Empowering scientists to transform workplace climate through the ADVANCEGeo community-based intervention program

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ADVANCEGeo Partnership I
Empowering (geo)scientists to transform workplace climate

1. Develop and deliver bystander intervention training with discipline-specific scenarios and that incorporate intersectionality.
2. Collect data.
3. Develop educational materials that identify harassment, bullying, and discrimination 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

NSF Awards HRD – 1725879, 1726021, 1725650, 1726163 and 1725424
ADVANCEGeo Partnership
Empowering (geo)scientists to transform workplace climate
A “leaky” pipeline?

- Bias and discrimination
- Identity-based harassment and microaggressions
- Bullying and intimidation
- Interpersonal mistreatment
- Ambient harassment

Figure 1. The vicious obstacle course women and BIPOC have to endure in STEMM—illustration inspired (with permission) by Emanu’s Equity hurdles.¹

Berhe et al. 2022. Nature Geoscience
http://rdcu.be/cDLVf
Take-home messages from a workplace 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 need to address hostile behavior effects on careers and retention in the geosciences.

Marín-Spiotta et al. in review Earth’s Future
ADVANCEGeo Partnership approach

Framework:
- Intersectionality
- Feminist Ethics of Care
- Research Integrity

Strategies for change:
- Individual Accountability via Bystander Intervention
- Community Engagement for Responsibility
- Ethical Codes of Conduct and Safety Protocols
- Professional Associations as Vehicles for Change

Barriers:
- Persistent inequities in gendered and racialized organizations and disciplines
- Exclusionary Behaviors Creating Hostile Workplaces
  - Harassment — Aggression — Bullying — Discrimination — Racism — Sexism — Ableism — Heterosexism — Work Devaluation — Interpersonal Mistreatment

Marin-Spiotta et al. 2022. A critical feminist approach from the geosciences to transform workplace climate in partnership with professional associations. ADVANCE Journal
Marin-Spiotta et al. 2020. Hostile climates are barriers to diversifying the geosciences. Advances in Geosciences
Intersectionality as a framework

Problems of inequities as a function of social injustice and oppression (Collins 2015).

- Identity and positionality
- Unequal power dynamics
- Beyond gender
- From sexual harassment to hostile climates
- Disproportionate impact
- Field safety

Patricia Hill Collins. 2015. Intersectionality’s definitional dilemmas. *Annual Review of Sociology*

Marin-Spiotta et al. 2022. A critical feminist approach from the geosciences to transform workplace climate in partnership with professional associations. *ADVANCE Journal*
Intersectionality as a framework

- Who feels safe?
- Exclusionary stereotypes: (geo)scientists/field scientists as heteronormative and abled, cis-gender, white men.
- Field safety: accessibility, inclusivity, equity, free from harassment and discrimination

Marin-Spiotta et al. 2020. Hostile climates are barriers to diversifying the geosciences. Advances in Geosciences
A feminist ethics of care approach

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

Marin-Spiotta et al. 2022. A critical feminist approach from the geosciences to transform workplace climate in partnership with professional associations. *ADVANCE Journal*
92% (n = 700) say they “will use” or “will definitely use” the strategies for bystander intervention.

“As someone who does not like confrontation it gave me tools to work with.” – Faculty workshop participant

“Because I want to change the culture of the academy and it starts by actively using these strategies.” -Graduate student workshop participant

Schneider, Bell et al. in prep
Research integrity

- Recognize power dynamics in hierarchical organizations
- Harassment, bullying and discrimination as research misconduct
- Codes of conduct
- Field and lab safety
- Professional associations as extra-academic vehicles of change
Changing culture and climate at all levels
Website:
serc.carleton.edu/advancegeo/resources
ADVANCEGeo Partnership II
Empowering transformations of STEMM workplace climate

1. Develop and test a workplace climate intervention program for academic departments and future faculty training programs;

2. Develop and test a train-the-trainers certification and capacity-building program to engage and activate STEM leaders;

3. Develop and disseminate scaffolded online resources related to improving workplace climate for broad STEM audiences;

4. Implement a plan for sustained national impact in partnership with professional associations.

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

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