Webinar Logistics

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Defining Our Terms

- **Incivility**: low-intensity deviant behavior with an ambiguous intent to harm (experienced, witnessed, and instigated) (Schilpzand, Da Petar, and Erez 2016)

- **Harassment** includes offensive verbal comments, related to gender, sexual orientation, disability, physical appearance, body size, race, religion, sexual images in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention.
(https://science.mozilla.org/code-of-conduct)

Defining Our Terms

Sexual harassment (a form of discrimination) is composed of **three categories of behavior**:

1) **gender harassment** - verbal and nonverbal behaviors that convey hostility, objectification, exclusion, or second-class status about members of one gender

2) **unwanted sexual attention** - verbal or physical unwelcome sexual advances, which can include assault

3) **sexual coercion** - when favorable professional or educational treatment is conditioned on sexual activity.

Harassing behavior can be either direct (targeted at an individual) or ambient (a general level of sexual harassment in an environment).

**These behaviors are illegal when they are "severe or pervasive" in a manner that alters the condition of employment, interfere with work performance or impede education"

National Academies of Sciences, Engineering, and Medicine 2018. Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine. Washington, DC: The National Academies Press. https://doi.org/10.17226/24994.

Sexual Harassment Iceberg

Most common form of sexual harassment is gender harassment which *"has at least as great, if not greater, impact on professional and personal health compared to unwanted sexual attention and sexual coercion."*

(National Academies Press, 2018)

National Academies Press
https://www.nap.edu/visualizations/sexual-harassment-iceberg/

Culture of Harassment

5 factors that create conditions for sexual harassment

1) Perceived tolerance for sexual harassment

2) Male dominated work environment

3) Power structures (strong dependency on higher levels or geographic isolation)

4) Symbolic compliance (focus on policies and procedures for liability concerns)

5) Uninformed leadership that lacks intentionality and focus

National Academies Press
https://www.nap.edu/catalog/24994/sexual-harassment-of-women-climate-culture-and-consequences-in-academic

The National Academies of
SCIENCES · ENGINEERING · MEDICINE

CONSENSUS STUDY REPORT

Sexual Harassment of Women

Climate, Culture, and Consequences in **Academic Sciences, Engineering, and Medicine**

Harassment as a Safety Concern in Fieldwork

Routledge
Taylor & Francis Group

Check for updates

Gendered Considerations for Safety in Conservation Fieldwork

Marisa A. Rinkus[a], Jennifer Rebecca Kelly[b], Wynne Wright[c], Laurie Medina[d], and Tracy Dobson[e]

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- Researchers can face threats from research subjects, research assistants, other researchers, or members of the communities with which they work.

- Issues of violence, harassment, and sexual assault are all health- and safety-related concerns yet rarely appear in fieldwork trainings or safety manuals.

- A gender-neutral discussion of fieldwork that assumes the experience of men as the norm cannot help differently positioned researchers to prepare for fieldwork.

Rinkus, et al. 2018

Code of Practice for Fieldwork Safety

Treating field work as a workplace would force us to "...understand the risks involved on both sides, consider the balance of responsibilities, and act or intervene to protect employees and their clients" (Craig, Corden, and Thornton 2000).

Code of Practice:

- Advises individuals on managing personal safety

- Outlines protocols, procedures, and protections for researchers

- Informed consent outlining risks to be agreed upon by research team

- Fieldwork agreement outlining responsibilities by all parties

Rinkus, et al. 2018

Institutional Responsibility

Factor into research design, proposal, and budget
- conduct a risk assessment!

Training and curriculum
- need to consider the multiple, intersecting identities that researchers hold (based on gender, race, sexual orientation, abilities, etc.) and the distinct forms of support that may be required

Legal responsibility and protections
- researchers are both regulated and protected by Title IX while engaged in fieldwork on or off campus

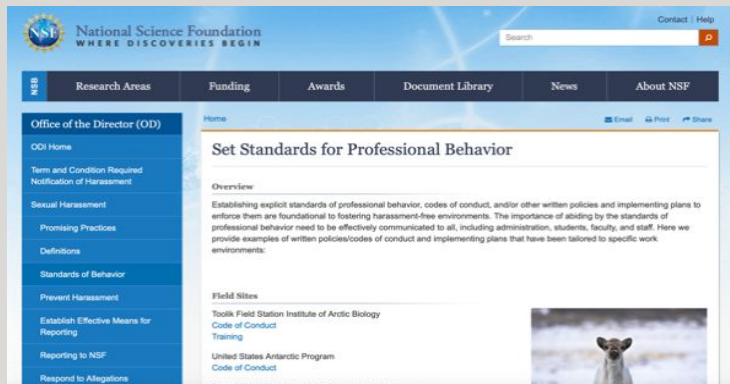Rinkus, et al. 2018

Professional Community Responsibility

📄 Code of ethics
- not just for conferences! (and now need to consider virtual environments as well)

📅 Training
- bystander intervention as professional development
- creating a culture of inclusion

AAAS Joins with 52 Organizations to Launch Societies Consortium on Sexual Harassment in STEMM

15 February 2019

Tiffany Lohwater
Office of Public Programs 2019 AAAS Annual Meeting Newsroom AAAS Annual Meeting

Changing Culture & Climate

📌 Acknowledge

💼 Enforce transparency and accountability

📢 Listen, support, and act!

📅 Provide training

📊 Conduct research

National Academies Press
https://www.nap.edu/visualizations/sexual-harassment-of-women/

Preventing **Sexual Harassment** in Academia

Together we can do better by creating a climate that discourages all forms of sexual harassment. Here is what we need to do:

1. Integrate **values** into the system.
Policies and procedures must embody the institutional values of diversity, inclusion, and respect.

2. Change the **power dynamics.**
Institutions need to diffuse advisor-trainee relationship dependencies by:
▸ encouraging advisor networks
▸ providing independent funding

3. Support targets of sexual harassment.
Institutions must do more by providing alternative ways to:
• access support services
• record information about an incident
• report an incident without fear of retaliation

4. Improve transparency & accountability.
Institutions need to make their communities aware of the consequences sexual harassers will face and demonstrate that the institution is investigating and holding people accountable.

Learn more about these recommendations and the evidence behind them.

#ScienceToo

www.nationalacademies.org/SexualHarassment

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Complaints from four female employees against one executive were made to the The Nature Conservancy's hotline. | Sean Zanni/Patrick McMullan/Getty Images

ENERGY & ENVIRONMENT

2 executives depart Nature Conservancy after harassment probe

By ZACK COLMAN | 05/29/2019 08:49 PM EDT | Updated 05/29/2019 09:26 PM EDT

Calls for change in handling abuse allegations at top conservation group

Conservation International (CI) is one of the largest conservation non-profits in the world, with more than 1,000 employees globally and nearly three decades of history.

BY GENEVIEVE BELMAKER ON 2 APRIL 2018 |
Mongabay Series: Endangered Environmentalists, Global Forests

Hostile climates and disproportionate impact

62% of higher-ed employees witnessed or experienced bullying in past 18 mo.

>50% of women and 30-40% of men in higher-ed are <u>sexually harassed</u>

40% of women of color (27% white women) <u>feel unsafe</u> due to gender; 28% of WOC felt unsafe due to race; 18% of WOC (12% WW) <u>skipped</u> professional events

LGBT+ cisgender women and gender-nonconforming scientists experience 2-3x more <u>exclusionary behaviors</u> than male LGBT+

21% of LGBTQPAN women & gender non conforming (9% cisgender straight women) experience <u>physical harassment</u>

NASEM Report on Sexual Harassment 2018; Clancy et al. 2017; Richey et al. 2019; Atherton et al. 2016; Alberti Center for Bullying Abuse Prevention. 2013. American Educational Research Association

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Exclusionary behaviors

(implicit and explicit) bias, discrimination, micro(and macro)aggressions, disrespect, denigration, bullying, mobbing, intimidation, incivility, harassment

violate workplace norms for mutual respect
(are often unlawful)

- yet do not have to be illegal to cause harm-

and create hostile workplace climates.

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Change the culture at all levels

Role of professional societies

- Regulate professional conduct through education and policy

- Codes of conduct - beyond meetings!

- American Geophysical Union defines discrimination, harassment, and bullying as **scientific misconduct**.

- New: Free legal advice to early-career members.

SafeAGU

GSA
RISE
Respectful. Inclusive. Scientific Events
Talk to me.

ENTO-ALLIES

300 × 270

SAFE EVOLUTION

AGU ETHICS & EQUITY CENTER
Advancing Workplace Excellence

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Marin-Spiotta et al. 2016. https://eos.org/opinions/steps-to-building-a-no-tolerance-culture-for-sexual-harassment

ADVANCEGeo Partnership

Empowering geoscientists to transform workplace climate

1. Develop and deliver bystander intervention and workplace climate training with discipline-specific scenarios and that incorporate intersectionality.

2. Collect data.

3. Develop teaching modules that identify harassment as research misconduct.

4. Develop a sustainable model that can be transferred to other disciplines in partnership with professional societies.

Website:
serc.carleton.edu/advancegeo

ADVANCEGeo

Website: serc.carleton.edu/advancegeo

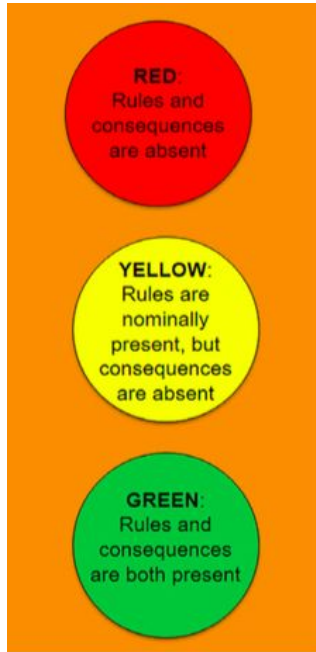# Field environments are not <u>safe</u>, <u>inclusive</u> or <u>accessible</u> for many

"The head of the site would systematically prey on women ... I was in my bed one time and he was with a married master's student and she was basically just crying and she had to leave the site because he was seducing her and she couldn't say no ... I had to serve as a kind of a bodyguard for some of these women and some of them would sleep on the floor at night because they were afraid he was gonna come into the room at night."

– Anonymous survey respondent in Nelson et al. 2017

"As a woman, I'm often fearful about doing certain things alone and I take as many precautions as I can. However, as a *black* woman I have yet another set of circumstances to consider. I have to reconcile that as much as I love being in nature and seeing the world, there are those who whole heartedly believe someone like me has no right to be there — simply because I am black."

– Lauren G., Camping While Black

Website: serc.carleton.edu/advancegeo/resources/field_work.html

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Safe and productive field experiences require work

o Leadership engaged in modeling appropriate behavior
o Open discussion of rules and codes of conduct
o Clearly defined rules
o Established protocols for reporting violations
o Defined consequences for misconduct

Nelson et al. 2017. Signaling safety: characterizing fieldwork experiences and their implications for career trajectories. American Anthropologist 119: 710-722.

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What makes for an effective code of conduct?

- Identifies and defines appropriate and inappropriate behaviors

- Goes beyond ethical treatment of data to include the treatment of people

- Clearly specifies reporting and investigative procedures

- Outlines disciplinary action for conduct violations

- Includes protection against retaliation

- Has built in mechanism for continued re-evaluation of its effectiveness and for its revision

https://serc.carleton.edu/advancegeo/resources/field_work.html

https://serc.carleton.edu/advancegeo/resources/codes_conduct.html

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Field Codes of Conduct should also include

- **Protection for targets**: protect their safety, allow them to continue their fieldwork with minimal disruption, protect privacy as much as possible.

- **Always have an "out":** all field workers must have access to transportation and communication devices whenever possible, with no gatekeepers.

- Always have **multiple resources/avenues to contact help available** for all involved and witnesses

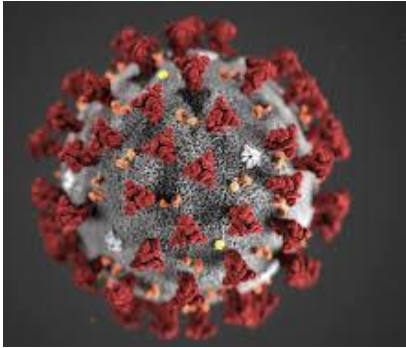- **Encourage bystander intervention** and reporting

https://serc.carleton.edu/advancegeo/resources/field_work.html

https://serc.carleton.edu/advancegeo/resources/codes_conduct.html

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Discussion:

What additional considerations are needed for environmental and field work during and post the #COVID-19 pandemic?

Field safety in the time of #COVID-19

- What restrictions are in place? (at the institutional, city/county, state/province/municipality, country)

- What resources are available at the field location?

- Where and when will I and my students, staff, employees feel safe? (and how do power dynamics affect these decisions?)

- Consider all risks to individual and collective safety

- How are risks to groups with different identities heightened in a time of fear and nationalism?

- How do we build flexibility and adaptability into our work and safety plans?

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o   Lead by example
o   Treat others with respect
o   Support people targeted by behaviors
o   Educate yourself
o   Demand accountability
o   Speak out

Questions?

Thank you for your participation and engagement.

For more resources: **serc.carleton.edu/advancegeo**

Questions?

AESS
Association for Environmental Studies and Sciences

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NEW ENGLAND

Diversity and the Environment Webinar Series

Save the date

Diversity in Higher Education: Creating Equity in Evaluation of Faculty

WEDNESDAY, MAY 6ᵗʰ 12:00 – 1:00 PM EDT

https://conta.cc/34vwpp8

Presenter: **Valerie Banschbach**
President-Elect
Association for Environmental Studies and Sciences
Associate Provost and Dean of Sciences and Education
Gustavus Adolphus College