

Supplementary Material S1: International Thwaites Glacier Collaboration 2021-2022 Field Season Survey

[Notes for reader: The surveys were distributed online (March 2020 and March 2022) using Qualtrics. After reading the consent form, and consenting to be a part of the study, the individual was directed to the anonymous survey. Responses were collected from consenting adults and anonymously to ensure the privacy of the respondents.]

Thank you for taking this survey. When thinking about the following questions, please reflect on your Antarctic field experience during the 2021-2022 field season.

1. Are you familiar with the following documents?

	Yes	No	Unsure
International Thwaites Glacier Collaboration Community Values and Norms of Behavior	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
International Thwaites Glacier Collaboration Field and Ship Best Practices	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
National Science Foundation Office of Polar Programs Code of Conduct	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
U.S. Antarctic Program Affirmation of Non-Harassment Policy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
U.K. Research and Innovation Code of Conduct	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
U.S. Antarctic Program Field Plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Field Risk Assessment Matrix	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. Did you attend the pre-field workshop offered by the ITGC SCO and facilitated by Leilani Henry about diversity, inclusion, and field agreements with your field team prior to deployment?

- Yes
- No

3. [If Yes Q2] After the pre-field workshop did your team create its own group agreement pertaining to the rights of team members?

- Yes
- No

4. [If Yes Q2] To what extent do you agree or disagree with the following statements about the pre-field workshop?

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
The pre-field workshop was a good use of my time to prepare for the upcoming field season	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Attending the diversity, inclusion and field agreements workshop helped me address interpersonal interactions during the field season	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Attending the workshop helped me understand how to address difficult behaviors if they occurred during the field season	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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5. [If Yes Q2] Please tell us more about your thoughts concerning the pre-field workshop. [text box]

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6. What three words would you use to describe the work culture of your field team during the 2021-2022 field season? [text boxes]

[text box 1]	[text box 2]	[text box 3]
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7. Thinking about your field team during the 2021-2022 field season, to what extent do you agree or disagree with the following statements?

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Colleagues showed a general respect for one another	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Colleagues respected the time of others in the group	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Colleagues trusted each other that required work would be accomplished	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The contributions of all group members were valued	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
All group members felt comfortable providing feedback	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
All group members felt comfortable providing an opposing viewpoint or interpretation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disagreements were handled constructively	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. Do you think personnel management training would have been beneficial for the research lead(s) of your field team?

- Yes
- No

[Please explain. → comment box]

9. Do you think personnel management training would have been beneficial for you in the work you do?

- Yes
- No

[Please explain. → comment box]

10. Thinking about your own experiences during the 2021-2022 field season, to what extent do you agree or disagree with the following statements?

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
I felt respected by my colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Others in my group respected my time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I trusted that whenever possible others would meet deadlines that impacted my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt my contributions were valued	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt comfortable providing feedback	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt comfortable providing an opposing viewpoint or interpretation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I handled disagreements constructively	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. Thinking about the general work environment during the 2021-2022 field season, to what extent would you say you agree or disagree with the following statements?

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Colleagues were given opportunities to demonstrate their expertise	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The expertise of each person was valued	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The scientific contributions of each person were recognized	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Colleagues listened to each other during discussions about research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

12. Thinking about your own experience during the 2021-2022 field season, to what extent would you say you agree or disagree with the following statements?

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
I was given opportunities to demonstrate my expertise	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt my expertise was valued	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt my scientific contributions were recognized	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt my colleagues listened when I talked about	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

research					
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13. In your opinion, how often were research ideas and data shared between colleagues?

	Always	Very Often	Sometimes	Rarely	Never	N/A
Sharing ideas	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sharing data with others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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14. Reflecting on your living arrangements during the 2021-2022 field season, to what extent do you agree or disagree with the following statements?

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
The sleeping area(s) met my needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I often felt well rested	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Noise in my living area was a problem	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The living arrangements negatively affected my mood	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I found the range of food options satisfactory	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The food provided met my dietary needs or preferences	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt comfortable socializing when I wanted to	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt comfortable finding time to be alone if I wanted to	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I found ways to satisfactorily occupy my leisure time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt comfortable requesting changes to my living arrangements	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If I experienced illness or injury I would have felt comfortable requesting more rest or private time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My colleagues created a positive living environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

15. Reflecting on your work arrangements during the 2021-2022 field season, to what extent do you agree or disagree with the following statements?

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
My work arrangements could have been improved	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt I could effectively do my work with the facilities provided	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The field equipment provided met my work needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt comfortable requesting changes to my work arrangements	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If I experienced illness or injury I would have felt comfortable requesting changes to my work arrangements	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Noise in my work environment was a problem	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The stress from my job negatively affected my relationships with co-workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The stress from my job made me less productive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My colleagues created a positive work environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

16. If the opportunity arose, would you seek to be deployed as part of the same field team in the future?

- Yes
- No
- I prefer not to say

17. What is one way your supporting agency/agencies could have made your field season better? [text box]

18. COVID-19 affected the 2021-2022 field season in multiple ways and it is possible the virus could be a factor in preparations and implementations for future field seasons. In what ways could the Science Coordination Office (SCO) support teams in case of future quarantines and potential COVID-19 impacts? [text box]

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19. During the 2021-2022 field season did you feel pressured to compromise your research integrity?

- Always
- Very Often
- Sometimes
- Rarely

- Never
[if answered Always to Rarely → Please describe __[text box]]

20. Have you felt that the work culture prioritized getting publishable results over research accuracy?

- Always
- Very Often
- Sometimes
- Rarely
- Never
[if answered Always to Rarely → Please describe __[text box]]

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21. To what extent do you agree or disagree with the following statements about safety during the 2021-2022 field season?

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
I felt others considered my safety when making decisions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Before an activity was started, risk assessments and risk mitigation were discussed with the group.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt I could decline an activity I thought was unsafe without negative consequences to myself.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

22. Thinking about your work environment during the 2021-2022 field season, to what extent do you agree or disagree with the following statements?

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Policies promoted fair treatment of employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees with varied backgrounds and experiences were valued	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees had a responsibility to promote workplace diversity and inclusion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Preferred pronouns (such as she/hers, he/his, they/them) were used to acknowledge gender diversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

23. During the 2021-2022 field season did you ever feel uncomfortable or out of place because of your,

	Always	Very Often	Sometimes	Rarely	Never

Gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Age	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physical Ability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Level of Education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Field Experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Race or Ethnicity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
National Origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Language	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Life Experiences	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family Caregiver Role	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Political Affiliation or Political Philosophy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

24. If you feel comfortable doing so, please share the experience(s) that made you feel uncomfortable or out of place. [large text box, large character limit]

25. At any time during the 2021-2022 field season did the following occur,

	Yes	No	I prefer not to say
I felt pressured to change things about myself to fit in	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was harassed about differences or perceived differences in my personal characteristics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt that my colleagues made assumptions about me that limited my professional opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt excluded from professional opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt excluded from social activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt the future of my career was threatened	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I thought about leaving because I felt unwelcomed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

26. If you feel comfortable doing so, please share those moments when you felt excluded or unwelcome. [large text box, large character limit]

27. To what extent do you agree or disagree with the following statements?

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
I felt safe to report scientific misconduct without fear of reprisal.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt safe to report bullying without fear of reprisal.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt safe to report sexual harassment and sexual assault without fear of reprisal.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt able to discuss gender and racial biases pertaining to my work environment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt safe to report unfair treatment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

28. During the 2021-2022 field season, did you know who to speak to about **scientific misconduct**?

- Yes
- No
- Unsure

29. During the 2021-2022 field season, did you know who to speak to about **sexual harassment and sexual assault**?

- Yes
- No
- Unsure

30. While you were working during the 2021-2022 field season did you see an incidence of harassment because of a person's sex, gender, age, race, ethnicity, religion, or other personal characteristic?

- Yes
- No
- I prefer not to say

31. [If yes] Was the person showing the harassing behavior held accountable?

- Yes
- No
- Unsure

32. What are the top reasons why a person might not report harassment or bullying during the field season? (select all that apply)

- Harassment or bullying does not occur
- Not knowing where to go or who to tell
- Feeling embarrassed or ashamed
- It would be emotionally difficult to report
- Being discouraged to report
- No one would believe the report
- Feeling it was not serious enough to report
- Nothing would be done after a report was made
- Not wanting the person(s) who behaved inappropriately to get into trouble
- Fearing negative social or professional consequences

- Fearing retaliation
- Fearing the report would not be kept confidential
- Feeling the situation could be handled by oneself
- The resources available cannot provide the help needed
- The incident occurred away from the field site(s)
- Other → Please describe [text box]

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Now we would like to ask you three more questions about yourself. We also want to reiterate that all your responses are anonymous and only the evaluator at CIRES Education & Outreach will see the responses submitted.

33. Which of the following best describes your role during the 2021-2022 field season? (check all that apply)

- Principal Investigator
- Co-Principal Investigator
- Field Team Lead
- Field Team Member
- Project Manager
- Field Safety Guide
- I prefer not to say
- Other (please specify): [text box]

34. Which of the following best describes your current career status?

- Early Career Scientist (I am an undergraduate student, graduate student, post-doctoral fellow, or scientist with 0 to 5 years of experience.)
- Mid-Career Scientist (I am a scientist with 6 to 15 years of experience.)
- Senior Scientist (I am a scientist with more than 15 years of experience.)
- Early Career Field Support (My primary role was in operations, planning, or support services, and I have 0 to 5 years of experience providing field support.)
- Mid-Career Field Support (My primary role was in operations, planning, or support services, and I have 6 to 15 years of experience providing field support.)
- Senior Level Field Support (My primary role was in operations, planning, or support services, and I have more than 15 years of experience providing field support.)
- I prefer not to say
- Other, please specify: [text box]

35. During the field season, please select where you were generally stationed.

- On a research cruise
- On the ice

36. What is your gender?

- Male/Man
- Female/Woman
- I prefer to self-describe: [text box]
- I prefer not to say

Please click on "submit" or the small forward arrow to submit your responses to this survey.

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[Final page text]

Thank you for your time and thoughtfulness in sharing your 2021-2022 field season experiences. We understand this has been a long survey and we have asked about sensitive topics in your work environment. If you would like to contact someone to talk about the experiences you had, or report an incident of harassment you saw or experienced, please contact Betsy Sheffield at the University of Colorado (email betsys@nsidc.org) who serves as the primary contact for workplace harassment for the International Thwaites Glacier Collaboration.

[END]