

***Improving Our Work Climate:
Strategies for Responding to Harassment and Hostile Climates***

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serc.carleton.edu/advancegeo/workshops/index.html

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Summary of Action Ideas From In-Person Discussion:

Develop Field Codes of Conduct and Lab/learning space codes of conduct

Consider:

- risk management
- lines of communication (who/what/when)
- coordination that might be needed amongst BU offices and others who do field work
- Create field guides collaboratively with other depts that do field work
- Require this before field work/field trips can take place
- Consider appointing a field safety officer service position in the dept
- Create a checklist/helpful resources, not just make this mandatory to do without guidance (checkout examples such as that offered by the Keck Geology Consortium)

Formalize committee structure to give more options and create more relationship building

Faculty participation (visible) is needed

Faculty training in climate issues should be mandatory

- Need leverage over faculty
- for example, make it required in order to bring in new graduate students

More department discussions

- topical,
- community wide,
- accessible,
- build more trust!
- less "us" and "them" mentality

More community building events – need to be inclusive and encouraging, especially to international students (lessen power dynamics, create more connections)

Consider having graduate student town halls every semester where faculty representatives are present

Consider having grad representative report at faculty meetings

Diversity and Inclusion committee – creating resources/best practices that can be used in curriculum

Do a climate survey (lots of good examples available, checkout GeoEthics in resources links)

Examples of Codes of Conduct:

- American Geosciences Institute Guidelines for Ethical Professional Conduct <https://www.americangeosciences.org/community/agj-guidelines-ethical-professional-conduct>
- Jackson School of Geosciences Workplace Issues (policies, procedures, resources on Bullying, Harassment, Sexual Harassment, Discrimination, Hostile workplace environment, Interpersonal Violence, Faculty-Student advisee relationship issues, academic integrity: <http://www.jsq.utexas.edu/people/jsq-community/workplace-issues/>)
- American Geophysical Union resources stopharassment.agu.org
- Example Field Guide for Program Directors (Keck Geology Consortium) https://keckgeology.org/wp-content/uploads/Project-Director_Faculty-HB-2015.pdf

Module and Resources on Professionalism and Departmental Climate:

- Professionalism: The Responsible Conduct of Scientists serc.carleton.edu/geoethics/professionalism.html
- Building an Inclusive and Diverse Department/Program/Profession https://serc.carleton.edu/geoethics/pref_enviro.html
- Example Climate Survey <https://nationalethicscenter.org/sorc>

Other Resources:

- Boston University Office of Equal Opportunity Employment Policy <http://www.bu.edu/policies/ethics-governance/non-handbook-version-equal-opp-affirm-action/> and Sexual Harassment Policy <http://www.bu.edu/policies/employment/sexual-misconducttitle-ix-policy/>
- ADVANCEGeo Partnership project website serc.carleton.edu/advancegeo
- Know Your Title IX <https://www.knowyourix.org>
- 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
- National Sexual Violence Resource Center <http://www.nsvrc.org/organizations>
- Hollaback! <http://www.ihollaback.org/responding-to-harassers/>

Bystander Intervention Strategies- The 5 Ds

DIRECT- Confront the situation. Be firm, clear, and concise. Say or do something.

DISTRACT – Take an indirect approach to de-escalate the situation. Move attention away.

DELEGATE – Seek help from a third party.

DELAY – Check in with the person being harassed. Offer support.

DOCUMENT – Document the incident.