

TOOLIK FIELD STATION

2022 DIVERSITY & INCLUSION

HALEY DUNLEAVY



DIVERSITY & INCLUSIVITY: RESPONDING TO STRI

- Buzzfeed article published on pervasive and unaddressed sexual misconduct at Smithsonian Tropical Research Institute and by STRI scientists/staff
- Similarities between STRI and TFS
 - Concern: are their unaddressed issues like this at Toolik?
- Emailed response to encourage community to report misconduct of any nature
- Received feedback from both users and staff
 - How do we get a scale of the problem at Toolik, both past and present?
 - Fear of retaliation if reports are made

DIVERSITY & INCLUSIVITY: CHANGES TO SAUNA POLICY

- Proposing a “No alcohol” rule
- Adding LGBTQ+ friendly hour
 - Men’s 6-7:30p
 - Women’s 7:30-9p
 - LGBTQ+ friendly 9-10p
 - open after 10p
 - Gender expansive users are encouraged to sauna during the hours they feel most comfortable attending.

Sauna Rules

Monday, Wednesday, Friday, Sunday
Men: 6-7:30pm Women: 7:30-9pm Open: 9pm
Always observe your gender’s designated hours



- ★ Don’t ask about tattoos, scars or other body modifications.
- ★ The sauna is not a full replacement for showers. Do both!
- ★ Don’t make others feel uncomfortable with inappropriate behavior and awkward poses.
Benches are for sitting only.
- ★ Be mindful of your words, especially shoptalk or locker room talk.
- ★ Only ask once - don’t pressure anyone to sauna if they don’t want to.
- ★ Don’t boat/sail/canoe in the vicinity of the sauna during operating hours.
- ★ Remember clothing is optional - Respect the decision to do either.
- ★ The sauna is not a hangout area. Be mindful of others and share the space. Don’t stay in there too long.
 - ★ Drink responsibly! Sauna and alcohol don’t mix.
 - ★ Stay hydrated. Bring water.
- ★ Rogue saunas must be approved by the camp manager - no rogue saunas on Saturdays.

DIVERSITY & INCLUSIVITY: END OF SEASON CLIMATE SURVEY

- Start with short, open ended questions
 - Expand to include Likert scale survey questions
- **Immediate Goal:** Add another mechanism through which Code of Conduct/Title IX violations can be reported to increase likelihood those violations *will* get reported
- Send to users at the end of the 2022 summer season
- **Future Goals:**
 - Develop baseline rating of what the climate at Toolik currently is for staff, PIs, postdocs/RA, grad, undergrad
 - Develop a mid-season survey

DIVERSITY & INCLUSIVITY: END OF SEASON CLIMATE SURVEY

Proposed Questions

1. What is going well at Toolik Field Station? Please be specific.
2. What changes would you like to see at Toolik? Please be specific.
3. Have you witnessed, heard of, or been subjected to Code of Conduct or Title IX violations at Toolik Field Station or by a Toolik employee or user? If yes and you are willing to share, please describe your experience. Toolik takes any violation seriously and will take appropriate substantial action to ensure it stops.
4. If you would like the Toolik management team to follow up with you regarding your experience, please share your name and contact information. Survey results are sent to the Communication & DEI manager who will contact the management team.

DIVERSITY & INCLUSIVITY: CODE OF CONDUCT & TITLE IX

- Title IX no longer covers all instances of sexual misconduct due to 2020 changes to federal policy, but what isn't covered now falls under Code of Conduct violations
- Revised Code of Conduct and Title IX Policy
- Major areas of change:
 - Added “Expected Behaviors”, made reporting options and disciplinary actions more explicit
- Still needing development: How to increase transparency about incidents at camp
- Next steps: 1) review with UAF Office of Equity and Compliance 2) solicit comments from Toolik community

DIVERSITY & INCLUSIVITY: TRAINING & QUIZ

- Training slides and quiz currently in revision
- Areas of change:
 - Adding information on the prevalence of negative field experiences for historically marginalized groups, Code of Conduct, microaggressions, bystander intervention
 - Broad DEI topics (e.g. anti-racism) and being an active bystander will be added to quiz
- Are there other additions or changes you would like to see?
- Will finalize before March

OTHER DEI ACTIONS FOR 2022

- Name change from “Science Liaison” to “Community Liaison”
- Draft Toolik Statement of Commitment to Improving DEI
 - Working document with both actionable, timely goals and mechanisms of accountability
 - Public and *visible*
- Determine other areas we can improve upon (OBFS session on Field Safety and Inclusion has a great checklist that we’re referring back to)
 - Providing spaces for religious practices
 - People who are pregnant or nursing
 - Gender non-conforming/non-binary folx
 - Pre-field expectations
 - Communal personal field gear closet

HAVE QUESTIONS, COMMENTS, CONCERNS?



Please reach out!

Email: uaf-toolik-communication@alaska.edu

hdunleavy@alaska.edu

Phone: 907-474-6407

Schedule a chat: calendly.com/hdunleavy