

Bystander Intervention Strategies- The 5 Ds

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 person being harassed. Offer support.

DOCUMENT – Document the incident.

Resources:

- Your Campus Office for Equity and Diversity
- Your Campus Title IX Office
- Your Campus Equal Opportunity Complaint Investigation
- Your Campus University Health Services
- Your Campus Violence Prevention and Survivor Services
- ADVANCEGeo Partnership project website serc.carleton.edu/advancegeo
- Professionalism: The Responsible Conduct of Scientists
serc.carleton.edu/geoethics/professionalism.html
- American Geophysical Union resources stopharassment.agu.org
- American Geosciences Institute Guidelines for Ethical Professional Conduct
<https://www.americangeosciences.org/community/aqi-guidelines-ethical-professional-conduct>
- AGU Ethics and Equity Center <https://ethicsandequitycenter.org/>
- International Association of Geoscience Diversity <https://theiaqd.org/>
- U.S. National Academy of Sciences Report sites.nationalacademies.org/shstudy
- 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/>
- LGBTQ Resource List (GLAAD): <https://www.glaad.org/resource-list>
- LGBTQ+ International
Resources: thetrevorproject.org/trvr_support_center/international
- StrongHearts Native Helpline: <https://www.strongheartshelpline.org/resources/>

Follow us on Twitter to learn more about different initiatives to address harassment and hostile climates in academia. @ADVANCEGeo



Workshop Facilitators

Asmeret Asefaw Berhe is Professor of Soil Biogeochemistry and Falasco Chair in Earth Sciences at the Department of Life and Environmental Sciences, University of California, Merced. She holds a PhD in Biogeochemistry from the University of California, Berkeley. Dr. Berhe was previously a University of California President's Postdoctoral Fellow at UC Berkeley and UC Davis. Dr. Berhe's research focuses on biogeochemical cycling of essential elements (esp. carbon, nitrogen, and phosphorus) in the soil system. Prof. Berhe was recognized as an Outstanding Women Faculty Leader at UC Merced. Prof. Berhe is a recipient of several national awards and honors, including the National Science Foundation's CAREER award, the Geological Society of America's Bromery Award, and is a member of the inaugural class of the US National Academies of Science, Engineering and Medicine's New Voices in Science, Engineering, and Medicine. Prof. Berhe is the Chair of the US National Committee on Soil Science at the National Academies; Associate Editor of AGU's Journal of Geophysical Research – Biogeosciences. Dr. Berhe is co-Principal Investigator of ADVANCEGeo and has developed and facilitated professional development workshop trainings.

Meredith Hastings is an Associate Professor in the Department of Earth, Environmental, and Planetary Sciences and the Institute at Brown for Environment and Society at Brown University. She holds a PhD from Princeton University. Her research interests span air quality, atmospheric chemistry, acid deposition and biogeochemistry. In 2014, she was awarded a National Science Foundation (NSF) CAREER Award that supports both research and education initiatives that highlight Hastings' dedication as a researcher, mentor, and teacher. A range of programs at the National Science Foundation have supported her research, including Arctic Natural Sciences, Antarctic Glaciology, Atmospheric Chemistry, Environmental Chemical Sciences and Ocean Sciences. In 2002, Hastings co-founded the Earth Science Women's Network (ESWN, eswnonline.org), whose mission is to connect women in the Earth sciences to develop their careers, build community, provide informal mentoring and support, and facilitate professional development opportunities. She is the recipient of the American Geophysical Union's Atmospheric Science Ascent Award and she was also named one of Insight into Diversity's 100 Most Inspiring Women in STEM. She led an NSF ADVANCE PAID award (2009-2014) and is co-Principal Investigator of ADVANCEGeo. Over the last ten years, Hastings has developed and facilitated professional development workshop trainings, including the Heads and Chairs program of the American Geophysical Union and the Early Career program at the American Meteorological Society.

Erika Marín-Spiotta is Professor of Geography at the University of Wisconsin-Madison and an affiliate of the Nelson Institute for Environmental Studies and the Departments of Soil Science and of Forest and Wildlife Ecology. She holds a PhD in Ecosystem Science from the University of California, Berkeley. At UW, she leads the Biogeochemistry and Biogeography Lab, which studies how changes in climate and land use alter terrestrial ecosystem processes, with a focus on carbon and nutrient cycling. Marín-Spiotta is the recipient of a Romnes Faculty Fellowship and Vilas Associate Award from UW-Madison, a National Science Foundation (NSF) CAREER award, a Presidential Early Career Award in Science and Engineering, a Sulzman Award for Excellence in Education and Mentoring from the American Geophysical Union, and a President's Award from the Association for Women Geoscientists. She is currently a Feminist Scholars Fellow at the UW Center for Research on Gender and Women and a Diversity Liaison working with the Vice Provost & Chief Diversity Officer and the Vice Provost for Faculty and Staff. In addition, she leads ADVANCEGeo, a national program funded by the NSF, which aims to transform workplace climate in the geosciences through the development of bystander intervention and research ethics training in partnership with professional societies. Marín-Spiotta has years of experience developing and facilitating professional development workshop trainings, including for the Heads and Chairs program of the American Geophysical Union.