

# TOOLIK FIELD STATION

## 2022 DIVERSITY & INCLUSION

HALEY DUNLEAVY



## CODE OF CONDUCT & TITLE IX

- The Toolik Management Team & Comms/DEI Manager revised our Code of Conduct and Title IX Policy in collaboration with the UAF Department of Equity & Compliance.
  - Revisions seemed to be appreciated by the community, especially the language specifically prohibiting microaggressions.
- Improved communications between the Toolik Management Team and UAF Equity & Compliance, which allowed us to receive more reports and better respond to reports.
  - This also enabled the Toolik Management team to identify concerning patterns of misbehavior and respond to them more rapidly than in the past.

# CODE OF CONDUCT & TITLE IX

- **Total # of reported conduct violations:** 10
  - 5 directly reported to Toolik management & staff
  - 3 to community liaisons
  - 2 to UAF Equity & Compliance
  - All but one of these reports (minor infraction: quiet hours) were shared with UAF Equity & Compliance immediately upon receiving them. Their office then completed investigations and determined with the Toolik Management Team the appropriate action to take.
- **Still needs development:** If and how to appropriately increase transparency with the community about incidents at camp

## END OF SEASON CLIMATE SURVEY

- Sent to 2021-22 users at the end of the summer season
- **Immediate Goal:** Add another mechanism through which Code of Conduct/Title IX violations can be reported to increase likelihood those violations *will* get reported
- Three open ended questions:
  - What's going well at Toolik?
  - What changes would you like to see?
  - Did you experience or witness any Code of Conduct violations?
- 20 responses – overwhelming amount of positive feedback
- The Management Team Reviewed anonymous responses to identify action items to be completed by summer 2023.

# END OF SEASON CLIMATE SURVEY

- **Responded Areas for Improvement:**

- Helicopter safety was the most frequent concern expressed by respondents
- Clearer and more transparent communication & decision making pathways, especially surrounding safety, medical, & conduct incidents
- Greater in camp presence of the management team and project Pis
- Energy efficiency

- **Future Goals:**

- Expand survey to include Likert rated questions that will help develop a baseline rating of what the climate at Toolik is like for staff, PIs, postdocs/RA, grad, undergrad
- Develop a mid-season survey

- **IMPORTANT:** Response return rate was very low & we need to work to boost it next year



# CHANGES TO SAUNA POLICY

- Instilled “No alcohol” rule
- Increased gender inclusivity
  - Added LGBTQ+ friendly hour (sort of a dud)
  - Added language clarifying that residents can attend the gender’s hour they identify with
  - Added genderqueer sauna hour after user forum request and support from survey

## Sauna Hours

Monday, Wednesday, Friday, Sunday

Men: 6-7:30pm

Women: 7:30-9pm

Open: 9pm

LGBTQ+ friendly hour for the LGBTQ+ community and allies: 9-10pm  
Transgender/Gender-Queer/Non-Conforming hours on Sunday from 4:30-6pm



**Always observe your gender’s designated hours**

Non-Binary, Trans, Two Spirit, & gender non-conforming residents can use whichever hours they feel most comfortable attending.

## Sauna Rules



The sauna is intended to always be a welcoming place for all. If rules aren’t being followed, kindly remind fellow residents of the rules or let the Camp Managers know.

- ★ 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. No shoptalk or crude, sexually inappropriate 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.
- ★ Alcohol is not allowed on the sauna premises.
- ★ Stay hydrated. Bring water.
- ★ Rogue saunas must be approved by the camp manager - no rogue saunas on Saturdays.

## OTHER DEI ACTIONS IN 2021-2022

- Community Events & Building Awareness
  - Community Liaison Lexy Salinas led activities celebrating and commemorating Juneteenth & Pride month
  - Increased camp signage of reporting resources & encouraging bystander intervention
- Hosted DEI focused meetings: 12 total
  - One in-camp discussion – it felt very productive & honest. Large turnout from students, postdocs, and staff, but no community PIs in attendance despite some being in camp.
  - 8 virtual open discussions, 4 in partnership with the Arctic LTER DEI committee
  - 2 in-camp meetings on community gear closet and “Life at Toolik” videos
  - One virtual public presentation on Toolik’s Title IX policy & reporting (IARC Salon)



# TRAININGS



- Quarantine continued to prohibit in-person trainings
- Some staff took mental health first aid, suicide prevention training, implicit bias, and LGBTQ+ SafeZone trainings offered by UAF. All staff current with UAF & Toolik Title IX trainings.
- Advertised Right to Be's virtual bystander intervention all field season in dining hall
- Highlighted other virtual trainings that users could work through during quarantine
  - self-guided LGBTQ+ SafeZone
  - Implicit bias
  - Land acknowledgement workshop
  - More on website



# COLLABORATION



- Working with the following groups in order to remain current with DEI practices within the field sciences & coordinate efforts:
  - Arctic LTER DEI committee
  - UAF Institute of Arctic Biology JEDI committee
  - Organization of Biological Field Stations IDEA+ committee
  - LTER Network Office DEI committee & Field Safety working group

HAVE QUESTIONS, COMMENTS, CONCERNS, GREAT IDEAS?



Please reach out!

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