Leveraging Field-Campaign Networks to Identify Sexual Harassment in Atmospheric Science and Pilot Promising Interventions

PI Team: Emily Fischer, Brittany Bloodhart and Kristen Rasmussen


Thanks to our participating field campaigns:

Award# HRD-1835055
Field settings are different than other settings.

- Short time windows to accomplish goals
- Extended working hours
- Reduced privacy and ability to retreat from social/work interactions
- Can feel less formal than our offices
- Can be remote, and have additional safety concerns
- Interactions with others can create unsafe environments

*Scientific American 2017: “Potential sexual harassment danger zones include: field research; remote science sites such as observatories; isolated or smaller laboratories; professional travel and meetings; …predominantly male fields.”*
Why do we need to engage field campaign teams on the issue of harassment?

Field settings are understudied in terms of sexual harassment.

These experiences dramatically expand the networks, and career potential for trainees, including interaction at major conferences and science-team meetings.

Research shows that harassment policies are not routinely communicated, and harassment is common [Clancy et al., 2014; Nelson et al., 2017].

Large and collaborative multi-institutional teams often carry out field campaigns. Connected networks can facilitate change [Mohrman et al., 2003].
To motivate atmospheric science field campaigns teams to engage on the issue of sexual harassment, our project:

1. Trained major field campaign networks to recognize, report, and confront present and future situations of sexual harassment;

2. Investigated the perceptions, attitudes, behaviors, and experiences of atmospheric science field researchers regarding sexual harassment;

3. Continued talking about the issue with our teams in many settings.
Our project involved different major field campaigns.

- **July – Sept 2018**
  - Boise, ID
  - 5+ universities / NCAR

- **June 2018 – April 2019**
  - Cordoba, Argentina
  - U Illinois / NCAR/ CSU

- **July – Sept 2019**
  - Boise, ID; Salina, KS Broomfield, CO
  - NASA/NOAA

- **June – Oct 2019**
  - Park Falls, WI
  - UW / NEON/ KIT
Here is the engagement process with our 4 teams:

Survey four field campaign teams about past incidences and measure Social Psychological Scales (92 women, 166 men, 7 other or did not identify)

Train teams to identify, prevent and intervene in relevant situations. *Used slightly modified ADVANCEGeo Materials*

Re-survey both field campaign teams after the campaigns (89 women, 140 men, 17 other or did not identify)

Present results to teams, discuss findings and path forward
Poster at AMS in science session, lunch meeting at AMS and at science team meeting.
We conducted pre- and post- campaign surveys to measure harassment behaviors and attitudes.

- Online survey sent before and after each campaign
- All campaign members (students, staff, researchers) were invited to participate
- Pre-Survey: 265 participants (92 women, 166 men, 7 other or did not identify)
- Post-Survey: 246 participants (89 women, 140 men, 17 other or did not identify)
We used harassment training materials adapted from ADVANCEGeo.

We added a teamwork “wrapper” for RELAMPAGO.
Other intervention measures included codes of conduct and handouts.

Harassment Reporting and Complaint Procedure

UCAR strives to maintain a work environment that encourages mutual respect and professionalism and is free from all forms of harassment, intimidation, and violence.

This procedure outlines the reporting process for any harassment complaint. It includes a flow chart describing the process and Frequently Asked Questions detailing what to expect if you file a complaint or have a complaint filed against you.

If you have questions or concerns about UCAR’s process at any time you should contact:
-Human Resources Director
-Chief Diversity, Equity & Inclusion Officer
-Affairs Officer

UCAR’s Commitment

Any employee (employees or third parties) who uses this reporting and complaint procedure will be treated with dignity, respect, and professionalism by UCAR. UCAR will handle all complaints swiftly and confidentially.

Filling a complaint in good faith have a negative impact on any harassment, you are: as possible. This procedure and activities at all workshops.

How to File a Report as UCAR encourages any retaliation against to initiate:
-To the employee UCAR/NCAR/UC
-Human Resources
-Chief Diversity
-Affairs Officer
-Anonymously, if
-Anonymously, if

WE-CAN Harassment Procedures

It is not the intent, but rather the perception and impact which determines if an action is harassment. We-CAN PIs acknowledge that when employees know about the procedures for reporting harassment, have resources to assist targets of harassment, and are certain of sanctions for harassment behavior, the occurrence of harassment can be reduced [McDonald et al., 2016]. Thus, WE-CAN will have a formal sexual harassment training for all participants, multiple channels for reporting harassment, and pre-determined sanctions for engaging in harassment.

A recent proposed policy change at NSF (Important Notice No. 144: Harassment) states that the “NSF does not tolerate sexual harassment, or any kind of harassment, within the agency, at grantee organizations, field sites, or anywhere NSF-funded science and education are conducted” and they “expect all awardee organizations to establish and maintain clear and unambiguous standards of behavior to ensure harassment-free workplaces wherever science is conducted.” These requirements are consistent with the independent expectations of the WE-CAN PIs. The WE-CAN PIs are united in their commitment to a diverse, inclusive, and respectful environment.

All WE-CAN participants are expected to:
1) Be familiar with NSF Important Notice No. 144: [https://www.nsf.gov/pubs/issuances/in144.jsp]
2) Participant in a training on July 10, 2018. This training will be located at RAE, and remote access will be available. The training will include information on how to identify and prevent harassment, how to provide support for targets of harassment, and how to report instances of harassment, sexual or other.
3) Everyone will be asked to confirm that they are aware of NSF Important Notice No. 144 at this time.
4) Report all instances of harassment in accordance with each project participant’s institution policy, or to the WE-CAN Leads identified below.

Data Access
-Search
-Data Access
-Project Location: Idaho
-Proposal
-Funding Type: NSF Funded

DATA DOCUMENTATION
-WE-CAN Data Policy
-WE-CAN Data Submission Instructions (Post Field)
-NASA EOL
-DOE EOL
-Department of Interior
-DOI
-Department of Energy
-DOE
-Color Imagery

Don’t be a bystander. Intervene.
Follow the 5 R’s:
DIRECT – Call for the situation. Be clear, assertive, and give specific advice.
DISTRACT – De-escalate the situation. More attention away.
DEFOCUS – Make the person feel the problem was not their fault.
SUBSTITUTE – Give the target the option to leave the situation.
DON’T CALL THE POLICE – The most important thing you can do is to support other people who decide to report things that happen in the workplace.

There are no such things as “neutral bystander.”

Preventing and Responding to Sexual Harassment

Sexual harassment is NOT defined by the intention of the actor but by the experience of the victim.

Resources

National Support and Information
- AAUW Know Your Rights: Workplace Sexual Harassment: [https://www.aauw.org/what-we-do/workplace-resources/know-your-rights-at-work/ stop-workplace-sexual-harassment/]
- Preventing Misogyny and Harassment in Science: [https://aam.org/education/misogyny-and-harassment/]
- National Action Network (NAN): [https://www.nan.org/]
- National Sexual Violence Resource Center: [https://nsvrc.org/campaigns/]

Academic / Professional
- American Geophysical Union [https://www.agu.org/]
- Professional: The Responsible Conduct of Scientists: [https://www.nsf.gov/}

About EOL
-Facilities & Instruments
-Data & Software
-User Support
-Field Projects
-People
-News & Events
-For Staff

WE-CAN
Western Wildfire Experiment for Cloud Chemistry, Aerosol Absorption and Nitrogen

July 22, 2016 to September 14, 2016
Project Location: Idaho
Project Phase: Implementation
Funding Type: NSF Funded

Preventing and Responding to Sexual Harassment

Sexual harassment is NOT defined by the intention of the actor but by the experience of the victim.

Resources

National Support and Information
- AAUW Know Your Rights: Workplace Sexual Harassment: [https://www.aauw.org/what-we-do/workplace-resources/know-your-rights-at-work/ stop-workplace-sexual-harassment/]
- Preventing Misogyny and Harassment in Science: [https://aam.org/education/misogyny-and-harassment/]
- National Action Network (NAN): [https://www.nan.org/]
- National Sexual Violence Resource Center: [https://nsvrc.org/campaigns/]

Academic / Professional
- American Geophysical Union [https://www.agu.org/]
- Professional: The Responsible Conduct of Scientists: [https://www.nsf.gov/}

About EOL
-Facilities & Instruments
-Data & Software
-User Support
-Field Projects
-People
-News & Events
-For Staff
Let’s talk about what the survey results:

1. Train major field campaign networks to recognize, report, and confront present and future situations of sexual harassment;

2. Investigate the perceptions, attitudes, behaviors, and experiences of atmospheric science field researchers regarding sexual harassment;

3. Build multi-institutional networks of proactive scientists and campaign leaders, including men, that are invested in combating gender inequality.
What are your hypotheses?

What percentage of women on the field teams had experienced sexual harassment prior to the campaigns?
Pre-campaign surveys indicate ~52% of women had experienced sexual harassment prior to the campaigns.

Average number of past experiences per respondent

Types of Sexual Harassment

- Tier 1 Experiences
  - Hostile Work Environment
  - Verbal
  - Visual
  - Physical Harassment
  - Physical Assault

- Tier 2 Experiences
  - All Experiences
  - Quid-Pro-Quo

* Significant differences in gendered experiences
Pre-campaign surveys indicate ~52% of women had experienced sexual harassment prior to the campaigns.

- 80% of past harassment disclosed in the survey went unreported.
- Of those disclosing harassment, ~59% of the time they coped with past experiences by avoiding their harasser or downplaying incidents.
- Only 35% of women and 17% of men who disclosed harassment indicated that at least one instance was confronted.

Types of Sexual Harassment

- All Experiences
- Quid-Pro-Quo
- Hostile Work Environment
- Verbal
- Visual
- Physical Harassment
- Physical Assault
What are your hypotheses?

How many incidences of harassment behavior were reported in the post-campaign surveys across the 4 teams?
There were 47 incidences of harassment behavior reported in the post-campaign surveys reported by 30 participants.

<table>
<thead>
<tr>
<th>Types of Sexual Harassment</th>
<th>Total number of experiences during field campaigns</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Experiences</td>
<td>25</td>
</tr>
<tr>
<td>Quid-Pro-Quo</td>
<td>20</td>
</tr>
<tr>
<td>Hostile Work Environment</td>
<td>15</td>
</tr>
<tr>
<td>Verbal</td>
<td>10</td>
</tr>
<tr>
<td>Physical Harassment</td>
<td>5</td>
</tr>
<tr>
<td>Physical Assault</td>
<td>2</td>
</tr>
</tbody>
</table>

**Experiences Quid-Quo-Pro-Quo:**

- Hostile Work Environment
- Verbal
- Physical Harassment
- Physical Assault

**Harassment Types:**

- Verbal
- Visual
- Physical Harassment
- Physical Assault

**Total number of experiences during field campaigns:**

- Women
- Men
There were 47 incidences of harassment behavior reported in the post-campaign surveys reported by 30 participants.

Again, most sexual harassment experienced during the field campaigns was not confronted or reported.
Men and women had different experiences with harassment.
This data suggests that sexual harassment continues to be a problem for early-career colleagues.

In the pre-campaign survey, 63% of junior level participants communicated that they have already experienced some form of harassment.

During the field campaigns, 24% of junior-level participants disclosed experiencing some form of harassment (9% of senior-level reported).
Both women and men were more likely to report positive emotions than negative emotions.

However, women are more likely to feel supported, men more likely to report feeling bored or annoyed.
There are very promising examples of behavioral change in the written comments.

One male participant reported that he felt enabled to “call out” the use of sexist jokes being shared among team members in an online platform due to the training.

A female participant reported that two of her male colleagues helped her leave a situation in which she was being harassed by a person unaffiliated with the field team, named it as harassment, and checked whether she was okay.
Collaborative Change to End Harassment in Atmospheric Science

Understand Prevalence of Harassment in Each Community + Implement Best Practices within Existing Networks + Integrate Dialog on Harassment within Community Settings = Safe Science

Leadership Activities
1. Anonymously survey your community about past issues.
2. Review relevant research.
3. Identify connected networks where cultural change is possible.

Rationale / Guiding Research
A. Recognition that “it happens here” is a key motivation for engagement on this issue.
B. Engaging connected communities to build safe and inclusive teams is how we inspire cultural change.

Leadership Activities
1. Conduct ADVANCEGeo Training with other team-building and safety-related activities.
2. Develop a clear code of conduct, including response procedures and multiple avenues for reporting.
3. Re-survey community after major activities to provide an anonymous alternative for reporting harassment.

Rationale / Guiding Research
A. Participants in the training are more likely to intervene.
B. Harassment largely goes unreported.

Leadership Activities
1. Host discussions about the incidence of harassment in specific communities.
2. Integrate follow-up within related science sessions.
3. Include the multicultural development of community standards by campaign leadership and participants.

Rationale / Guiding Research
A. Data will be more visible, allowing a larger community to engage on this issue.
B. Atmospheric science benefits from more diverse and inclusive teams.

We think this is a path forward!
Extra materials
Those who attended the ADVANCEGeo training agreed on average that it provided helpful resources.
Based on informal observations and feedback, we offer these practical lessons:

• When team members hear that members of their community experience harassment, they express a stronger commitment to best practices.

• Harassment training should be integrated into a broader respectful culture.

• Training would be optimized by well-trained, mixed-gender leaders.

• Learn how to lead sexual harassment training.

• Continued conversations are important.
Based on the survey findings, teams should:

• Acknowledge that sexual harassment is a problem, commit actions to prevent occurrence, support targets and address negative behaviors.
  • Recognize that junior colleagues are more likely to be harassed.
  • Anticipate that targets are more likely to avoid or deny incidents than to report them or seek help.

• Implement a bystander intervention training.
• Engage in community-wide efforts to prevent harassment.
Most sexual harassment experienced during the field campaigns was not confronted or reported.