



# 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



Website:

[serc.carleton.edu/advancegeo](http://serc.carleton.edu/advancegeo)

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

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.

 ADVANCEGeo



# 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

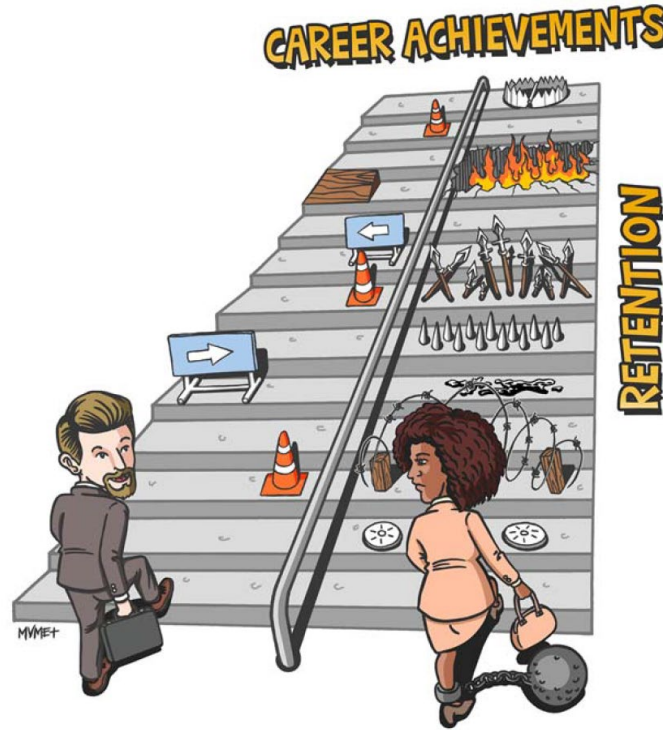


Figure 1. The vicious obstacle course women and BIPOC have to endure in STEMM—illustration inspired (with permission) by Emanu’s Equity hurdles<sup>1</sup>.

# 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.



Earth Science  
WOMEN'S NETWORK



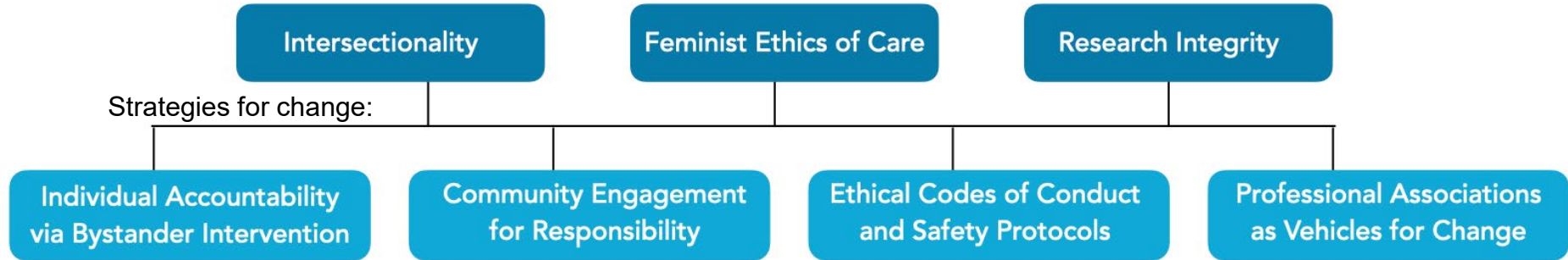
Association for Women Geoscientists



THE GEOLOGICAL SOCIETY  
OF AMERICA®

# ADVANCEGeo Partnership approach

Framework:



Barriers:



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



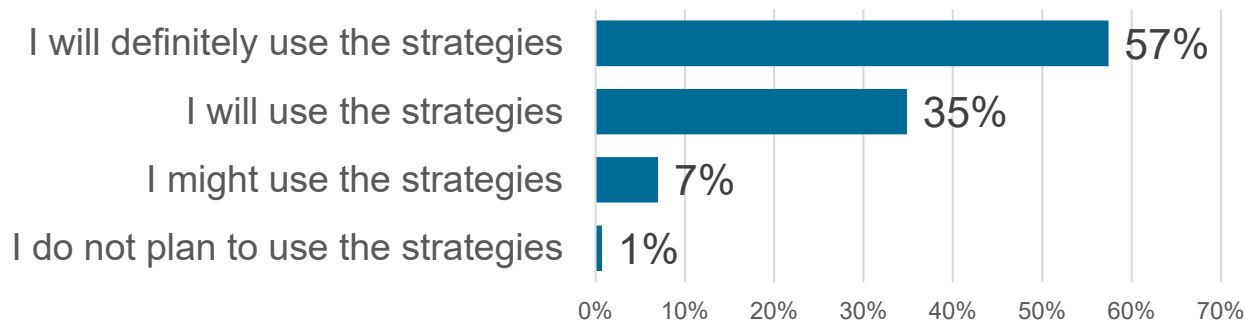
United States Geological Survey Group, Hayden Expedition, ca 1870-1875. (Photo by W.H. Jackson/The New York Historical Society/Getty Images)



# 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

# Community engagement through accountability



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

# 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



## 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

## 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

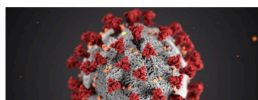
Anti-Racism Resources

### Anti-Racism Resources

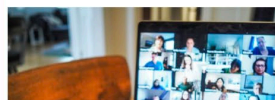


Continued anti-Black violence in the U.S. ethnic inequities in related illnesses and the rise in anti-Asian

### (In)equity in the Time of COVID-19



### Creating Inclusive Virtual Spaces



### Harassment, Bullying and Discrimination



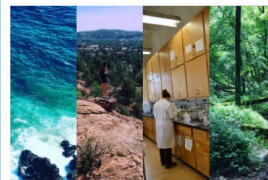
Every individual has the right to learning and working

### Codes of Conduct



Codes of conduct are guidelines adopted by an organization to

### In the Field



Field training and research

### Training



In addition to [the ADVANCEGeo](#)

Website:

[serc.carleton.edu/advancegeo/resources](https://serc.carleton.edu/advancegeo/resources)

# ADVANCEGeo Partners



Association for Women Geoscientists





# ADVANCEGeo Partnership II



Empowering transformations of STEMM workplace climate



Website:

[serc.carleton.edu/advancegeo](http://serc.carleton.edu/advancegeo)

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

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.