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

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Thanks to our participating field campaigns:

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	June 2018 – April 2019	July – Sept 2019	June – Oct 2019
Boise, ID	Cordoba, Argentina	Boise, ID; Salina, KS Broomfield, CO	Park Falls, WI
5+ universities / NCAR	U Illinois / NCAR/ CSU	NASA/NOAA	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)

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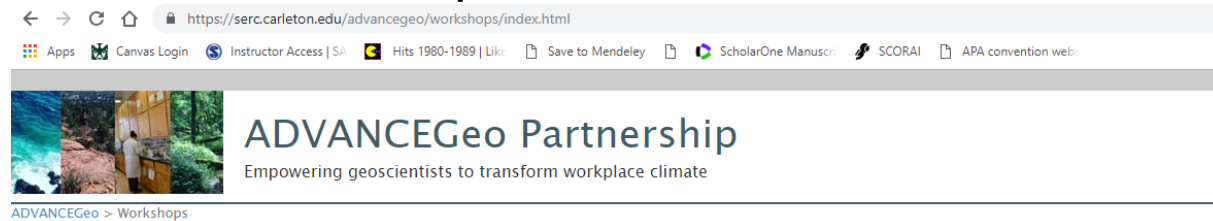
Used slightly modified ADVANCEGeo Materials

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Re-survey both field campaign teams after the campaigns

(89 women, 140 men, 17 other or did not identify)

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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)

Colorado State University

The following questions are from a validated social science scale that are meant to measure overall job interests and satisfaction. These are common items/questions found in other research, and are not specifically targeted toward your own workplace/experience. Responses to these questions will be averaged together and reported in aggregate. Responses to individual items will not be reported.

Please indicate the amount you agree or disagree with the following statements about your current job/workplace:

	Strongly Disagree	Disagree	Somewhat Disagree	Unsure/ Neutral	Somewhat Agree	Agree	Strongly Agree
I would like more organizational support and trust	O	O	O	O	O	O	O
There are unfair judgments of women's work compared to men's	O	O	O	O	O	O	O
There are similar developmental opportunities for men and women	O	O	O	O	O	O	O
All in all, I am satisfied with my job	O	O	O	O	O	O	O
I feel I can never "be myself" at work	O	O	O	O	O	O	O

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
- Ethics Officer

UCAR's Commitment
Any person (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

Filing a complaint in goo
have a negative impact o
any harassment, you are
as possible. This proced
and activities at all work
workshops.

How to File a Report ar
UCAR encourages any in
retaliated against to initia
- To the employee
UCAR/NCAR/U(
- Human Resource
- Chief Diversity,
- Ethics Officer
- Anonymously, tl
- Anonymously, tl

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) Participate in a training on July 10, 2018. This training will be located at RAF, 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. Everyone will be asked to confirm that they are aware of NSF Important Notice No. 144 at this time.
3) Report all instances of harassment in accordance with each project participant's institution policy, or to the WE-CAN Leads identified below.

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WE-CAN

Western Wildfire Experiment for Cloud Chemistry, Aerosol Absorption and Nitrogen

July 22, 2018 to September 14, 2018
Project Location: Idaho
Project Phase: Implementation
Funding Type: NSF Funded

DATA ACCESS
Data Access
Field Catalog
Field Catalog (Test Phase)
Field Catalog (Dry Run 2017)

DATA DOCUMENTATION
WE-CAN Data Policy
WE-CAN Data Submission Instructions (Post Field)
Dataset Documentation ("Readme")

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Preventing and Responding to Sexual Harassment

If you experience harassment
Who you can talk to:
Required to Report:
- Team Leaders
  - PI's: Kristen Rasmussen
  - Other Team Leaders:
- Legal
  - University legal office
  - UCAR legal office
  - Local law enforcement
Not required to report:
- Support Groups
  - University ombudsman
  - Campus advocacy centers
  - Health services centers
  - Therapists / counselors
- Online
  - ProjectCallisto.org

Don't be a Bystander. Intervene.
Follow the 5 D's
DIRECT – Confront the situation. Be firm, clear, and concise. Say or do something
DISTRACT – De-escalate the situation. Move attention away
DELEGATE – Seek help from a third party
DELAY – Check in with the target. Offer support. Find out more about what's happening.
DOCUMENT – Create a record
The most important thing you can do is support others in *their* decisions about how to report things that happened to *them*
There is no such thing as a "neutral bystander"

Sexual harassment is NOT defined by the *intentions* of the actor but by the *experiences* of the target

RESOURCES
RELAMPAGO Code of Conduct

National Support and Information
- AAUW Know Your Rights: Workplace Sexual Harassment http://www.aauw.org/what-we-do/legal-resources/know-your-rights-at-work/workplace-sexual-harassment
- Feminist Majority sexual assault resources www.feminist.org/911/resources.html
- RAINN (Rape, Abuse & Incest National Network) www.rainn.org/ThatsHarassment
- National Sexual Violence Resource Center http://www.nsvrc.org/organizations
- Equal Employment Opportunity Commission (EEOC) at www.eeoc.gov or 1-800-669-4000
Academic / Professional
- American Geophysical Union stopharassment.agu.org
- Professionalism: The Responsible Conduct of Scientists serc.carleton.edu/geoethics/professionalism.html
- Know Your Title IX https://www.knowyourix.org

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.
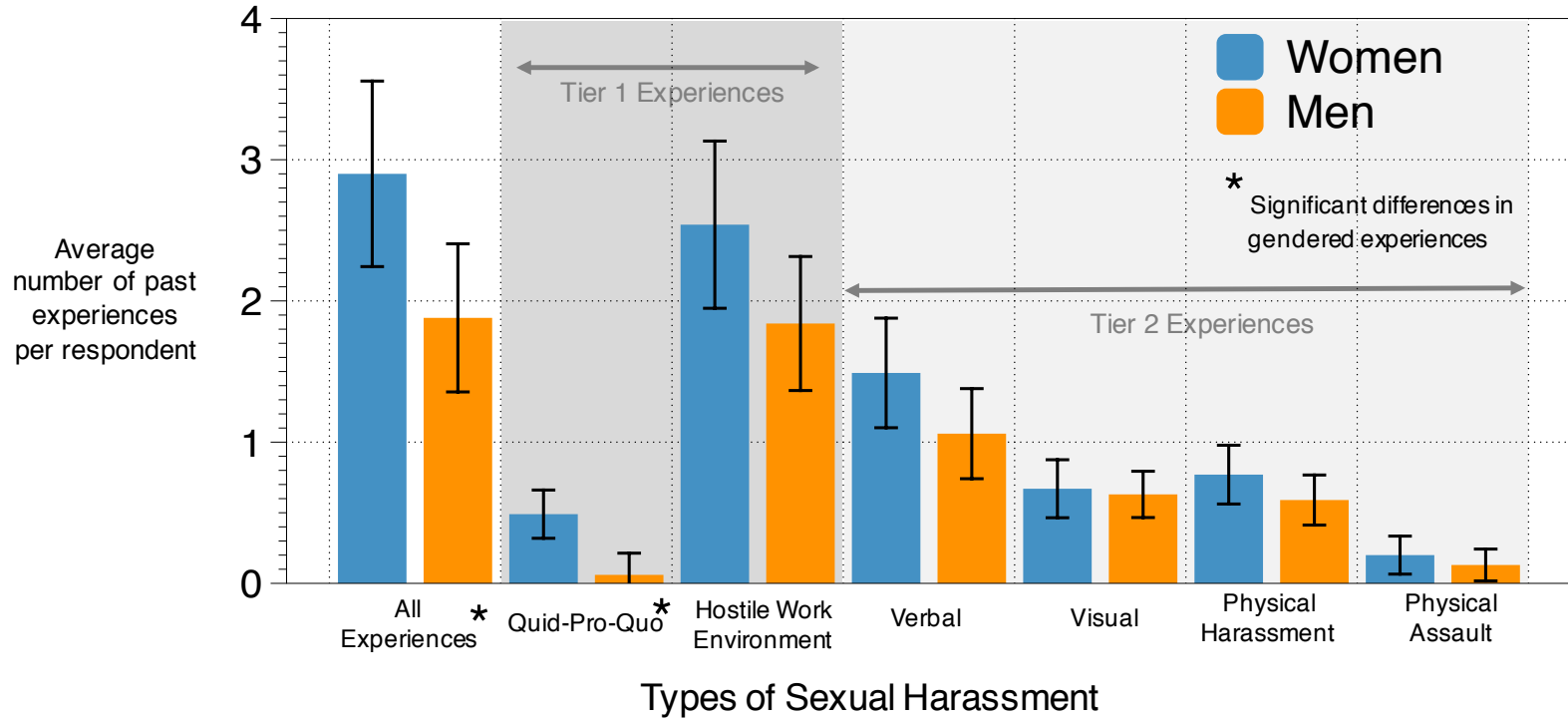
What are your hypotheses?

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.

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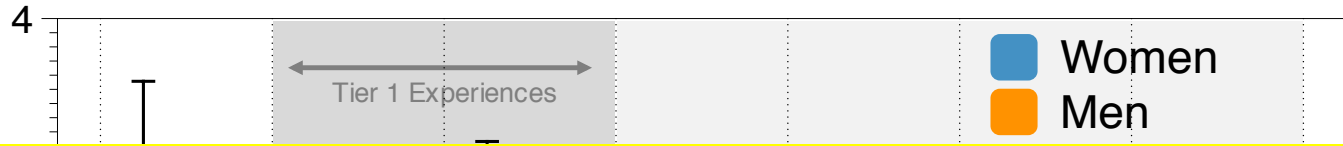
> ➤ 80% of past harassment disclosed in the survey went unreported
> ➤ Of those disclosing harassment, ~59% of the time they coped with past experiences by avoiding their harasser or downplaying incidents.
> ➤ Only 35% of women and 17% of men who disclosed harassment indicated that at least one instance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

Chart legend: Women, Men

Tier 1 Experiences

X-axis categories: All Experiences *, Quid-Pro-Quo *, Hostile Work Environment, Verbal, Visual, Physical Harassment, Physical Assault
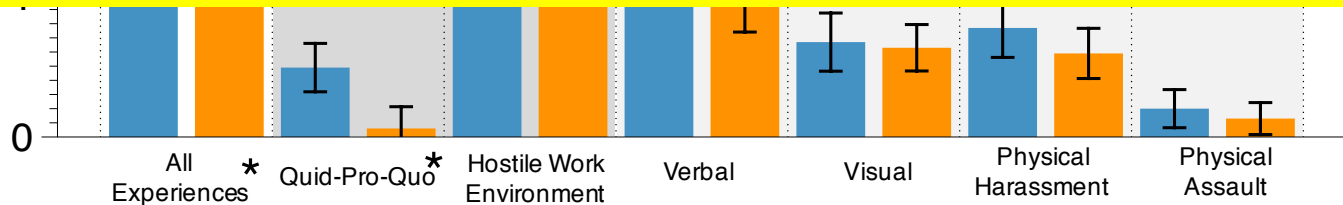
Types of Sexual Harassment

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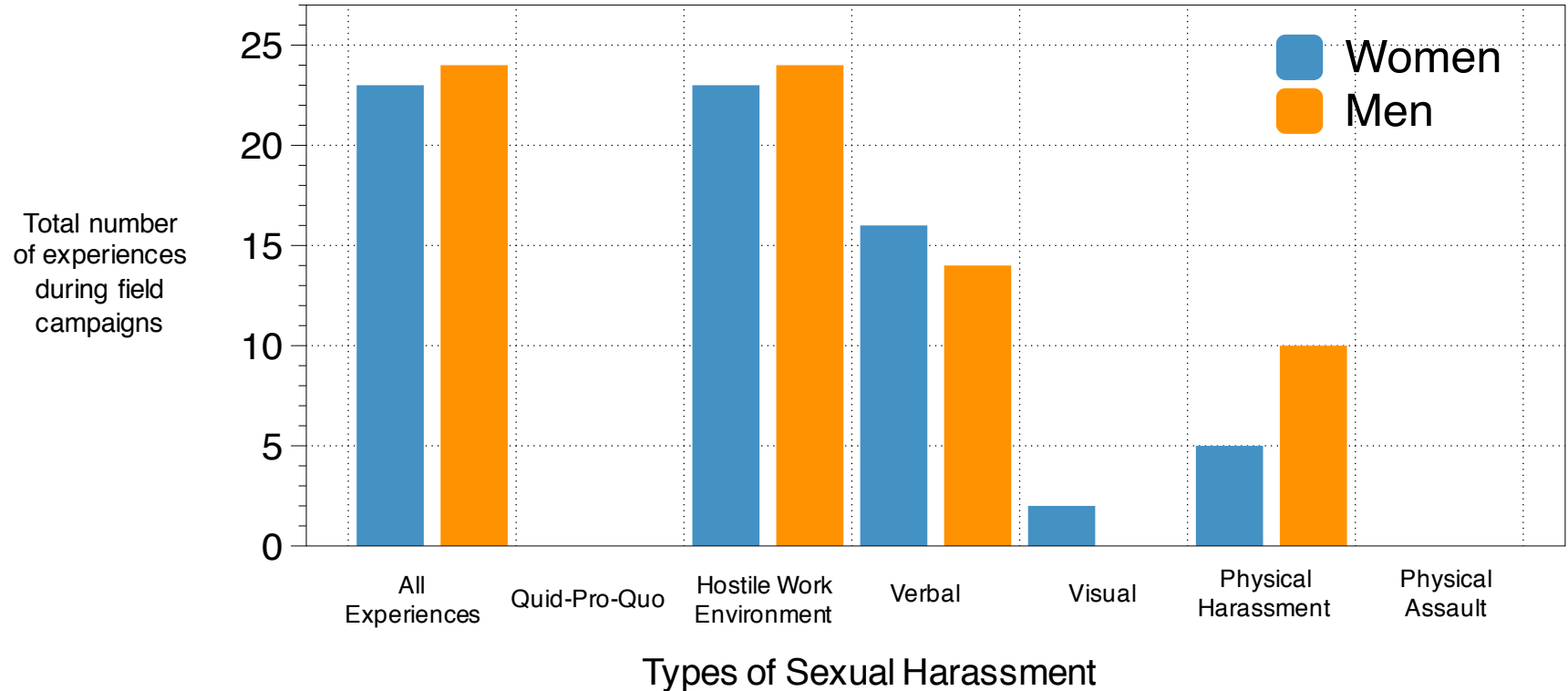
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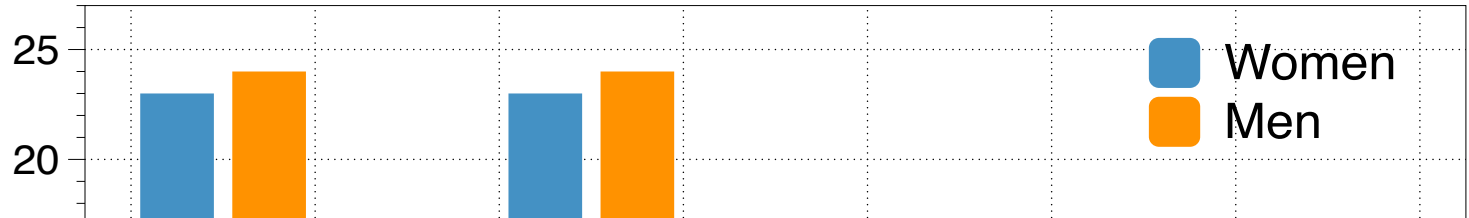
Again, most sexual harassment experienced during the field campaigns was not confronted or reported.
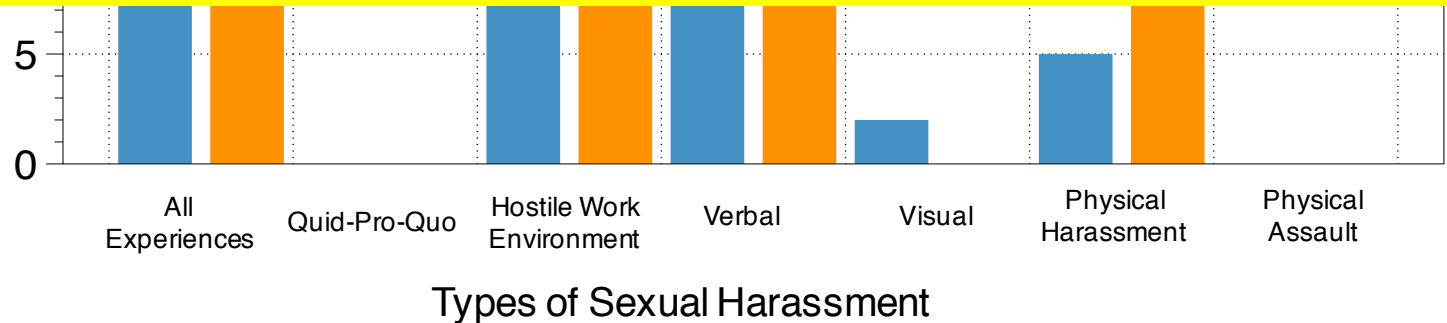
Men and women had different experiences with harassment.
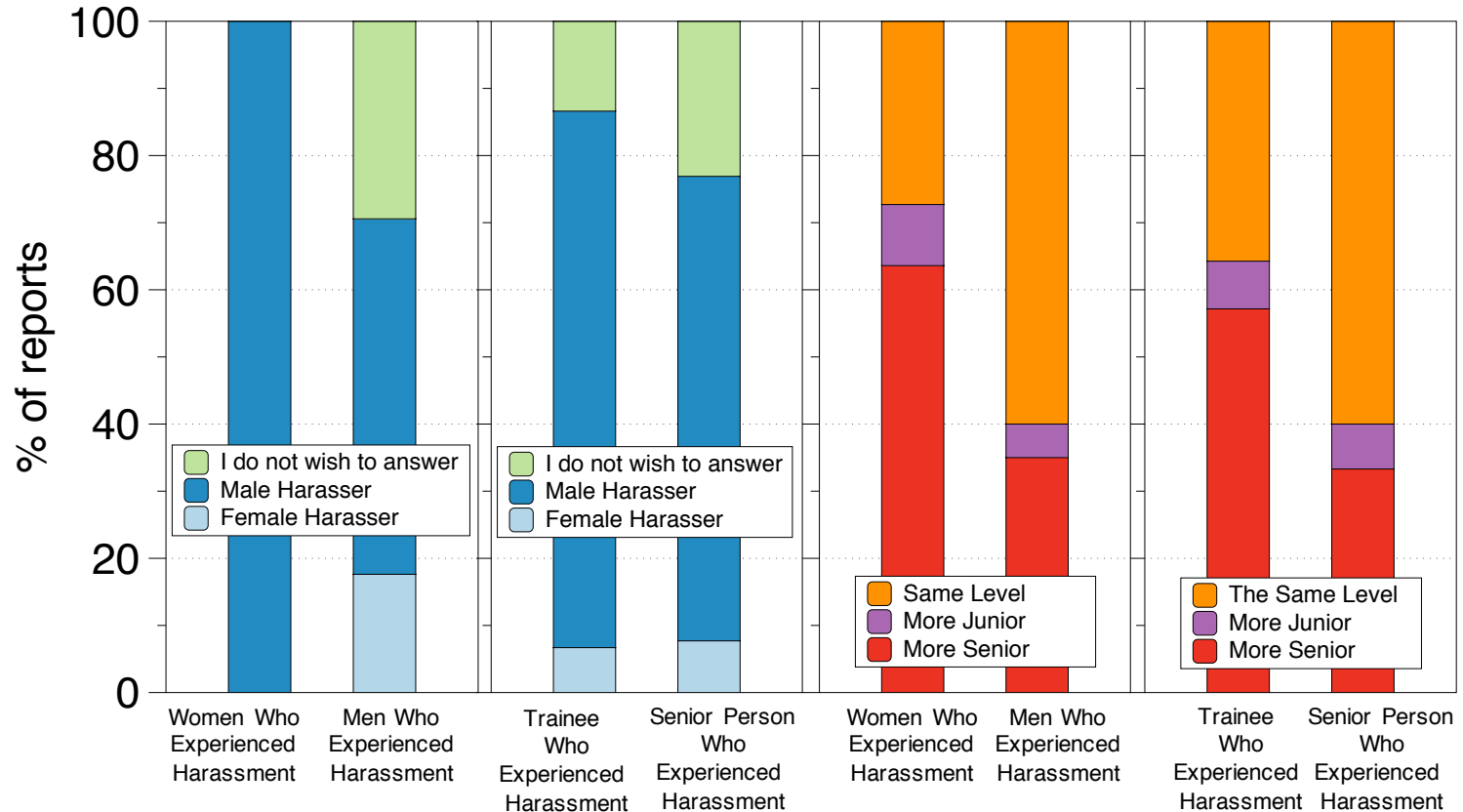
This data suggests that sexual harassment continues to be a problem for early-career colleagues.

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.
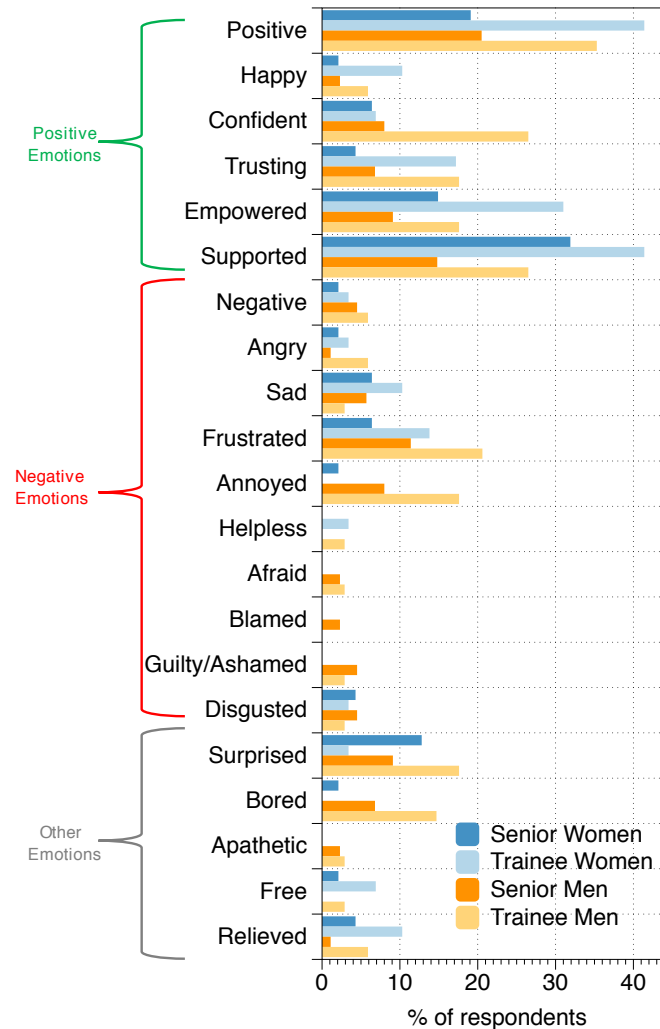
There are very promising examples of behavioral change in the written comments.

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.

We think this is a path forward!

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.

Extra materials

Those who attended the ADVANCEGeo training agreed on average that it provided helpful resources.

a)

Strongly agree — 7

Level of Agreement

Strongly disagree — 1

Women (blue)
Men (orange)

Categories (left to right):
- Made me feel more comfortable reporting sexual harassment
- Gave me helpful resources to address sexual harassment
- Helped me know what to do if sexual harassment happened to me
- Helped me know what to do if sexual harassment happened to someone else
- Made me feel more comfortable working on this team
- Allowed our group to become a better team
- Made me trust those in charge
- Made me consider the possible impact or harm on others of off-handed comments
- Made me worry about the legal ramifications of reporting sexual harassment
- Created hostilities among the team
- Made me worry that I need to "watch my back"
- Made me feel more nervous about working on this team

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.