

**Year 3 Public Description of Work for
Action Collaborative on Preventing Sexual Harassment in Higher Education**

University of California, Irvine

**Field Safety 201: Preventing and Managing Discrimination, Sexual
Harassment, and Sexual Violence in the Field**

Relevant Rubric Area(s):

Prevention Program or Toolkits; Audience-specific anti-sexual harassment education; Bystander Intervention Programs; Diverse Stakeholder Partnerships

Description of Work:

In spring 2021, OEOD/Title IX and leadership of the UCI Environmental Collaboratory partnered to create UCI's first full-day training workshop for graduate students on preventing and responding to discrimination, sexual harassment, and sexual violence in field settings. Modeled off of and supported by the leadership at UCSC who developed the innovative (Building a Better Fieldwork Future) UCI's workshop aims to generate a safe and healthy climate for all researchers, regardless of their age, ancestry, citizenship, color, disability (mental and physical), gender, gender expression, gender identity, gender transition status, genetic information, marital status, medical condition, national origin, pregnancy status, race, religion, service in the uniformed services, sex, sexual orientation, or position in the field team.

The six-hour workshop covers general field safety, discrimination and micro-aggressions, sexual harassment and sexual violence prevention and response, bystander intervention, and campus resources and reporting processes. Participants work in small groups to discuss real-world scenarios related to each of these topics and then receive instruction regarding options for best responses to each situation. After completing this workshop, participants will feel comfortable asking questions about field trips, be able to describe what is appropriate and what is not appropriate for field settings, list options for how to respond to situations and how to report violations of university policies, be able to intervene as a bystander or otherwise support those experiencing discrimination or sexual misconduct, and know what resources are available to them if an incident occurs. Participants will also be able to recognize climate

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dynamics that may contribute to or facilitate discrimination or opportunities for power imbalance in field settings.

The training workshop and certificate program was delivered by the Office of Equal Opportunity and Diversity (OEOD), UCI Environmental Collaboratory and CARE (Campus Assault Resources and Education). It was developed in Spring 2021 with the first set of trainings held in fall 2021 and spring 2022. Approximately 50 graduate students in the Masters in Conservation and Restoration Science and PhD students in Ecology and Evolutionary Biology were trained in partnership with Drs. Sarah Kimball and Jennifer Long. The two courses in 2021-2022 were run by Dr. Sarah Kimball (Director, Center for Environmental Biology); Tierney Anderson (Title IX Officer, OEOD); Julie Coffey (Assistant Specialist; UCI Nature); Rachel Busta (Sr. Investigator, OEOD); Jennifer Long (Education and Outreach Coordinator, Center for Environmental Biology and Director MCRS Program); Cassie Beucherie (Sr. Investigator, OEOD); ; Barbara Kipreos (Masters in Conservation and Restoration Science student); Jessica Rath (Masters in Conservation and Restoration Science student); Sam Weber (graduate student in Ecology and Evolutionary Biology); Moises Perea-Vega (Field Technician, Center for Environmental Biology and graduate student, Ecology and Evolutionary Biology); Kaeleigh Hayakawa (Violence Prevention Coordinator, CARE).

The course included lecture sections, full group discussions, small group breakout scenarios and extensive question and discussion opportunities. CARE support staff was available during the sexual violence portion of the training. The course encouraged students to think concretely about both the advantages and challenges of field work that may differentially impact women, BIPOC, and other minoritized groups.

Lectures covered topics such as protected identities under California law, UC discrimination and harassment policies and resources, statistics on sexual harassment in the field nationally and locally, how harassment operates intersectionally, how to be an active bystander, definitions of affirmative consent, and advice on supporting a survivor. Beyond providing a wide range of information, participants engaged in active learning through hypothetical scenario small group discussions. These offered opportunities to learn best practices such as establishing inclusive norms, understanding power dynamics, and reacting to sexual violence or sexual harassment experiences and disclosures. The training was also responsive to student needs: at student request, UCI provided luggage tags with QR codes that provided links to sexual violence resources so that they could most easily access them when needed. UCI is adapting the student

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training to pilot a faculty training for the Department of Ecology and Environmental Biology in the 2022-2023 academic year.

The program was evaluated to 1) gauge participant learning, as defined by program objectives, immediately following participation; 2) gauge learning retention over three and nine months; 3) identify program strengths and weaknesses; 4) increase organizational capacity; and 5) provide recommendations to improve program functioning. Participants completed a survey following the workshop as well as three months and nine months after the workshop. The survey is a mix of Likert, multiple choice, and open-ended questions.

UCI is currently developing other targeted trainings in STEM, including CARE's pilot with the Informatics department to develop a video game on bystander intervention, and CARE's offering of trauma-informed training to second year School of Medicine students. In all of these efforts, campus partners are working together to share knowledge, resources, and raise awareness of the ways that all UCI community members can work to decrease, prevent, and address sexual violence and sexual harassment.

Website for further information (if applicable):

<https://www.oeod.uci.edu/resources/field-research.php>

Point of Contact Name: Sharon Block

Email Address for Point of Contact: sblock@uci.edu