

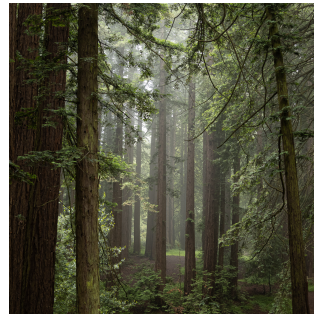
# FieldFutures Annual Report

2023-2024



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# Foreword

A message from  
Dr. Melissa Cronin,  
Co-Founder and CEO

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*"It's been an incredibly rewarding journey to see FieldFutures grow and make a tangible impact in the lives of field scientists. Every step we take to empower field scientists fills me with immense pride and hope. This is just the beginning of the movement for safer and more inclusive fieldwork."*

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We are excited to share with you the FieldFutures Annual Report for 2023-2024. In the inaugural year of FieldFutures, we have been working hard to build safe and inclusive fieldwork settings, advocate for inclusive protocols and policies, and measure our impact.

Our work this year focused on three major strategies: 1) growing our organization to deliver as many trainings as possible, 2) building organizational capacity by embedding FieldFutures champions inside institutions, and 3) evaluating our impact. Through each of these areas, we draw on cutting-edge institutional and organizational psychology to guide our work.

But we're not stopping at education. We're pushing for big changes – like better policies and practices in organizations – to make fieldwork a place where everyone feels valued and secure. Together, we can build a new field future.

**Thank you for joining us!**

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# Mission

Making fieldwork safe for **everyone**.

# Vision

We envision a culture of fieldwork that is free from bullying, harassment, assault, discrimination, and abuse of power. In other words, we envision fieldwork that is safe, equitable, and welcoming to people of all identities and backgrounds.

**Together, we can imagine and enact a new fieldwork future.**

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# Approach

**Harassment and assault are common in fieldwork.** Studies have shown that 64% of surveyed field researchers experienced gender-based harassment—and one in five experienced assault— while conducting fieldwork. Women, people of color, LGBTQIA+ people, and people with other marginalized identities are more likely to experience these problems. To make matters worse, in as many as three quarters of cases, victims don't report through official channels. All of these statistics make it clear: harassment and assault are a barrier to inclusion for underrepresented people in fields like science, technology, engineering, and medicine (STEM) that rely on fieldwork.

**But solutions exist.** At FieldFutures, our goal is to provide field teams, researchers, agencies, classes, and institutions with field-specific, evidence-based training. Drawing on evidence from the scientific literature, the FieldFutures team provides experiential interventions designed to empower participants to prevent, intervene in, and respond to identity-based harassment and assault in scientific and research field settings.





# Meet the Team

FieldFutures is a small but mighty organization! Our CEO, Chief Strategist, Project Coordinator, and Workshop Facilitator are the driving force behind organizing and conducting our impactful trainings, forging strong partnerships, and steering the course towards our goals.

This year we expanded our team. Kathryn Hart and Dr. Abraham Borker joined us as Project Coordinator and Board Member, respectively. Learn more about our newest members and the rest of our team on our [website!](#)

**Dr. Melissa Cronin**

**Co-Founder and CEO**



**Dr. Erika Zavaleta**

**Co-Founder and Chief Strategist**



**Allison Payne**

**Workshop Facilitator**



**Kathryn Hart**

**Project Coordinator**





# Advisory Board

We rely on our Advisory Board of experts in diversity, equity, and inclusion programming and field science to help set and achieve ambitious goals. During our inaugural annual board meeting in Fall 2023, Board Members charted a course for FieldFutures' growth and mapped out our theory of change. With a shared determination, we set our sights on growth to meet demand for evidence-based training approaches that deliver tangible practices.

Dr. Abraham Borker



Dr. Justin Cummings



Dr. Roxanne Beltran



Dr. Megan Jones



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*“We want institutions to move away from click-through online modules that people just blaze through without absorbing information. Our training requires people to wrestle with tough topics, which leads to deeper learning.”*

# Our Year in Numbers

Other key focus areas for 2023 included increased community engagement via social media and forging impactful future training and research collaborations. Recognizing the significance of collaborative efforts in driving cultural change, we established strategic partnerships with institutions, experts, and industry leaders.

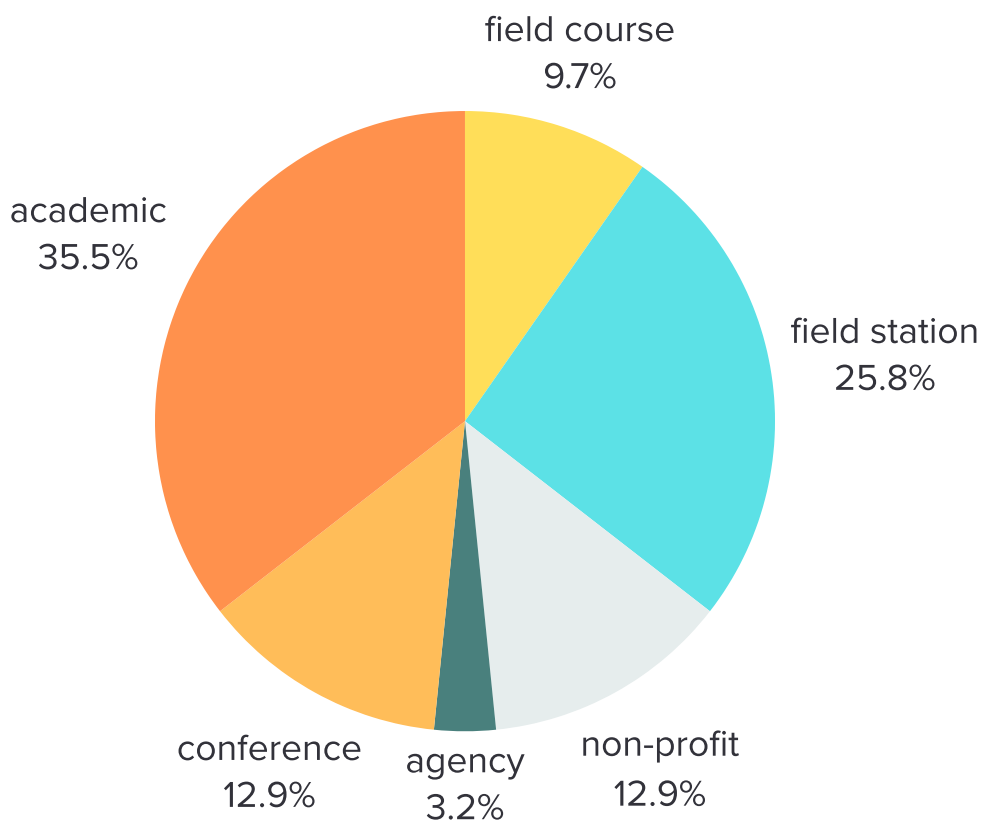
## Expanding Our Reach: Scaling Up Training Access



FieldFutures Trainer Mandy Frazier delivers our workshop in Christchurch, New Zealand to scientists who work in Antarctica.



# Training Across the Board: Building the Movement in Every Sector



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## Embedding Institutional Champions

In addition to trainings at individual host institutions, we partnered with the California Department of Fish and Wildlife (CDFW) to equip the agency with Certified FieldFutures Trainers who will provide internal harassment and assault prevention training to thousands of CDFW staff. After two week-long intensive courses, the agency is now fortified with 30 new Trainers who will go on to train 1,800+ CDFW staff members.





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# Building the FieldFutures Community

## Social Media

We offer a reliable source of information for our growing community. Our platform serves as an information hub that provides a spectrum of content, ranging from breaking news to cutting-edge research findings. We share field equity-related opportunities like grants, fellowships, and job openings. By curating trustworthy and relevant information, we endeavor to foster an environment where learning thrives and where our community members feel empowered to make informed and safety-focused decisions. Follow us to learn more on Instagram and X/Twitter at @FieldFutures!

This Fall we debuted our first apparel items! Our newest newsletter subscribers were entered into a giveaway for the chance to win a FieldFutures embroidered beanie or hip pack.

Giveaway winner Anna Muñoz flaunts her new beanie on a solo hike!

Thank you to everyone who subscribed to our newsletter. The winter issue will be published in February.



## Resource Library

The [resources](#) page of our website is a curated and ever-growing collection of peer-reviewed papers, up-to-date news articles, safety manuals, Codes of Conduct, FAQs, and resources for harassment and assault survivors. We also share resources on the connections between harassment and race, gender identity, sexual orientation, disability, and other marginalized identities and how harassment is one part of a larger system of inequity and oppression.

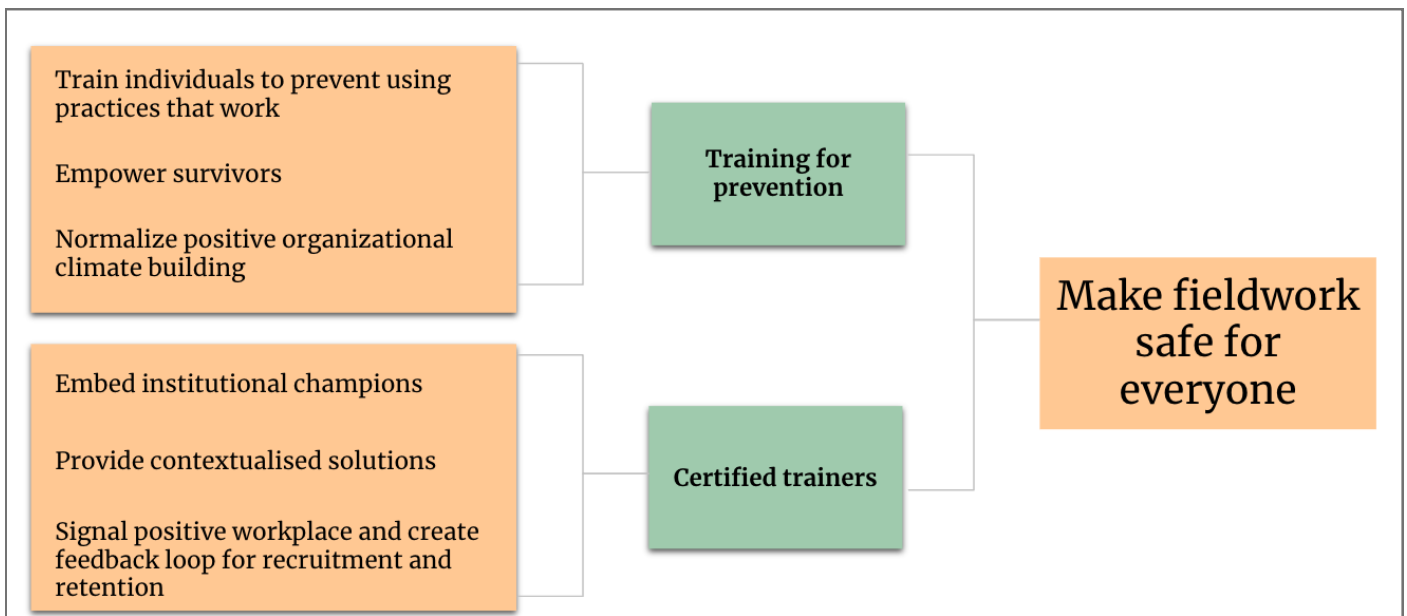


# Shaping the Future of Fieldwork

Our theory of change is centered on a two-pronged approach:

**1) Delivering high-quality trainings.** Driven by increasing demand, FieldFutures is rapidly expanding its reach, conducting trainings at a multitude of diverse locations to spread our message of safety and respect in the workplace.

**2) Cultivating a network of institutional champions.** Empowered Trainers armed with with facilitation skills and harassment prevention knowledge can spark a ripple effect of positive change within their own organizations. These institutional champions are critical in embedding our values and practices into the fabric of their organizations. Through this strategy, we're working to foster a community of advocates and leaders who will carry the torch of change.



# Measuring Our Impact

**How do we know the FieldFutures training works?** Recently published evidence suggests that the training approach used by FieldFutures can have tangible benefits for participants' willingness and readiness to prevent and reduce harassment.

The study, [published in the journal \*Scientific Reports\*](#), was co-authored by many of our team in collaboration with researchers from the California Department of Fish and Wildlife, Duke University, UC Santa Cruz, and Oregon State University. The study identified that interactive training programs, like the FieldFutures workshop, can help prepare scientists to combat harassment and assault in fieldwork by examining the impacts of a 90-minute interactive training delivered to more than 600 participants who conduct fieldwork across California. It also identified important differences in training outcomes that vary by gender and race, and made recommendations for how large institutions can improve fieldwork culture.

Read the study [here](#).







# Looking Ahead

Looking ahead to the coming year, FieldFutures is ready for growth and impact. We're in the process of developing new, innovative training modules, expanding our reach to even more organizations, and team. Our focus will be on broadening the availability of trainings and Certified Trainer programs, as well as on strengthening existing and new partnerships. We anticipate a year filled with inspiring collaborations, continued momentum, and ever expanding access and inclusion to fieldwork for all.

Thank you for your support for FieldFutures this year!



**Sign up for the FieldFutures [newsletter](#) to stay up to date!**

# Contact Us

For further information, please reach out to us at [info@fieldfutures.org](mailto:info@fieldfutures.org).

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