



IASSA – WORKING GROUP GENDER IN THE ARCTIC

IASC & IASSA ONLINE Workshop

Gender in Polar Research – Gendered field work conditions, epistemologies and legacies

Arctic Science Summit Week (ASSW) 2020

30 March 2020, Via ZOOM

[GMT Time zone](#)

This online workshop is a thematic teaser for the in-situ workshop “Gender in Polar Research” during ASSW 2021 in Lisbon. For online access to ZOOM go to <https://eu01web.zoom.us/j/821469637>

- 17:00h **Opening**
Gertrude Saxinger, Stephan Dudeck, J. Otto Habeck
- Finding Marguerite and Tookoolito: “Mapping Women of the Arctic”**
Short introduction and invitation to the project
Carol Devine, Gosia Smieszek
- 1ST PART** **Heroic images in Polar explorations: gendered legacies for contemporary research**
- 17:15h Short inputs of 6 minutes each
CHAIR: J. Otto Habeck
- The distorted mirror – ethnographic forms of representation of non-heteronormative existences in the North**
Stephan Dudeck
- Working women in high latitudes: unproblematic house-keepers, troublesome scientists**
Petia Mankova and Elena Liarskaya
- From gender and access to decision making on natural resource management in the Arctic to young women’s empowerment in industrial cities in the Russian Arctic**
Anna Karlsdottir
- Gendered challenges for driving trucks in the arctic: contesting masculine spaces**
Roger Andre Sjøraa
- Polar exploration, heroic images, and the colonial gaze – interactive format**
Dina Abdel Fattah
- How to reclaim the Heroic Era of Polar Exploration: a case study**
Laura Farrely
- The limits of "leaning in": gendered dynamics of ethnographic fieldwork in a subarctic extraction zone**
Tara Joly



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18:00h **PLENARY DISCUSSION**

18:30h **End of the 1st part**

2ND PART **Gendered Research Conditions**

19:00h Short inputs of 6 minutes each
CHAIR: Gertrude Saxinger

Framework for fostering inclusive polar fieldwork
Sasha Leidmann and Asa Rennermalm

Tackling the gender gap in marine science
Anna Ólafsdóttir

Status of the gender discussion in polar cryosphere research
Annett Bartsch, Birgit Heim, Pedro Freitas

Providing statistical information on the gender gap at institutional level (AWI, Germany; PROPOLAR, Portugal)
Birgit Heim and Pedro Freitas et al.

Polar science, are we all included?
Donna Frater

Risk management toolbox: facilitating a conversation around risk management *Anna Talucci*

19:45h **PLENARY DISCUSSION**

20:30h **Gendered barriers to Australian Antarctic research: a case study**
Meredith Nash, Hanne Nielsen (at the end of the workshop due to large time zone difference) – followed by Q & A

20:45 **WRAP UP PLENARY DISCUSSION**

21:00h **End of the 2nd part**

This workshop is organised by Joachim Gertrude Saxinger, Otto Habeck, Stephan Dudeck and Katariina Kyrölä – **International Arctic Social Sciences Association (IASSA) Working Group Gender in the Arctic**.

Join the mailing list and working group at gender-arctic.jimdofree.com



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GENDER NETWORKS

For a variety of gender networks in research and of activism see the website of the IASSA Working Group Gender in the Arctic: gender-arctic.jimdofree.com/arctic-gender-initiatives

ABSTRACTS

Workshop abstract

Gertrude Saxinger, J. Otto Habeck, Stephan Dudeck, Katariina Kyrölä, IASSA Working Group Gender in the Arctic

The IASC Social Sciences and Humanities Working Group (WG), together with IASC's Cryosphere, Marine, and Terrestrial WGs, and the IASSA Working Group Gender in the Arctic hosts a unique cross-disciplinary workshop attempting to bring together the natural sciences, the social sciences and the humanities in order to discuss and reflect on the gendered nature of Polar research.

The workshop will combine three strands of debate that have thus far not been discussed systematically: (1) Doing science in the 21st century in a way that departs from but also pays careful attention to the history of exploration and colonial endeavours as “heroic” and masculine activities – while a masculine image still seems to dominate the methodologies and practices of Arctic and Polar research. (2) The still existing gender gap when it comes to female researchers in hard sciences, their career prospects, and their sometimes difficult working conditions as women in the field. Critiques of the gender gap and gendered research work have thus far neglected the diversity aspects of queer and gender minority (LGBTQI) researchers. They face particular challenges while working in a still largely heteronormative research environment as it is described for research stations, vessels or tundra/taiga camps. (3) The gendered composition of researchers as actors and the gendered spaces of conducting research, including the field sites, have an important impact on research interests, research design, research ethics and epistemology. The gender bias affects the research subject and methodology, and Polar research can learn from and communicate with other fields of science about how to ensure a high standard of equality, sensitivity to issues of marginalization, and ethical production of science.

Finding Marguerite and Tookoolito: “Mapping Women of the Arctic”

Carol Devine, Canada, and the “Women of the Arctic” Initiative (Gosia Smieszek, Tahnee Prior)

Maps beautifully and at times wistfully tell us the story of us. “Mapping Antarctic Women” crowd-maps female place names of South polar women, to (re)map and discover the continent through a new lens. At ASSW, Carol converges with the non-profit association “Women of the Arctic” project co-led by Tahnee Prior and Gosia Smieszek, and its digital storytelling platform “Plan A.”, featuring stories of women who live in, work on, and engage with the Arctic, to explore a related “Mapping Arctic Women”



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project. Carol will launch the prototype online crowd-map with geolocations including names and short bios of “Women of the Arctic” and invite participants to locate and highlight, through short biographies, women’s contributions in the Arctic to science, arts, policy, culture, diplomacy, history, environment, exploration and more. The project also aims to include lesser known and little-documented stories of Arctic women.

Participants can also join in an installation mapping to add names and nominations.

Following the event, Carol together with “Women of the Arctic” will:

- seek partners to pilot a visual project to share the map in circumpolar communities in schools, libraries, academic or art institutions etc. to celebrate the contributions of Women of the Arctic, and to inspire young people, particularly young women and girls, and to collect map nominations.
- add “Women of the Arctic” bios to Wikipedia to help counter the content gender gap (only 18.19% of biographies are about women), recognizing the power of women’s stories and the dearth of women’s biographies in traditional and non-traditional sources.

BIO: Carol is a writer, humanitarian and researcher living in Canada. She’s a member of the Society of Women Geographers and the Scientific Committee on Antarctic Research (SCAR) Humanities and Social Sciences Expert Group. Carol was a fellow in the 2016 Arctic Summer College and panelist at the Arctic Circle Assembly, Iceland 2016 on Indigenous health and climate change in circumpolar regions. She co-wrote a cultural history book, *The Antarctic Book of Cooking and Cleaning*, about a civilian Antarctic cleanup expedition she led and does public speaking and sciart on polar marine pollution and exhibits widely (TEDxMontreal Women, Canada Science & Technology Museum, New York Hall of Science, on an icebreaker in Svalbard with Oceanwide Expeditions). Carol has an ongoing Mapping Antarctic Women project. She presented prototypes at the Scientific Committee on Antarctic Research’s Humanities and Social Sciences meetings in Colorado 2015 and Malaysia 2016. An illustration of her map was featured in *Ernest Journal*, spring 2018. She was a member of the Antarctic Wikibomb team to promote and celebrate the achievements of female Antarctic scientists and support staff, which in part inspired this Mapping Women of the Arctic project. You can read more about her work at: <http://caroldevine.info/>.

The distorted mirror – ethnographic forms of representation of non-heteronormative existences in the North

Stephan Dudeck, European University at St. Petersburg, Russia

Not only scientific research, but also local activists turn towards historical sources witnessing successful social integration of diverse configurations of gender arrangements in local communities of the Arctic. They try to recognise but also to safeguard, rehabilitate and sometimes reconstruct local forms of sociality often including gendered practices contradicting Eurocentric heteronormativity. In ethnographic accounts of the past, we look at local forms of gender arrangements, especially non-heteronormative ones, like through a distorted mirror of researchers’ own concepts of gender and sexuality. The paper will address the following questions: What kind of methodology could make these historical sources productive for an understanding of present-day gender activism? Are we able to see through researchers’ biases and colonial phantasies the social reality of individuals the researchers encountered in the North? Can we look through the distorted mirror and find a link between historical



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sources and present-day practices and activism? The paper will address these questions mainly through ethnographic sources from the Russian North but will take into account also material from other regions of the Arctic.

Working women in high latitudes: unproblematic house-keepers, troublesome scientists

Petia Mankova, University of the Arctic UiT, Norway

Elena Liarskaya, European University at St. Petersburg, Russia

The Soviet Union declared itself a land of gender equality, encouraging and promoting women in polar research. In the 1930s questions of women's participation in scientific projects in the Arctic were widely discussed and debated. To what extent was it necessary and feasible to send women beyond the Arctic circle, how would they bear the harsh conditions and wouldn't they just disturb the rest of the scientific team with their presence? Nevertheless, Soviet women joined overwintering expeditions, became appointed as heads of Arctic stations and as professionals on Arctic vessels. The analysis of historical documents shows that the participation of women in polar expeditions or overwintering in the Arctic was considered problematic especially when these women were professional scientists. If a woman went as the wife of a member of an expedition, or if she belonged to the assisting staff (cooks, nurses, housekeepers) her status was completely different, her participation rarely evoked debates, her presence was unremarkable. A similar pattern could be observed on Svalbard. In the beginning of the 20th century women came to be accepted as home-makers and even as hunters and trappers there, while women like Hanna Resvoll-Holmsen and Brit Hofseth who pursued scientific interests were met with unwillingness by the stakeholders in polar research. In our presentation based on historical documents from the Soviet Union and Svalbard covering the period before the Second World War, we shall juxtapose and discuss controversies in the roles of women in polar research: as homemakers and housekeepers and as science professionals.

From Gender and access to decision making on natural resource management in the Arctic to young women's empowerment in industrial cities in the Russian Arctic

Anna Karlsdottir, Nordregio, Sweden

Gender and empowerment in the Arctic is an important social research arena that has tended to be shunned from the mainstream scientific accounts describing and analysing Arctic Human Development. In this presentation I will look back to a circumpolar Arctic cooperation focusing on women and natural resource management in the rural North and on women's participation in Decision making processes in Arctic Fisheries Resource Management conducted for the Arctic Council Sustainable Development Working group 2002-2006, and compare to research in 2018 focusing on empowerment of young women in North West Russia and Murmansk Oblast. I will compare methods and accessibility in the field work and address challenges. The time in between and the variety in social conditions reveal that there exists a great gap in women's conditions within the Arctic that has not been addressed to any significant extent in broader accounts of Arctic Human Development.



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Gendered challenges for driving trucks in the Arctic: contesting masculine spaces

Roger Andre Sjøraa

How are gender roles entangled, challenged and broken in the masculine world of truck driving? This paper is based on ethnographic ‘ride-along’ studies of truck drivers in the Arctic northern part of Norway, and gives an insider look at the world of truck drivers. Based on a project on self-driving vehicles and automated transport systems, which is situated in an area that lacks thousands of truck drivers annually, women truck drivers are seen as an alternative pathway for the sector, as self-driving vehicles are becoming increasingly complex (and deadly). I look at non-conventional gender roles on research practice, by situating myself in the driver cabin of the trucks, sharing the space with my truck informants, while addressing interpersonal situations and epistemic practices of driving, which I connect to the feeling of ‘freedom on the road’. The truck as a sociotechnical artifact has been highly connected to masculinity, but by looking at gender in this fieldwork and research setting, the discourse on Arctic work masculinity can be enlightened.

Polar exploration, heroic images, and the colonial gaze

Dina Abdel Fattah, University of Alaska, Fairbanks

I would like to engage in the dialogue on how polar research can be seen less as a heroic and masculine feat. Polar research can also perpetuate colonial-based thinking, and at worst, colonial action. As a minority – as a female and someone from a former colonized country – it is important to me that my work environment and my peers pursue moral and ethical research. This is especially important when polar researchers conduct work with Indigenous communities. Co-production of knowledge is not only important from an interdisciplinary perspective but also from the standpoint of respect from the communities and lands researchers interact with. The scientific research community should be critically aware of the difference of research with, rather than research on, polar communities. I would be happy to share perspectives from within Alaska as well as from across Scandinavia. Furthermore, a discussion of what are research best practices for researching with polar communities will be something I would be happy to engage in. Trying to counter images of heroic and masculine polar research is one way researchers can be mindful of how they represent their research. Specifically, portraying the Arctic as a pristine, unexplored area furthers colonial images of the Arctic. Polar research should be portrayed not as a feat of exploration but rather as an arena of collaboration, particularly since many cultures have had long-standing experience and knowledge in this important region of the world for millennia.

How to reclaim the Heroic Era of polar exploration: a case study

Laura Farrelly, Trinity College, Dublin, Ireland

In this presentation I will look at how the so-called Heroic Era of polar exploration can become more accessible for any group of people who have been at a remove due to gender, cultural or other reasons. I will use Ireland as an example of a success story of how this can be achieved from a national, and by extension, a gender perspective. The Heroic Era is the period that can claim to be the introduction most people have to the world of polar history. To this day however, how the legends of that period



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are received varies across cultures and genders. In Ireland, the perception of dominance that the Heroic Era and its conquering heroes espoused was, until relatively recent, problematic. For example, the accounts of Irish men who joined expeditions were relegated to the footnotes of history, an experience shared by women throughout time. I will outline how we in Ireland have been successful in sensitively reclaiming this part of our heritage through forums such as the Shackleton Autumn School. I will also explain how such methods can be utilised to address the gender gap in a previously male dominated subject.

The limits of "leaning in": gendered dynamics of ethnographic fieldwork in a subarctic extraction zone

Tara Joly, Willow Springs Strategic Solutions, Inc., United States

That the patriarchal and heteronormative nature of the Alberta Oil Sands region in subarctic Canada places women and non-binary identified individuals at risk is increasingly documented in media and grey literature. However, there are few academic studies that offer a thorough social scientific analysis of gendered experiences and violence in northern Alberta's extractive zones – regarding both Indigenous peoples and researchers (Westman & Joly 2019). I take up the latter gap in this academic paper, by reflecting on my experience as a white, young, bisexual, cis-gendered woman conducting research in a male-dominated, heteronormative field site. Using an auto-ethnographic method, I use my personal experiences of gender discrimination and sexual assault in the field to analyze the unique and often undocumented challenges, opportunities, and traumas that affect and shape social research in the North. I discuss how contemporary (sub-) Arctic training in the social sciences can reproduce narratives and expectations of the heroic/masculine ethnographer. I question whether a practice of "leaning in" (Sandberg 2013) to male-dominated spaces affords women, queer, and non-binary individuals the promised professional benefits and personal fulfillment in northern research. Instead, I argue that women, queer, and non-binary researchers create unique networks of support in which to conduct their research successfully, often requiring a divergence from what could be considered conventional method, ethics, and professional outputs. The gendered challenges faced by researchers is not one that can be resolved by "leaning in" to a male-dominated field, but by challenging or creating space to conduct research beyond that very system.

Framework for fostering inclusive polar fieldwork

Sasha Leidmann and Asa Rennermalm, Rutgers University, United States

Inhospitable cultures of harassment and assault are rampant in polar field science. 71% of women and 41% of men surveyed have experienced harassment while in the field (Clancy et al., 2014). This is often associated with structural problems and a lack of transparency within field team preparations that hinder reporting and dissuade conflict resolution. In response, we have developed a series of resources aimed at fostering better communication between field team members and decreasing instances of harassment. These resources include a detailed code of conduct that is read and signed by all team members as a group. This code of conduct includes additional provisions about responsibilities as a bystander, methods for communicating with outside help, detailed disciplinary actions, alcohol policies, and more. These resources were tested during multiple field campaigns in Greenland and



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have proved important for eliminating instances of harassment, increasing safety, and reducing interpersonal conflicts. In coordination with the APECS Project Group on Diversity, Equity, and Inclusion, these resources were broadcasted through the APECS website to be made publically available. Through continued use of codes of conduct, extensive pre-fieldwork planning, and continued multi-channel communication, we find that cultures of harassment are minimized and team members can feel safe and appreciated.

Acknowledging the gender gap in ocean science in Iceland

Anna H. Ólafsdóttir, Hafogvaten Marine and Freshwater Research Institute, Island

Icelandic society is a poster child for gender equality. Ranked on top of the Global Gender Gap index for the last decade, the country had the first nationally elected female president in the world, and has high participation of women in the labour market (~80%). It is also a society with 5% adjusted gender pay gap, women are 20% of private company's directors, and 12% of supreme court judges. Gender equality varies between sectors of society. Ocean science play a pivotal role in Icelandic society as the commercial fishing industry provides 30% of annual export value for goods. There is one governmental ocean research institute in Iceland, founded in 1965. In 2019, it had approximately 130 science positions and annual budget of \$30 million USD. Preliminary research on gender equality at the institute in 2005, 2015 and 2019 reveals a male dominated reality with few women in senior roles despite them being ~40% of scientific employees. During this period gender equality has slightly improved as proportion of women in junior scientific positions increasing from 47% to 59%, and for senior positions from 23% to 26%. No woman was in a scientific management position in 2005 and 2019, but one in 2015. Women as head scientists for research projects increased from 12% to 16%, excluding 2019. Proportion of women participating in research surveys at sea increased from 20% to 50% and as survey leaders from 15% to 40%. No woman was on the executive board in 2005 and 2015, but one joined in 2019. The director is a man and always has been.

Status of the gender discussion in polar cryosphere research

Annett Bartsch, b.geos GmbH and Austrian Polar Research Institute (APRI), Austria

Birgit Heim, Alfred Wegener Institute AWI, Germany

Pedro Freitas, CEG/IGOT, Universidade de Lisboa, Portugal

In STEM (science, technology, engineering, and mathematics) communities, in general, and polar cryosphere research is no exception, the research questions, findings and hierarchical titles and status of the 20th century are all "masculinized." The largest of the polar cryosphere STEM communities focuses on glaciology which also started the first dedicated discussions on gender, specifically the role of women over time about a decade ago. The topic was extended to issues of epistemologies in detail several years later. Discussions in the scientific literature extended beyond access to education and carrier opportunities to the topics of harassment and assault only recently with a focus on Antarctic fieldwork settings. It is still an issue that at the majority of polar institutions performing fieldwork there are no fitting survival suits, working gloves, boots for woman, becoming a safety problem specifically for the smaller sizes. There are not enough offers from producers due to too small order quantities for special sizes. Also, focusing fieldwork in remote areas, some research stations still don't have women



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adapted facilities, aggravated by the masculinist “body culture” of some fieldwork activities. Slowly awareness of these serious work-impeding issues is rising. In addition, nowadays expeditions are physically easier and safer to take part and the time spent in the field is shorter. Whereas there is an ongoing discussion with focus on glaciology, other fields such as sea ice research or permafrost are not discussed in the literature.

Gender related data sets for polar research from Germany and Portugal

Birgit Heim, Alfred Wegener Institute AWI, Germany

Pedro Freitas, Universidade de Lisboa, Portugal

ABSTRACT 1: Providing statistical information on the gender gap at institutional level: AWI, Germany. Gerit Birnbaum; Birgit Heim; Inka Bartsch; Tanja Glawatty, all at the Alfred Wegener Institute Helmholtz Centre for Polar and Marine Research (AWI)

In the fields of science, technology, engineering, and mathematics (STEM) gender balance needs to be established on all levels of research institutions. Polar research is no exception and although women represent nowadays half of the PhD students and postdocs and frequently take leadership in research projects and expeditions, institutional support is needed to reduce the gender gap on higher career levels.

The Alfred Wegener Institute Helmholtz Centre for Polar and Marine Research (AWI) in Germany has currently a team of three women representatives who contribute to personnel, organizational and social issues at AWI. The right to *vote* and stand as a candidate extends to all female *employees* at AWI. The women representatives in cooperation with the human resources department regularly carry out investigations on gender statistics at AWI. The latest assessment in 2019 still shows that the gender imbalance is inversely proportional to the career stage and that the main share in female employees is in the service roles of administration. AWI STEM communities are bioscience, geoscience and climate science. From the level of PhD students to leaders of research groups, the best, but by far not perfect, gender balance has been built up in the Bioscience Department. The Geoscience Department is

characterized by high male dominance at higher levels and the Climate Science Department shows gender imbalance at all levels.

Providing public information on the gender gap supports female employees in understanding the relationship between work, family life and gender and how important it is to discuss problem-solving strategies.

ABSTRACT 2: Providing statistical information on the gender gap at institutional level: PROPOLAR, Portugal. Maria Teresa Cabrita; Margarida Queirós; Ana David; Pedro Freitas, all at Centro de Estudos Geográficos (CEG), Instituto de Geografia e Ordenamento do Território (IGOT), Universidade de Lisboa

Whilst the presence and impact of female Polar researchers has increased rapidly over the past decade, gender inequalities concerning scientific empowerment and participation in field missions remain wide in Polar science. Inequity also exists in Portuguese Polar community, and a first step in bringing gender inequalities into debate is to analyse and evaluate the situation of Portuguese female and male researchers. This study aims at providing statistics about gender in Portuguese Polar community, while addressing key issues shaping the path of Portuguese women and men researchers in Polar science. Data regarding 100 polar researchers was analysed and a Principal Component Analysis was also



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performed to help understand variables triggering men and women inequality in Portuguese Polar community. With about 40% of Portuguese Polar community being female, women are still under-represented in decision-making and international representation positions. In contrast, management roles are mainly performed by women. Regarding education and research activity, the gap is less pronounced, in terms of academic qualification and scientific polar project leadership roles. However, high male dominance was found amongst young scientists. The feature that most distinguishes female and male researchers is the number of polar missions, with men carrying out more field work in these extreme regions. This points to less opportunity or time availability for prolonged field work away from other professional responsibilities or family environment, for women. These results highlight the need for deeper insight into the constraints triggering the work-life balance in the Portuguese Polar research community.

Polar science, are we all included?

Donna Frater, Diversity in Polar Science Initiative at the British Antarctic Survey (BAS), United Kingdom

Scientists study every element of the natural world we can reach, from the smallest animals in the depths of the oceans to particles in the stratosphere. Some of the fields of science that the STEM students who are studying now will investigate, do not even exist yet. There is not a typical STEM job but there is a 'STEM stereotype' that society learns, and for Polar Science in particular, there is a gender and racial stereotype of a Polar Scientist, which resonates as an older, bearded, white male. This stereotype complies with the hegemony of the colonial model and severely impacts who looks at polar science and who connects with the vital research done there.

Polar science currently impacts the global understanding of climate and claims to want to educate and influence the world's population with its exploration and findings. If the collectors of these findings are all a narrow segment of the world's population how can you expect the polar science voice to influence change across a diverse planet?

25% of the UK's population have BAME [black, Asian, minority ethnic] backgrounds. Yet only 6% of students studying STEM subjects identify as BAME. Less than 3% of scientists in the UK Polar Science environment come from BAME backgrounds. There needs to be a genuine desire to effect change to ensure that gender diversity is strengthened and that racial diversity is embraced with active and visible changes to culture, policy and practice.

The competition for the brightest, most innovative minds in the UK STEM landscape is very strong. Young BAME scientists who do complete relevant degrees are encouraged into medicine and industry roles and do not see general research as an acceptable career as it is less secure and less remunerated. If Polar Science is going to attract the bright minds it needs from the UK scientist pool it needs to change its image and make a commitment to be more welcoming and embracing of diversity and innovation.

Lack of diversity limits innovation and it limits the relevance to a broader group of people. If you do not have diverse scientists, you do not have the point of view of particular life and cultural experiences of that person being represented. You stifle creativity and complex innovation. You are constrained by



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a select view of the world from people with a limited exposure to a great deal of the planet. As Sir David Attenborough recently said, “Those in power can influence change. And those with knowledge and the ability to innovate can provide solutions to a great number of problems.” If those who gather the knowledge of Polar science are of a monoculture, then their collective experience will not reflect the multiculturalism of their nations nor the relevance to the much larger global population outside Europe who are not white males. We are losing the opportunity to gain innovation and very different ways of looking at the current scientific issues at the poles. We are also missing the chance to connect using modern media, with people across the globe by having Polar Scientists who look like them and who have the cultural and life experiences that will make polar research relevant to them and critical in their own climate change policy discussions.

Risk management toolbox: facilitating a conversation around risk management

Anna Talucci, Colgate College, United States

Remote backcountry fieldwork can be an integral part of natural science-based research and a crucial component of research in the Arctic. Typically, research that relies on fieldwork is often composed of less diverse teams, which can be challenging to navigate for minorities. Fieldwork can often be associated with stereotypes of heroic masculine activities. Principal investigators and advisors need to be proactive in facilitating conversations around risk management and communication to engage all members of the team regardless of their background, to change these perceptions, and increase diversity. Being able to define what risk is and develop situational awareness is critical to developing more open and enjoyable fieldwork conditions for all. Two types of hazards, human, which we create as humans, and environmental, which are inherent in our surroundings, can overlap in time and space, leading to cascading effects that induce personal harm. However, my experience has shown me that principal investigators and advisors have little training in how to facilitate a risk management conversation or how to assess risk management preparedness for remote backcountry fieldwork. A background in outdoor education and working as a field ecologist has given me the tools to evaluate risk as well as teach and provide tools for others to understand and identify the human and environmental risks that we encounter in the field. I would be interested in facilitating an intentional conversation that spans the three strands of debate for the workshop that could contribute to improved dialogue and changes in these research environments.

Gendered barriers to Australian Antarctic research: a case study

Meredith Nash and Hanne Nielsen, University of Tasmania, Australia

Antarctica is often associated with Heroic Era images of masculine figures battling against the blizzard. The pervasiveness of heroic white masculine leadership and exploration in Antarctica and, more broadly, in STEM research cultures, has meant women have had less access to Antarctic fieldwork and research opportunities than men, although there has been a marked increase of women in Antarctica since the 1980s. This paper presents findings from an exploratory online survey examining how 95 women experienced research and remote Antarctic fieldwork within the Australian Antarctic program. Although women are entering polar science in greater numbers, a key theme of this survey is that gendered barriers to participation in research and fieldwork persist. We discuss five key gendered



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barriers including: 1) physical barriers, 2) caring responsibilities/unpaid work, 3) cultural sexism/gender bias, 4) lack of opportunities/recognition, and 5) unwanted male attention/sexual harassment. We argue that the lack of attention paid to gender and sexuality in polar fieldwork has contributed to the invisibility and exclusion of women and other marginalised identities broadly. To conclude, we point to the importance of targeted inclusivity, diversity, and equity initiatives through Antarctic research organisations and National Antarctic Programs, and invite engagement with case studies from other national and polar contexts.