

Module 5:

Effective Mentoring

Week 3:

Creating an
inclusive field team

Module 6:

Keeping Whole Field
Teams Safe

Module 7:

Navigating Different
Cultures in the Field



ADVANCEing
FieldSafety



*MOOC: Massive Open Online Course

**Thank you for the
invitation!**



**FIGHT
FOR THE
THINGS THAT
YOU CARE
ABOUT, BUT
DO IT IN A
WAY THAT WILL
LEAD OTHERS
TO JOIN
YOU**