Workplace Climate Assessment

Smithsonian Tropical Research Institute

May 2022

Research and report by Smithsonian Organization and Audience Research

SMITHSONIAN
ORGANIZATION
AND AUDIENCE
R E S E A R C H

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Introduction

Background

In summer and fall of 2021, the Smithsonian Tropical Research Institute (STRI), with support from Smithsonian Civil Program (SI Civil), worked with Smithsonian Organization and Audience Research (SOAR) to conduct a survey about the cultural climate at STRI and the incidence of harassment and other types of behavior that may contribute to an uncomfortable, unwelcoming, or threatening environment for STRI personnel and visitors. The primary goals were to assess how well STRI is meeting its goals of being an inclusive, equitable, accessible, and diverse community, and to get a baseline sense of the incidence of harassment and other unacceptable behaviors. The results will assist the leadership of the Smithsonian and STRI in improving the organizational culture at STRI.

Methodology

Survey Instrument

A group of STRI community members, with representation from across the organization, worked with SI Civil and SOAR to design a survey to assess the cultural climate at STRI. **Appendix A** contains the final survey instrument.

Distribution and Response Rate

Using Qualtrics, an online survey platform, SOAR distributed the survey and collected the data from STRI stakeholders over the course of five weeks, from October 5 to November 8, 2021. To gather broad input, SOAR emailed the survey directly to a contact list of individuals provided by STRI's Human Resources department and its Office of Academic Programs. This list included 368 employees and contractors stationed in all STRI facilities, as well as approximately 2,804 current and former scientific visitors, including research associates, interns, fellows, field course participants, and volunteers. A total of 880 people opened the survey, and 787 completed some or all of it, for a combined response rate of 25%. The survey was also distributed as a paper version to ensure that any members of the STRI community without internet access or an email address had the opportunity to participate. (See **Table 1**.)

Table 1. Response Rates by Position Type

Position Type	Sent	Completes^	Response Rate
Employee or Contractor	368	240	65%
Scientific Visitor	2804*****	436	16%
Missing		111	
Totals		787	

*a substantial number of emails bounced; ^includes partial completes

To tabulate the participation numbers by respondents' Gender/Sex and position at STRI, SOAR created six intersectional categories: Female Staff, Male Staff, Nonbinary Staff, Female Scientific Visitor, Male Scientific Visitor, and Nonbinary Scientific Visitor. In this context, Staff refers to both employees and contractors. (See **Table 2**.)

Table 2. Respondent Profile by Gender/Sex and Position Type

Gender/Sex and Position Type	Frequency n	% of Total Respondents
Female Staff (Employee or Contractor)	112	17%
Male Staff (Employee or Contractor)	126	19%
Nonbinary Staff (Employee or Contractor)	0	0%
Female Scientific Visitor	235	35%
Male Scientific Visitor	183	27%
Nonbinary Scientific Visitor	8	1%
Missing	123[1]	
Total	787	

Analysis

The SOAR study team analyzed the quantitative data in SPSS and thematically analyzed the qualitative data. For the former, full data frequencies are reproduced in **Appendix B**. The frequencies, as well as the Tables and Figures shown throughout this report, contain the number of individuals who responded to each question, typically indicated as n=#.

Participation Bias

According to a report prepared by the Smithsonian Office of Equal Employment and Supplier Diversity (OEESD) using data from the SI Office of Human Resources (OHR), as of September 2021, the Gender/Sex demographics of STRI's **273** employees were as follows: 156 Male, 117 Female. To determine if there was participation bias in terms of Gender/Sex, SOAR compared the OEESD demographics with the demographics of the survey respondents who identified as employees. (See **Table 3**.)

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[1] Questions about position type and Gender/Sex were voluntary, and these respondents skipped at least one.

<div align="center">Table 3. Employee Demographics</div>

OEESD Data	n	%	Survey Data	n	%
Male	156	57%	Male	115	55%
Female	117	43%	Female	93	44%
Nonbinary	n/a	0%	Nonbinary	0	0%
Total Employees	273		Total Employees	210[2]	

These results suggest that there was little participation bias on the basis of Gender/Sex among employees. However, no data was available to check for this type of participation bias among those who identified as *Scientific Visitors* or *Contractors* on the survey.[3]

Acknowledgements

SOAR would like to thank the individuals at STRI and SI Civil who initiated this study and collaborated closely with SOAR to design and deploy it. In particular, STRI's Rachel Page, Dayana Agudo, Adriana Bilgray, Anabell Cornejo, Kate Davis, May Dixon, Linette Dutari, Bill Wcislo, Paola Gómez, Heather Stewart, and Xenia Saavedra, along with Amanda Jones, SI Civil, met with the SOAR team on many occasions to address issues of survey development, administration, and analysis. Jamie Velasco assisted with the distribution of paper surveys.

Joshua Tewksbury, STRI Director, and Oris Sanjur, STRI Deputy Director, provided leadership support throughout the process.

Finally, thanks go to everyone who participated and provided their valuable feedback.

SOAR Study Team

Claire Eckert and James Smith, Social Scientists at SOAR, designed and executed the study, and produced this report with support from Julia Gross, Social Science Analyst, SOAR, who analyzed the comments and contributed to the report, and contractor Sonia Haro, who assisted with the quantitative analysis.

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[2] Two employees did not respond to the Gender/Sex question.
[3] OEESD also provides data on the racial/ethnic identification of Smithsonian unit employees. However, the reporting categories for race/ethnicity on the survey do not align with the OEESD categories, making it impossible to ascertain whether there was participation bias on this basis.

Respondent Profile

Job Characteristics

Affiliation with STRI

The survey was open to STRI's current workforce, as well as students and members of the scientific community who had been affiliated with STRI within the last five years. A majority of respondents were currently affiliated with STRI (58%), while slightly over two fifths had been affiliated with STRI in the past (42%). (See **Figure 1.**)

Figure 1: Q5.1. Are you currently a member of the STRI community? (n=674)[4]
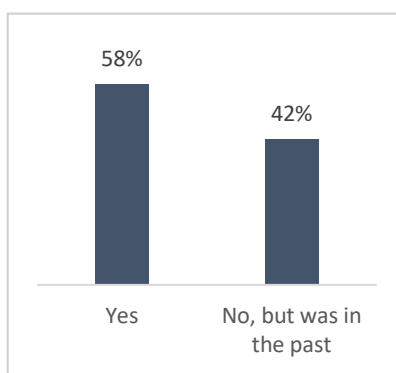
Almost all *Employees/Contractors* (93%) were current members of the STRI community. By contrast, a majority of *Scientific Visitors* (61%) were past members. (See **Figure 2**.)

Figure 2: Q5.1. Are you currently a member of the STRI community? by Position Type (n=667)

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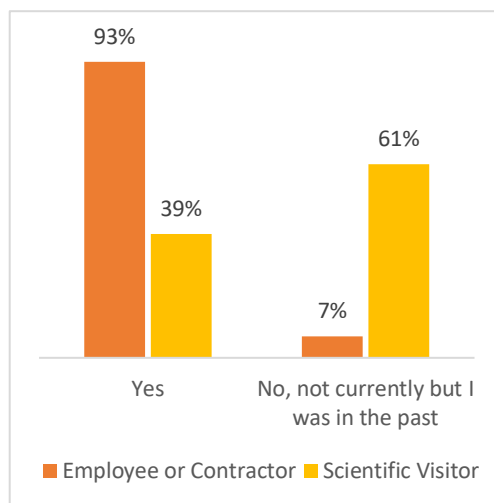
[4] The "n" next to the figure title refers to the total number of responses for that question.

Position Type

About two thirds of respondents (65%) indicated they were *Scientific Visitors*. The rest (36%) indicated they were an *Employee or Contractor*. (See **Figure 3.**)

Figure 3: Q5.2. Which best describes your current or most recent affiliation with STRI? (n=676)
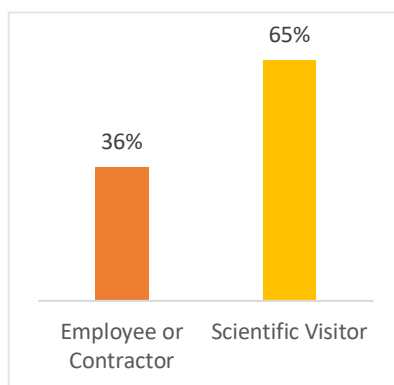
Among those who indicated they were an *Employee or Contractor*, most (76%) were on the *Panamanian (local) payroll*, followed by 15% who were *Smithsonian federal or trust employees*, 5% who were a *Contractors*, and 1% who were *Grant-funded employees.* (See **Figure 4**.)

Figure 4: Q5.3. Employees and Contractors by Position Category (n=227)
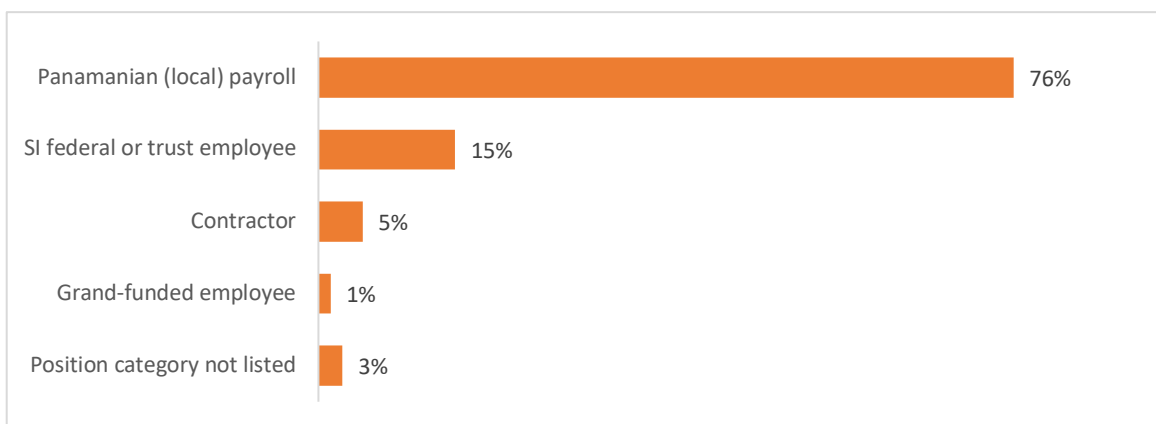
Among *Employees and Contractors*, three in ten (30%) indicated they were *Scientific support staff;* just over one fifth worked in *Finance and administration* (22%); about one sixth, respectively, were *Facilities and maintenance* (15%) personnel or *Staff scientists* (14%); about one in ten selected *Education, communications, academic programs, advancement, library* (10%); and about one in 20 selected *Protection and security* (5%). (See **Figure 5**.)

Figure 5: Q5.4. Employees and Contractors by Professional Area (n=235)
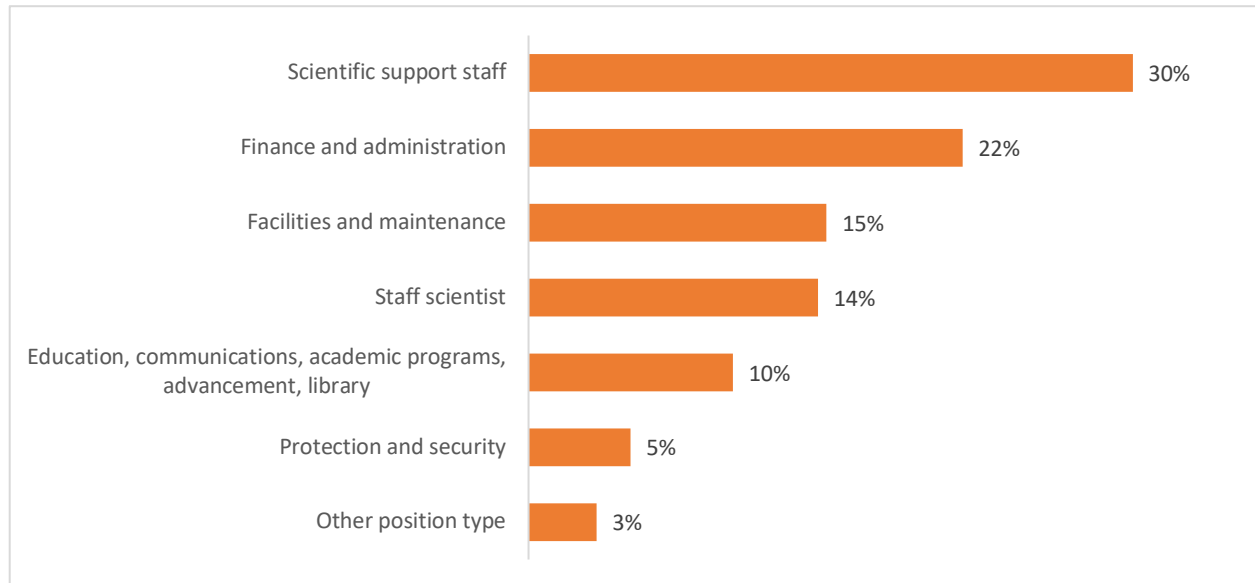
Among those who indicated they were a *Scientific visitor*, over a third (35%) were *Fellows*,[5] followed by about a quarter (25%) who were *Interns*[6] and about a fifth (19%) who were *Research associates*. About one in ten, respectively, selected *Field course participant* (9%) or *Other type of scientific visitor* (9%), and about 5% indicated they were *Volunteers.* (See **Figure 6**.)

Figure 6: Scientific Visitors by Position Type (n=430)

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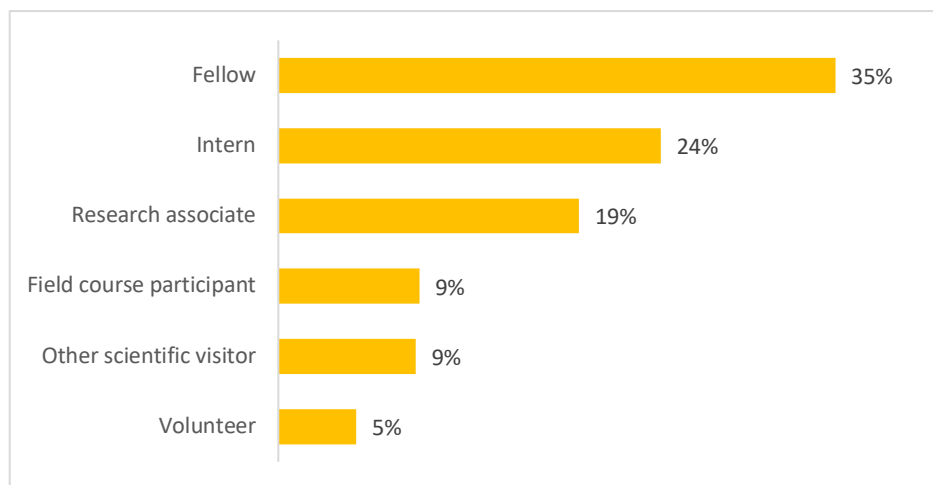
[5] Includes postdoctoral research positions, graduate students, and other fellows.
[6] Includes lab or field research assistants.

Grade Level

Two thirds (23 of 33) of those who identified as *Smithsonian federal or trust employees* were grade 13 or above and over two fifths (14 of 33) at grade 15 or above. (See **Figure 7**.)

Figure 7: Grade Level of Smithsonian Federal or Trust Employees
(n=33; chart refers to number of respondents)
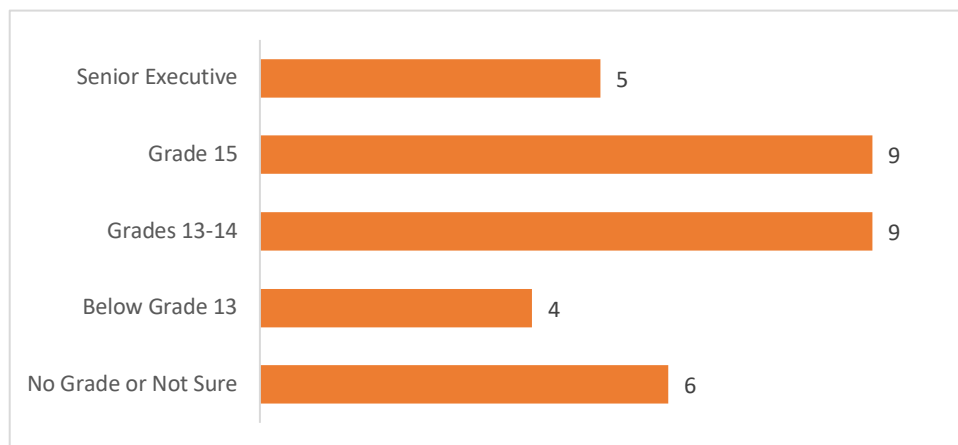
Salary Level

The salary levels of those who identified as *Panamanian Payroll* or *Grant-funded* employees were skewed toward the lower end of the scale, with nearly two thirds (63%) at $30,000 or less per year, and about five out of six (85%) at $45,000 or less per year. (See **Figure 8**.)

Figure 8: Salary Levels of Panamanian Payroll or Grant-Funded Employees (n=171)
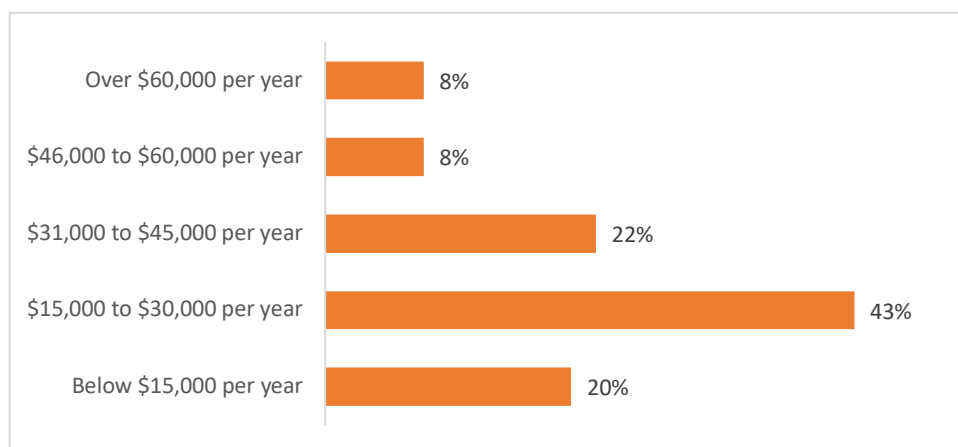
Supervisory Status

Among respondents who identified as *Employees or Contractors*, about one third (34%) were supervisors or had supervisor-like management responsibilities. The rest did not have a supervisory role (63%) or were *Not sure* (3%). (**See Figure 9.**)

Figure 9: Supervisory Status of Employees and Contractors (n=228)

Not sure: 3%

Supervisor or supervisory-like role: 34%

Non-supervisory role: 63%
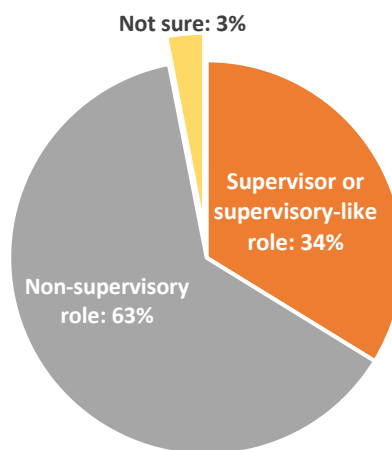
Advisory Status

Among respondents who identified as *Scientific Visitors*, just under three in ten (28%) were mentors or advisors to other scientific visitors such as interns, undergraduate or graduate fellows, research assistants, or volunteers. The rest did not have a mentorship or advisory role (70%) or were *Not sure* (3%). (See **Figure 10**.)

Figure 10: Advisory Status of Scientific Visitors (n=432)

Not sure: 3%

Mentor or advisor: 28%

Not a mentor or advisor: 70%
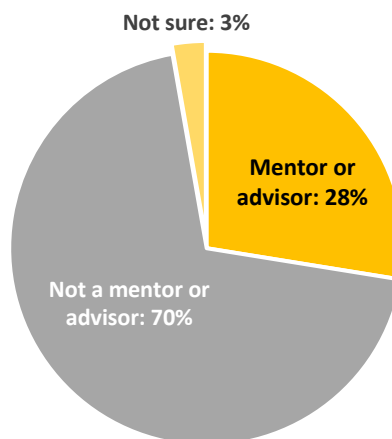
Time at STRI

The amount of time respondents had spent at STRI skewed toward the lower end of the scale, with a majority of respondents (62%) having spent five years or less there. However, nearly one in five (19%) had been at STRI for more than 15 years. (See **Figure 11**.)

Figure 11: Time at STRI (n=682)
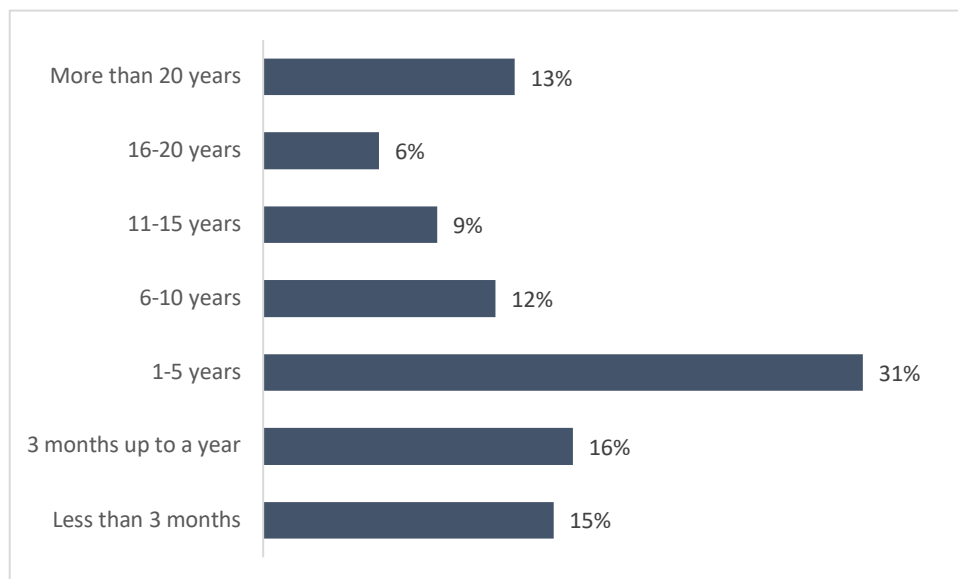
Scientific Visitors on the whole had spent substantially less time at STRI than *Employees or Contractors*, with 44% reporting under a year and 75% at five years or less (See **Figure 12**.) *Employees or Contractors* had a bi-modal distribution, with peaks at 1-5 years (29%) and more than 20 years (27%).

Figure 12: Time at STRI by Position Type (n=672)
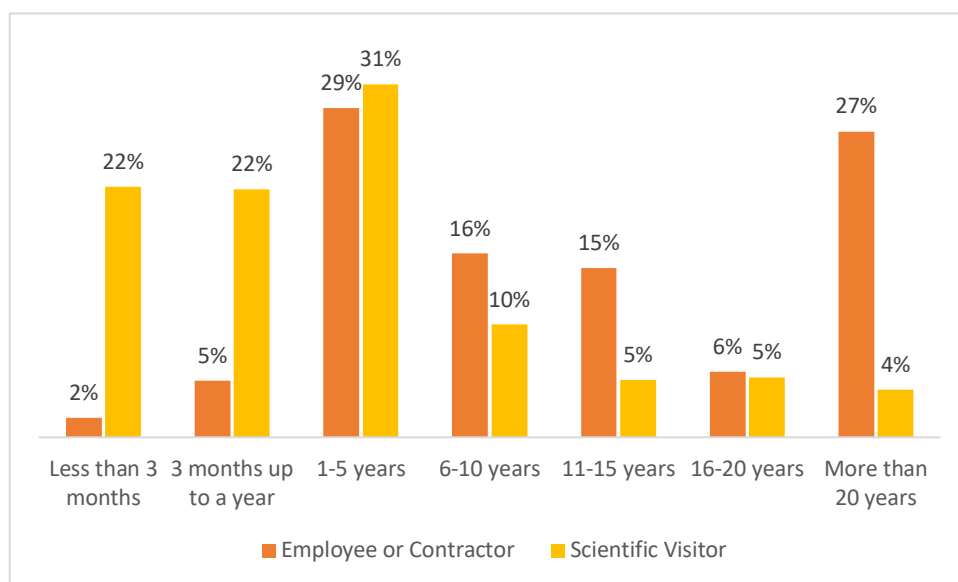
STRI Facilities

Tupper and Gamboa were selected most frequently as primary worksites (32% and 30% respectively). (See **Table 4**. Locations are listed alphabetically.)

Table 4: Respondents' Work Sites (n=varies by location; 387-528)

Response	Primarily	Regularly	Infrequently	Do not use
Agua Salud	5%	2%	10%	84%
Ancon/CTPA	11%	5%	18%	66%
Barro Colorado Island	21%	13%	37%	30%
Bocas del Toro	14%	2%	23%	62%
Coibita	1%	2%	14%	84%
Gamboa	30%	16%	28%	26%
Fortuna	1%	1%	12%	87%
Metropolitan Park	2%	5%	19%	75%
Naos	20%	9%	22%	49%
Punta Culebra	4%	7%	18%	72%
Punta Galeta	2%	3%	21%	75%
San Lorenzo	2%	3%	12%	83%
Tupper	32%	29%	24%	15%

Figure 13 shows the order of facility use when responses of *Primarily* and *Regularly* are combined into a single category. Again, Tupper and Gamboa are at the top of the list.

Figure 13: Respondents' Work Sites: *Primarily* and *Regularly* Combined
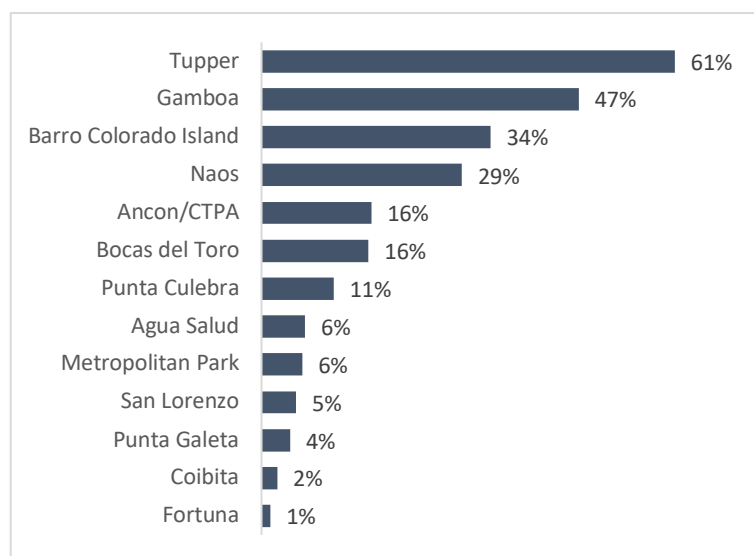
Demographics

Gender/Sex[7]

A small majority of respondents (52%) were *Female*, with most of the remainder (47%) identifying as *Male*. One percent selected *Nonbinary*. (See **Figure 14**.)

Figure 14: Q6.2. Gender/Sex (n=675)
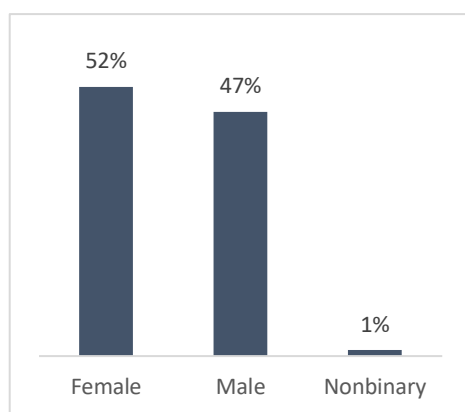
A majority of *Scientific Visitors* were *Female* (55%), with most of the remainder (43%) identifying as *Male* and two percent as *Nonbinary.* Slightly more than half of *Employee/Contractor* respondents were *Male* (53%) and all the rest were *Female;* no one identified as *Nonbinary* in this group. (See **Figure 15**.)

Figure 15: Q6.2. Gender/Sex by Position Type (n=664)

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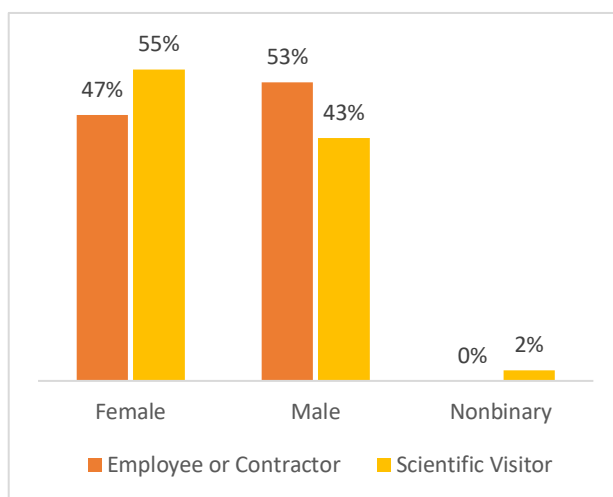
[7] The label *Gender/Sex* acknowledges that the response options included both sex (Female and Male) and gender-related (Nonbinary) categories. One respondent selected *Identity not listed.*

LGBTQIA+ Status[8]

About 14% of respondents identified as LGBTQIA+, with the remainder indicating they do not (84%) or are *Not sure* (2%). (See **Figure 16**.)

Figure 16: Q6.3. Do you identify as LGBTQIA+? (n=664)
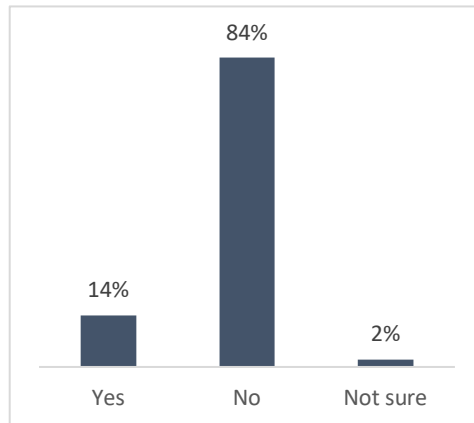
A higher percentage of *Scientific Visitors* identified as LGBTQIA+ than *Employees and Contractors* (18% vs. 8% respectively). (See **Figure 17**.)

Figure 17: Q6.3. Do you identify as LGBTQIA+? by Position Type (n=657)

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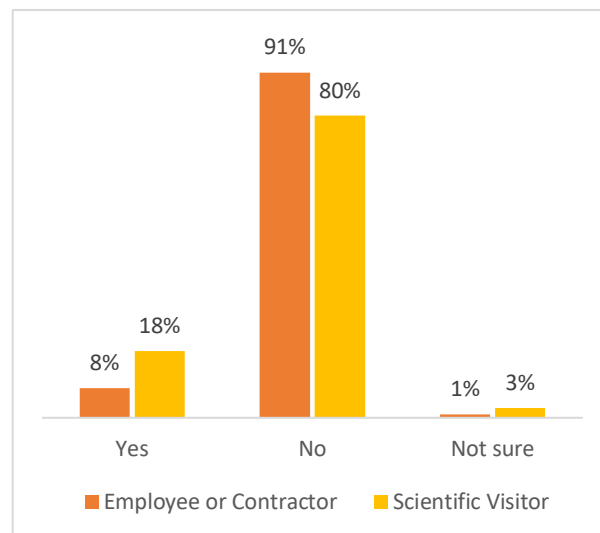
[8] Acronym refers to lesbian, gay, bisexual, transgender, queer (or questioning), intersex, and asexual (or allies).

Age

The age distribution of respondents was skewed toward the lower end of the range, with about three in five (62%) indicating they were 40 years of age or younger. (See **Figure 18**.)

Figure 18: Q6.4. Age (n=665)
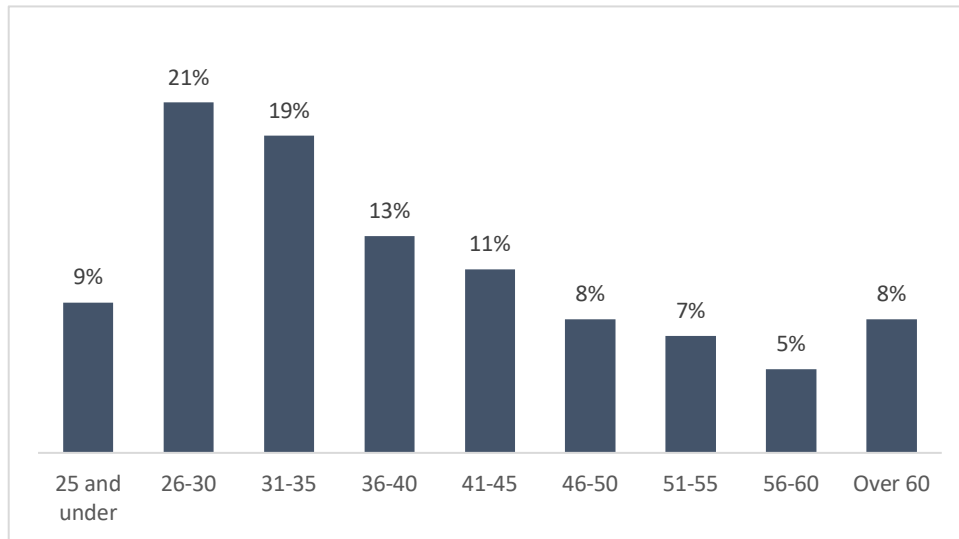
Scientific Visitors skewed much younger than *Employees/Contractors.* For example, over three fifths (61%) were 35 and under, compared to about one quarter (26%) of *Employees/ Contractors*. (See **Figure 19**.)

Figure 19: Q6.4. Age by Position Type (n=656)
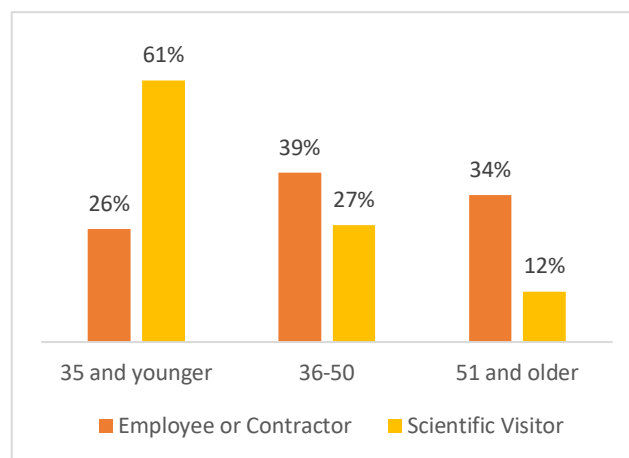
Disability and Chronic Illness

Nearly nine in ten respondents (89%) said they did not have any kind of disability or chronic illness that affects how they work, while just over one in ten said they did (11%). About 6% indicated an invisible disability (such as cognitive issues); 1% said they had a visible disability (such as impaired mobility); and 5% said they had a chronic illness or illnesses. (See **Figure 20**.)

Figure 20: Q6.5. Do you have a disability or chronic illness that affects how you work? [9] (n=675)
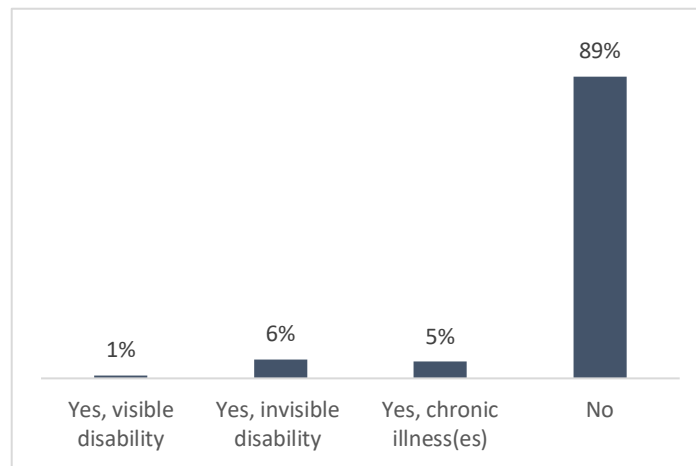
Country of Origin and Residence

Respondents were asked their country of origin, with results as shown in **Figure 21**. Panama (42%) or the United States (27%) were selected by about seven out of ten respondents. Other Latin American countries (18%) were selected by about one fifth, and other countries outside of Latin America (13%) by about one eighth.

Figure 21: Q6.6. Which is your country of origin? (n=634)

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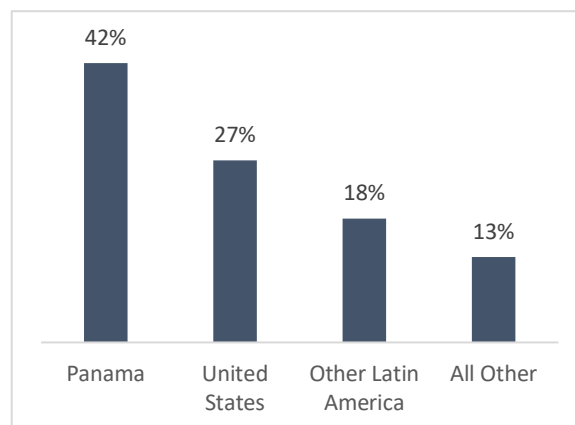
[9] Percentages sum to over 100% because respondents could select multiple responses.

Respondents were also asked about their country of primary residence, with results as shown in **Figure 22**. Panama (51%) and the United States (25%) accounted for an even higher proportion of respondents' countries of residence—over three quarters. Other Latin American countries (12%) and other countries outside of Latin America (11%) were each selected by slightly over one in ten respondents.

Figure 22: Q6.7. Which is your country of primary residence? (n=621)
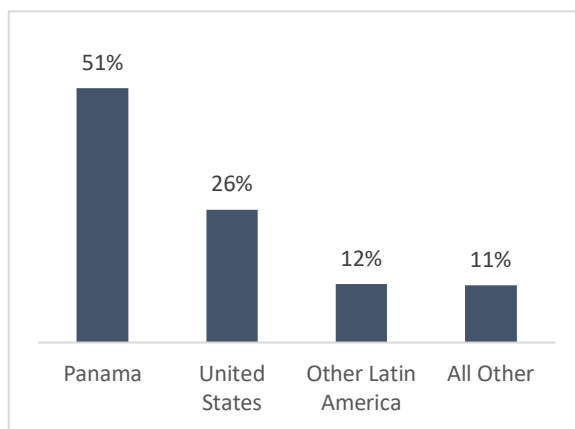
Race/Ethnicity

Respondents were asked to self-identify their race and ethnicity, with results as shown in **Figure 23**. Just over half of respondents (52%) identified as *Hispanic/Latinx*, followed by 44% who identified as *White*, 7% as *Black*, 4% as *Indigenous*, and 4% as *Asian.* The 3% who selected *Identity not listed* had the option to write in a response.

Figure 23: Q6.8. With which race and ethnicity categories do you identify? (n=752)[10]

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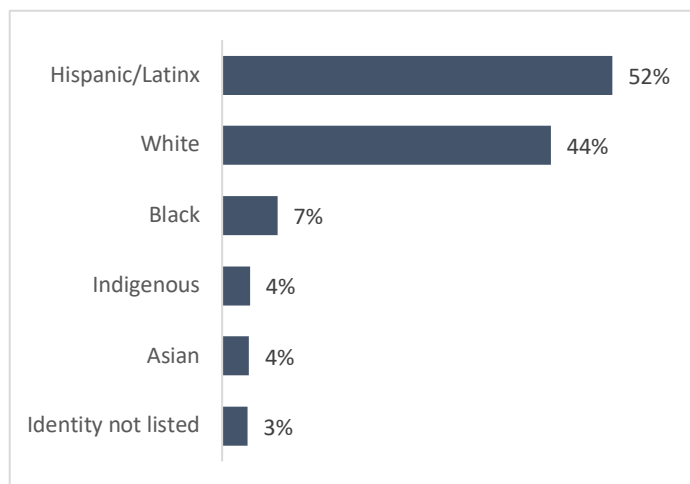
[10] Percentages sum to over 100% because respondents could select multiple responses.

Racial and ethnic composition differs by position type, with *Employees/Contractors* more likely to identify as *Hispanic/Latinx* (69% vs. 43%) or *Black* (11% vs. 5%) than *Scientific Visitors,* and *Scientific Visitors* more likely to identify as *White* (54% vs. 25%). (See **Figure 24**.)

Figure 24: Q6.8. With which race and ethnicity categories do you identify? by Position Type
(n=653)[11]
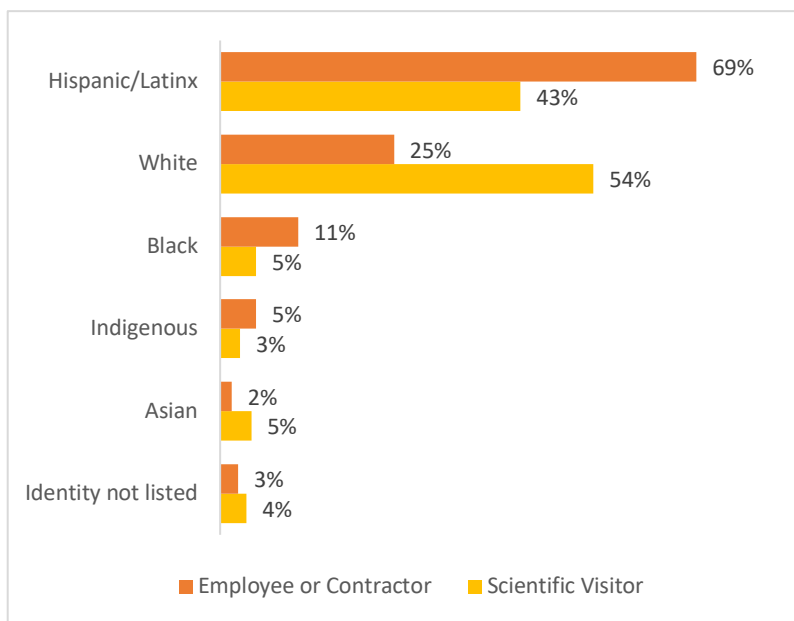
Language

About a third of respondents, respectively, said they were most comfortable using Spanish (32%), most comfortable using English (32%), or equally comfortable in both these languages (34%). The rest (2%) were most comfortable using some other language. (See **Figure 25**.) The 2% who selected *Other* could specify a language.

Figure 25: Q6.9. Which language(s) are you most comfortable using? (n=673)

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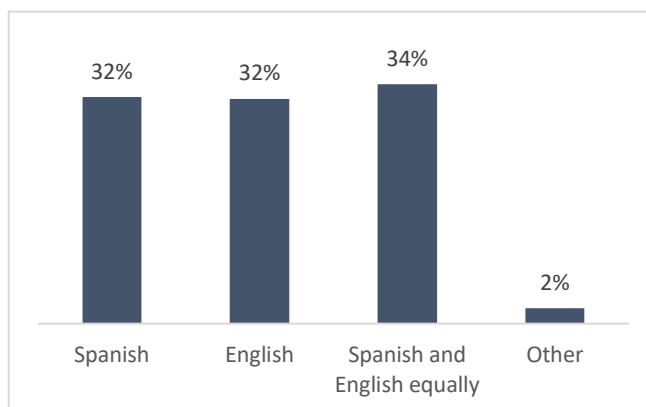
[11] Percentages sum to over 100% because respondents could select multiple responses.

The language preferences of *Employees/Contractors* and *Scientific Visitors* were very different, with more *Employees/Contractors* preferring Spanish (48% vs. 22%) and more *Scientific Visitors* preferring English (44% vs. 11%). (See **Figure 25**.)

Figure 25: Q6.9. Which language(s) are you most comfortable using? by Position Type (n=663)
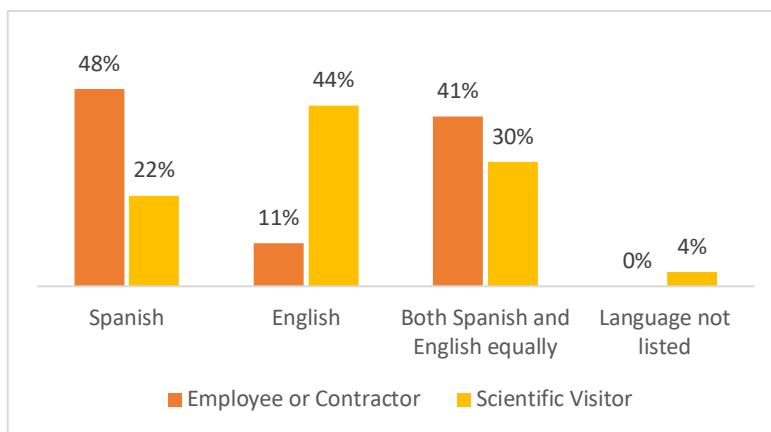
Education

Respondents were asked their highest level of education, and by far the most-selected category (35%) was a conferred doctoral degree (PhD), with another 10% indicating they were currently a doctoral student. (See **Figure 26**.)

Figure 26: Q3.10. What is your *highest* level of education? (n=652)
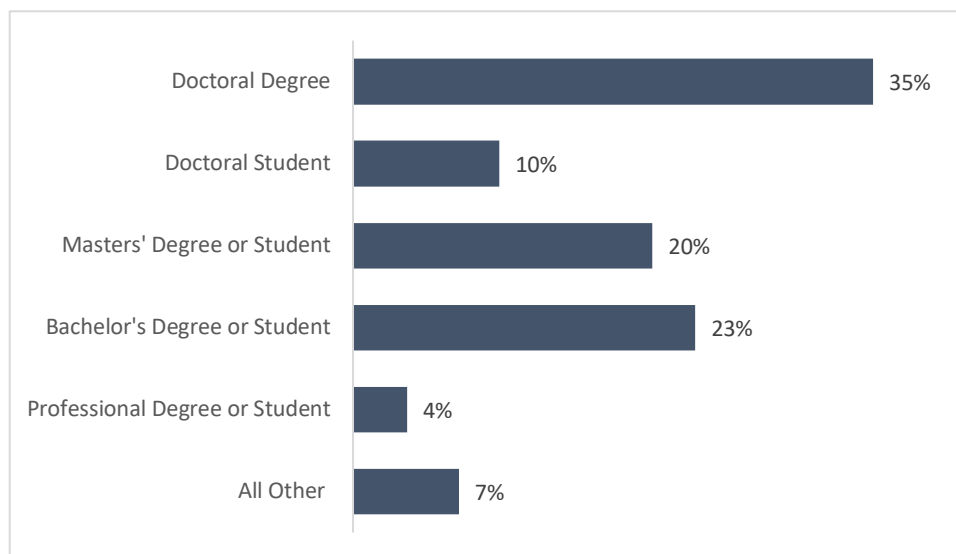
All Respondent Results

Inclusion, Diversity, Equity, and Accessibility (IDEA)

The first question block following the introduction probed respondents' perceptions of IDEA culture, attitudes, policies, and practices at STRI. (See **Appendix A**).

The first four questions asked for a level of agreement—*Strongly disagree, Disagree, Neither disagree nor agree, Agree, Strongly agree*—with a positively-phrased statement about IDEA at STRI. Respondents could also select *I don't know.* In comparative analyses such as ranking questions or comparing responses across groups, *I don't know* responses were treated as missing data.

Perceptions

Respondents were asked about their own attitude toward inclusion, diversity, equity, and accessibility. A large majority *Strongly agreed* (69%) or *Agreed* (22%) that they personally value IDEA. Almost no one *Disagreed* (2%) or *Strongly disagreed* (0%) (See **Figure 27**.)

Figure 27: Q2.2. I value inclusion, diversity, equity, and accessibility at STRI (n=782)
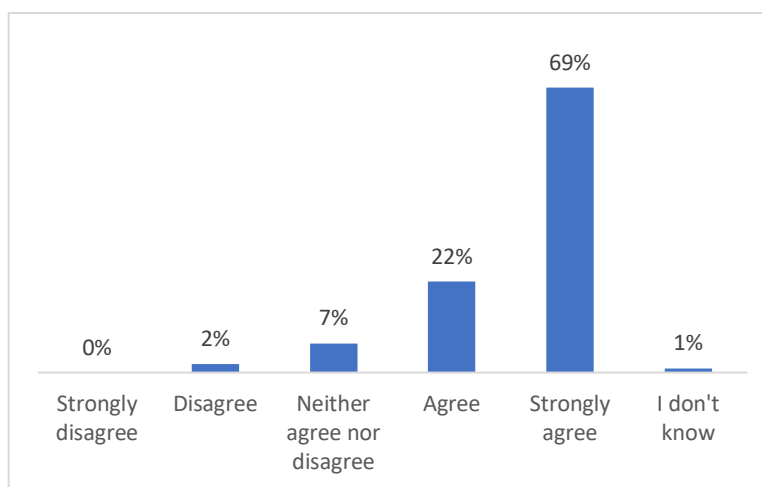
When asked if they believed IDEA is valued at STRI overall, respondents were still positive, but less so, with two in five (40%) selecting *Agree* and a quarter (25%) selecting *Strongly agree*. Slightly over one in ten either *Disagreed* (9%) or *Strongly disagreed* (2%). (See **Figure 28**.)

Figure 28: Q2.3. Inclusion, diversity, equity, and accessibility are valued at STRI (n=780)
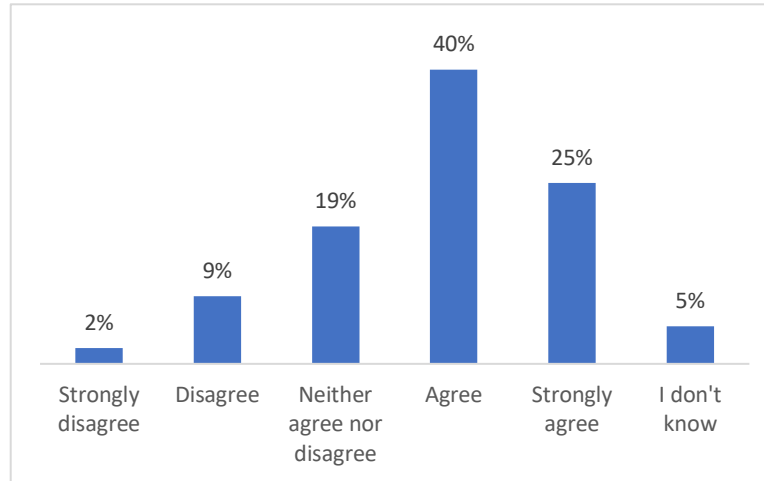
About half of respondents *Strongly agreed* (20%) or *Agreed* (31%) that people of all backgrounds and identities have equitable opportunities at STRI. However, a significant minority, nearly a quarter, either *Disagreed* (17%) or *Strongly disagreed* (6%). (See **Figure 29**.)

Figure 29: Q2.4. People from all backgrounds and with a range of identities have equitable opportunities at STRI (n=763)
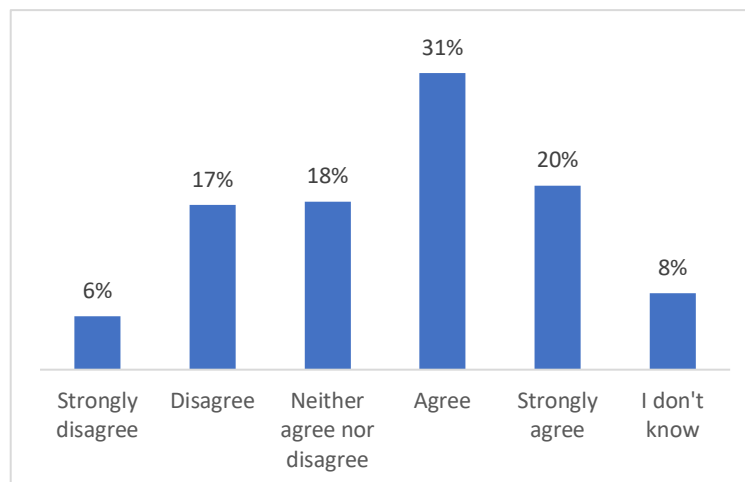
Respondents were more positive when asked to consider their own experience, with nearly two thirds either *Strongly agreeing* (24%) or *Agreeing* (39%) that their unique background and identity are valued at STRI. A little less than one tenth *Disagreed* (6%) or *Strongly disagreed* (2%). (See **Figure 30**.)

Figure 30: Q2.5. My unique background and identity are valued at STRI (n=762)
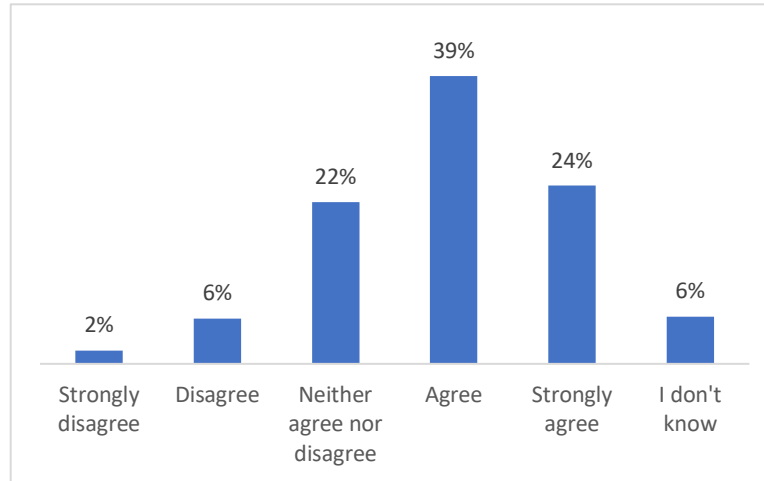
Figure 31 illustrates the balance between *Positive* and *Negative* responses for these four questions about IDEA in the workplace. (Note that *I don't know* responses are treated as missing data in this comparative diagram.)

Figure 31: Attitudes Toward IDEA Responses, *Negative/Positive* Balance[12]

Q2.2 I value inclusion, diversity, equity, and accessibility at STRI. — 2% | 7% | 22% | 69%

Q2.3 Inclusion, diversity, equity, and accessibility are valued at STRI. — 2% | 10% | 20% | 42% | 26%

Q2.4 People from all backgrounds and with a range of identities have equitable opportunities at STRI. — 6% | 19% | 19% | 34% | 21%

Q2.5 My unique background and identity are valued at STRI. — 2% | 7% | 24% | 42% | 26%

■ Strongly disagree ■ Disagree ■ Neither agree nor disagree ■ Agree ■ Strongly agree

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[12] *Don't know* responses treated a missing data in this diagram.

Accommodations

In addition to the questions about IDEA, respondents were asked in this question block if they had ever needed work accommodations while at STRI. Over three quarters (77%) indicated they had not, while slightly under one fifth (18%) said they had. The latter included 12% who said they had been appropriately accommodated; 4% who said they had not; and 2% who did not make any request for accommodations. The remainder were *Not sure*. (See **Figure 32**.)

Figure 32: Q2.6. Have you ever required accommodations while at STRI? (n=746)
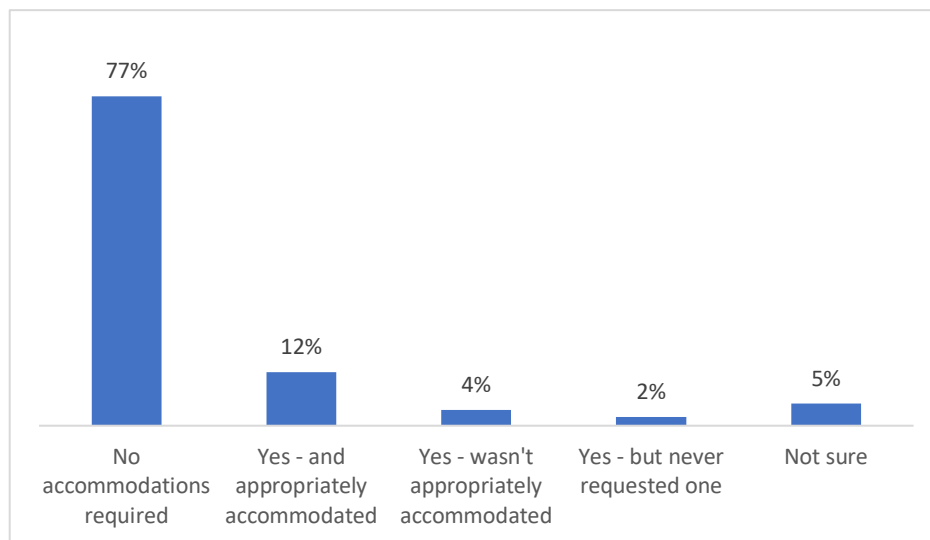
Unacceptable Behaviors

Questions in the next section asked about respondents' experiences and perceptions related to unfair treatment, harassment, or other unacceptable behaviors at STRI.

General Perception

Survey takers were first asked about their perception of the overall climate at STRI—that is, whether unfair treatment, harassment, or other unacceptable behaviors had been a problem at STRI in the last five years. Over half of respondents thought they were, with 13% seeing it as a *Minor problem,* 18% as a *Moderate problem,* and 20% as a *Major problem.* A little over one quarter (27%) did not see any problem, and about one fifth (21%) were *Not sure*. Overall, more *Employees or Contractors* than *Scientific Visitors* indicated that STRI had a *Minor* to *Major problem* (78% vs. 58% respectively.) As well, more *Female* respondents than *Male* respondents though there was a problem (71% vs. 59% respectively.) (See **Figure 33a, 33b,** and **33c**.)

Figure 33a: Q3.3 Within the last five years, do you believe unfair treatment, harassment, and/or other unacceptable behaviors have been a problem at STRI? (n=720)
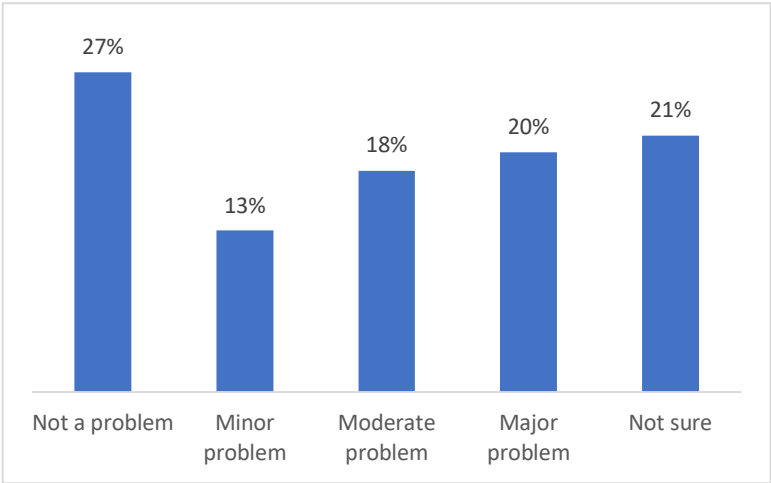
Figure 33b: Q3.3 Within the last five years, do you believe unfair treatment, harassment, and/or other unacceptable behaviors have been a problem at STRI? by Position Type (n=515)[13]
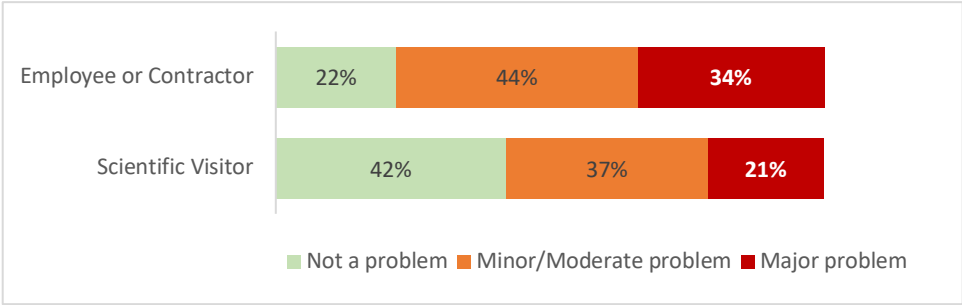
Figure 33c: Q3.3 Within the last five years, do you believe unfair treatment, harassment, and/or other unacceptable behaviors have been a problem at STRI? by binary Gender/Sex (n=508) [14]

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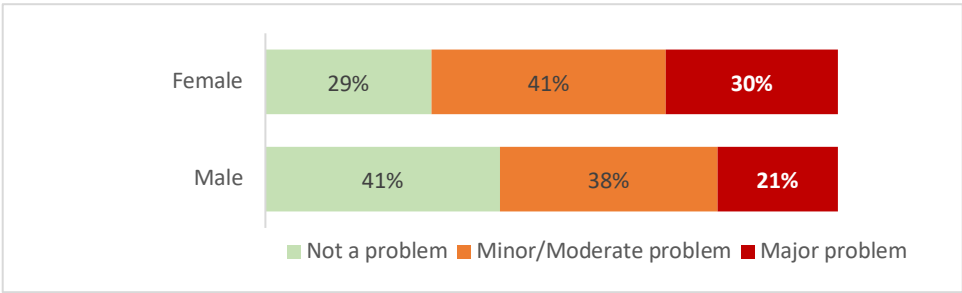
[13] "Not sure" was treated as missing data.
[14] "Not sure" was treated as missing data.

Personal Experience and Observation

Respondents were asked if they had personally experienced harassment or other inappropriate behaviors at STRI in the last five years. About one fifth (19%) indicated they had, while almost three quarters had not (72%) and about one tenth (9%) were *Not Sure*. Slightly more *Employees or Contractors* than *Scientific Visitors* indicated that they had (23% vs. 19% respectively), although the difference was not statistically significant. More *Female* respondents selected *Yes* than their *Male* counterparts (24% vs. 16% respectively.) (See **Figure 34a, 34b,** and **34c**.)

Figure 34a: Q3.4. Within the last five years, have you experienced unfair treatment, harassment, or other unacceptable behaviors at STRI? (n=732)
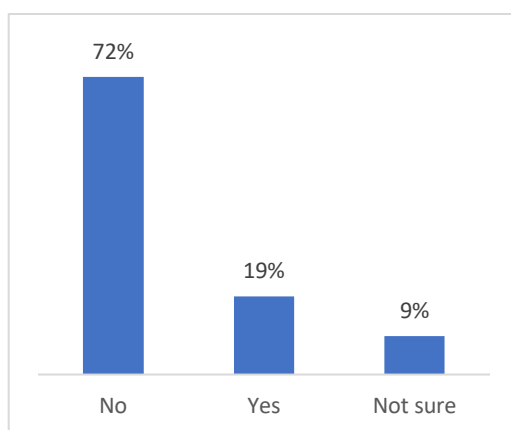
Figure 34b: Q3.4. Within the last five years, have you experienced unfair treatment, harassment, or other unacceptable behaviors at STRI? by Position Type[15] (n=609)

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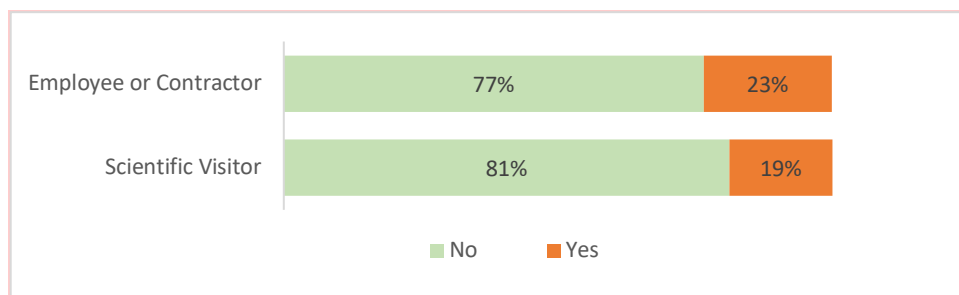
[15] *Not sure* omitted from the comparison. The difference between groups was not statistically significant.

Figure 34c: Q3.4. Within the last five years, have you experienced unfair treatment, harassment, or other unacceptable behaviors at STRI? by binary Gender/Sex[16] (n=603)
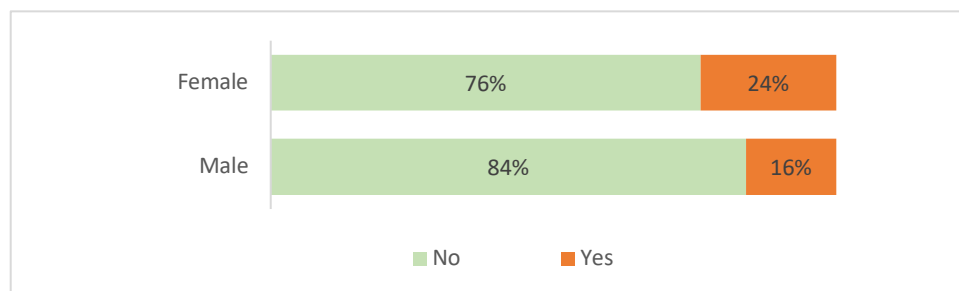
Respondents were asked if they had witnessed members of particular professional groups at STRI experiencing unfair, harassing, or otherwise inappropriate behavior. Results are shown in **Figure 35**.

Figure 35: Q3.5 Have you witnessed individuals from any of the following groups experiencing unfair treatment, harassment, or any other unacceptable behaviors at STRI? (n=692)[17]

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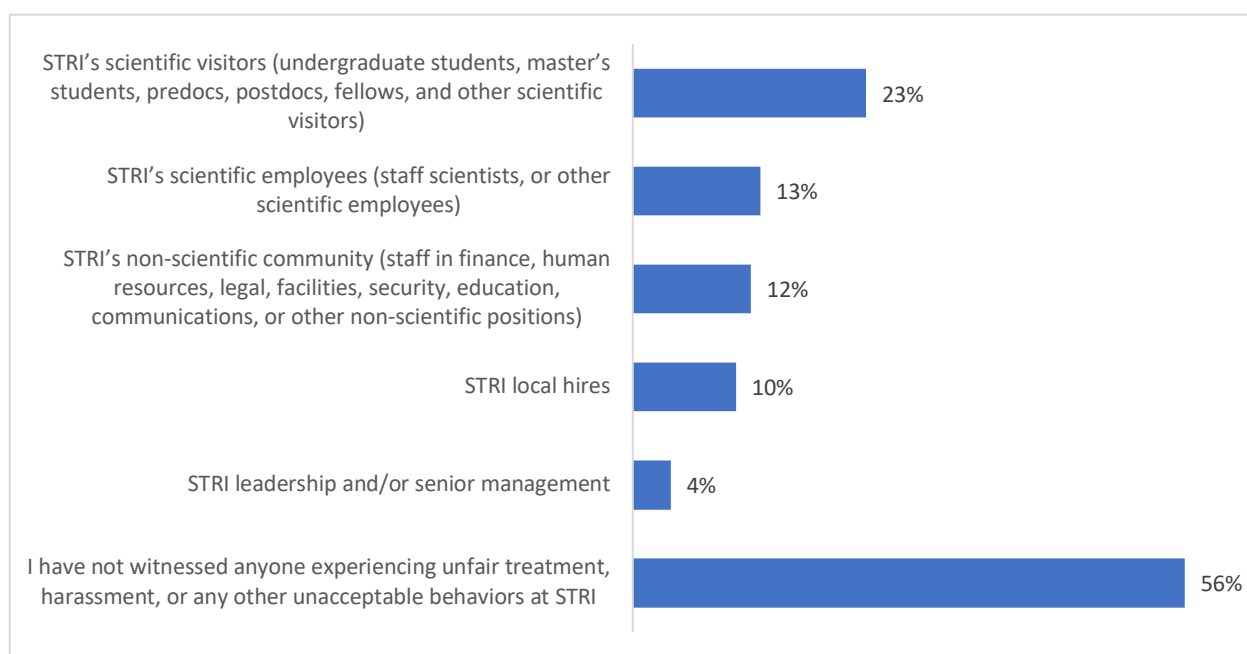
[16] *Not sure* omitted from the comparison.

[17] Percentages sum to > 100% because respondents could select all that apply. Responses to this question are difficult to interpret, as members of various professional groups probably do not have an opportunity to observe members of all other professional groups at equal rates. This means that reported rates for different groups may depend not only on the incidence of inappropriate behavior toward those groups, but also the respective numbers of respondents in various groups.

Respondents were asked if they personally felt unwelcome, uncomfortable, or unsafe, or were treated unfairly, based on specific identity or job characteristics. Results are shown in **Figure 36**. The 4% who selected *Other factors* had the option to write in a response.

Figure 36: Q3.6 While at STRI or engaged in work related to STRI have you ever felt unwelcome, uncomfortable, unsafe, or treated unfairly based on any of the following factors? (n=678)[18]

Factor	Percentage
Gender (includes gender expression)	12%
Position type	11%
Country of origin	8%
Academic credentials/education level	8%
Proficiency understanding or speaking English	7%
Time spent at STRI	6%
Race and/or ethnicity	6%
Physical or appearance-related factors	5%
Academic discipline/professional focus	5%
Age	4%
Proficiency understanding or speaking Spanish	4%
Social/economic class	3%
Sexual orientation	2%
Religious beliefs	1%
Physical disability	1%
Cognitive or mental disability	0.4%
Other factors not listed	4%
None. I feel welcome, comfortable, and safe at STRI	64%

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[18] Percentages sum to > 100% because respondents could select all that apply. Responses to this question are difficult to interpret, because the incidence of inappropriate behavior based on a given characteristic may depend on the incidence of that characteristic itself. For example, the low figure for *Physical disability* should be interpreted in light of the rarity of physical disabilities among respondents (see Q6.5).

Those who indicated they had felt unwelcome, uncomfortable, unsafe, or unfairly treated for any reason were asked where the experience took place. Results are shown in **Figure 37.** The 7% who selected *Other* had the option to specify a location.

Figure 37: Q3.7 Where did the experience(s) of being unwelcome, uncomfortable, or unsafe happen? (n=236)[19]
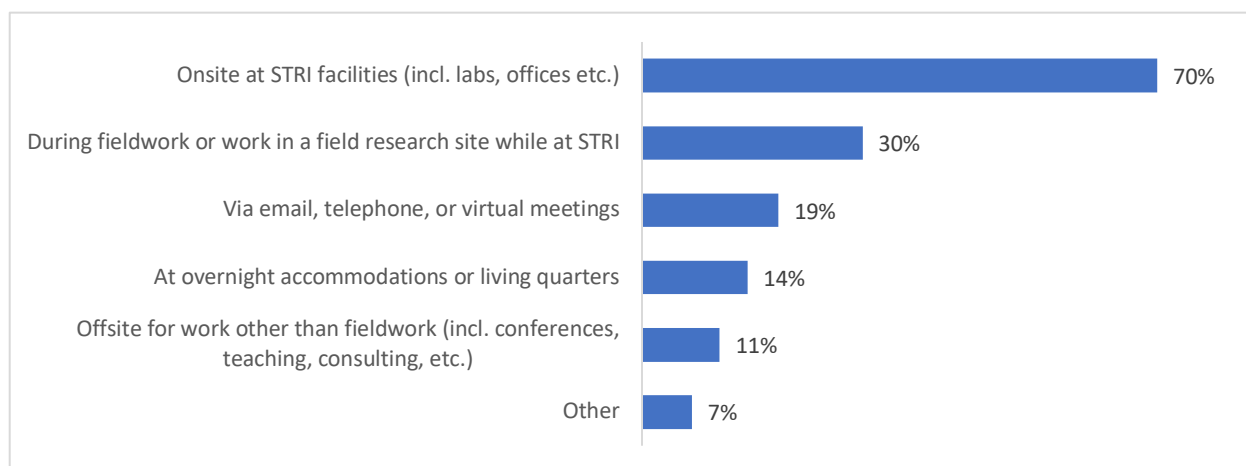
Types of Inappropriate Behavior

Those who indicated in previous questions that they had either experienced or witnessed unfair, harassing, or otherwise inappropriate behavior at STRI were asked follow-up questions about the specific **types** of inappropriate behavior at issue. For each type, respondents were asked separately about experiencing/witnessing such behavior from (1) supervisors, or those in a supervisory position; and (2) other personnel without a supervisory role.

Results for **supervisors and those in a supervisory-type position** are shown in **Figure 38** (next page), ordered from the lowest to the highest percentage of *Never* responses.

Results for **other personnel without a supervisory role** are shown in **Figure 39** (two pages forward), ordered from the lowest to the highest percentage of *Never* responses.

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[19] Percentages sum to > 100% because respondents could select all that apply. Note that some of the responses potentially overlap with others (e.g., a problem could have occurred at overnight accommodations during fieldwork).

Figure 38: Q3.8 While at STRI or in a work-related situation, how often have you personally experienced or witnessed the following *by a supervisor or someone in a supervisory-like position (e.g., mentor or advisor)?* (n varies by behavior type: 285-301)[20]

Behavior	Never	Once	A few times	Many times
Unfair treatment	38%	10%	32%	16%
Abuse of power	42%	8%	31%	15%
Micro-aggressions, implicit bias, or other behaviors that may not rise to the level of harassment	43%	8%	31%	13%
Gender bias	51%	7%	24%	15%
Intimidating behavior	51%	9%	25%	12%
Sexist jokes, stories, or comments	53%	7%	22%	15%
Demeaning comments or actions related to identity (e.g., gender, race, national origin, disability, age)	54%	8%	26%	9%
Bullying	61%	7%	19%	9%
Unwanted remarks about a person's body (negative or positive)	68%	8%	17%	6%
Pressure to socialize outside the normal "workday" (with or without alcohol)	69%	3%	14%	11%
Other inappropriate behaviors not listed here	75%	3%	8%	4%
Unwanted invitations or pressure for dates or to engage in sexual activities	81%	6%	9%	2%
Threats	86%	5%	6%	2%
Unwelcome physical contact (touching without consent, by coercion or force; could be sexual in nature)	87%	4%	6%	2%
Workplace violence	92%	3%	4%	1%

■ Never ■ Once ■ A few times ■ Many times ■ Difficult to quantify

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[20] Percentages for *Difficult to quantify* omitted to reduce clutter. In all cases, this choice was selected by 5% or fewer of respondents, except for "Other inappropriate behaviors not listed here," where it was chosen by 11%.

Figure 39: Q3.9 While at STRI or in a work-related situation, how often have you personally experienced or witnessed the following by anyone else at STRI who is or was *NOT a supervisor or in a supervisory-like position?* (n varies by behavior type: 262-293)[21]

Behavior	Never	Once	A few times	Many times
Micro-aggressions, implicit bias, or other behaviors that may not rise to the level of harassment	51%	7%	24%	12%
Unfair treatment	52%	6%	24%	10%
Sexist jokes, stories, or comments	53%	6%	23%	15%
Demeaning comments or actions related to identity (e.g., gender, race, national origin, disability, age)	54%	10%	23%	10%
Gender bias	55%	5%	22%	14%
Intimidating behavior	57%	10%	23%	6%
Abuse of power	58%	7%	21%	10%
Bullying	65%	7%	17%	7%
Unwanted remarks about a person's body (negative or positive)	68%	4%	16%	8%
Pressure to socialize outside the normal "workday" (with or without alcohol)	69%	4%	16%	8%
Unwanted invitations or pressure for dates or to engage in sexual activities	76%	6%	13%	5%
Unwelcome physical contact (touching without consent, by coercion or force; could be sexual in nature)	78%	7%	11%	4%
Other inappropriate behaviors not listed here	80%	7%	2%	3%
Threats	88%	5%	4%	0%
Workplace violence	95%	3%	1%	1%

Legend: ■ Never ■ Once ■ A few times ■ Many times ■ Difficult to quantify

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[21] Percentages for *Difficult to quantify* omitted to reduce clutter. In all cases, this choice was selected by 5% or fewer of respondents, except for "Unfair treatment" (8%) and "Other inappropriate behaviors not listed here" (9%).

Those who indicated in previous questions that they had experienced or witnessed unfair, harassing, or otherwise inappropriate behavior at STRI were asked a follow-up question on the actions they took in response.

The most common responses were *I communicated that behavior to a peer* (41%) and *I avoided communicating or interacting with the person responsible* (39%), although reporting the behavior to a supervisor or supervisor-like figure was also common (31%). Reporting an incident to the STRI administration (19%) was not uncommon, but only a small minority (4%) reported incidents to Smithsonian-level resources such as the Ombuds, Employee Assistance Program (EAP), Office of Equal Employment and Supplier Diversity (OEESD), or SI Civil. Results are shown in **Figure 40**.

Figure 40: Q3.10 What action(s), if any, did you take following the behaviors(s) or incident(s) you experienced or witnessed? (n=299)[22]

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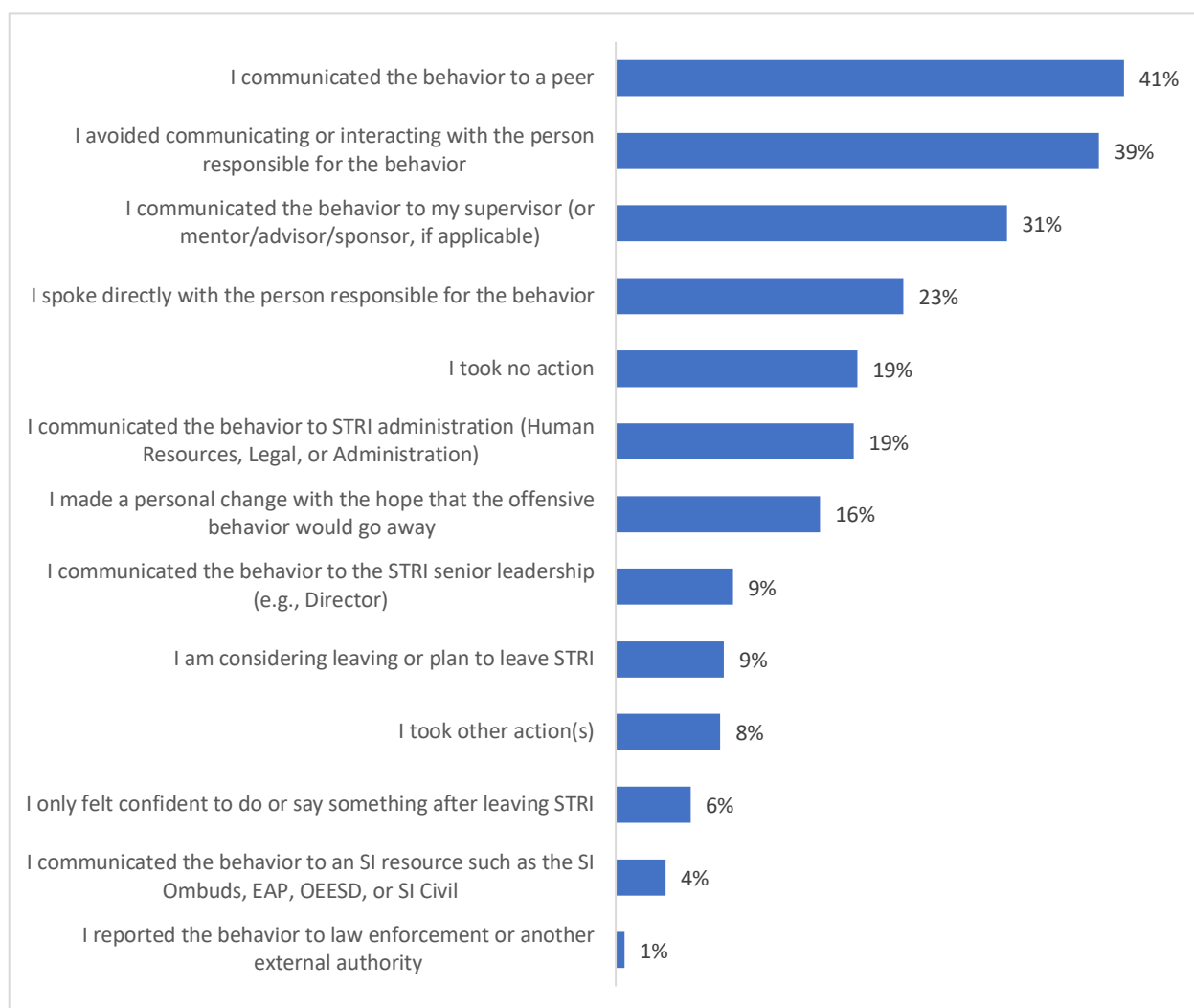
[22] Percentages sum to > 100% because respondents could select all that apply.

The one-fifth (19%) of respondents to Q3.10 who indicated *I took no action* were asked why they chose not to respond to what they saw or experienced. By far the most common responses were *I did not know what actions to take* (43%) and *I did not have any confidence that reporting the behavior would make a difference* (35%). Results are shown in **Figure 40**. The 24% who selected *Other reason* had the option to write in a response.

Figure 40: Q3.11 If you chose not to take any action(s) please indicate the reasons.[23] (n=54)
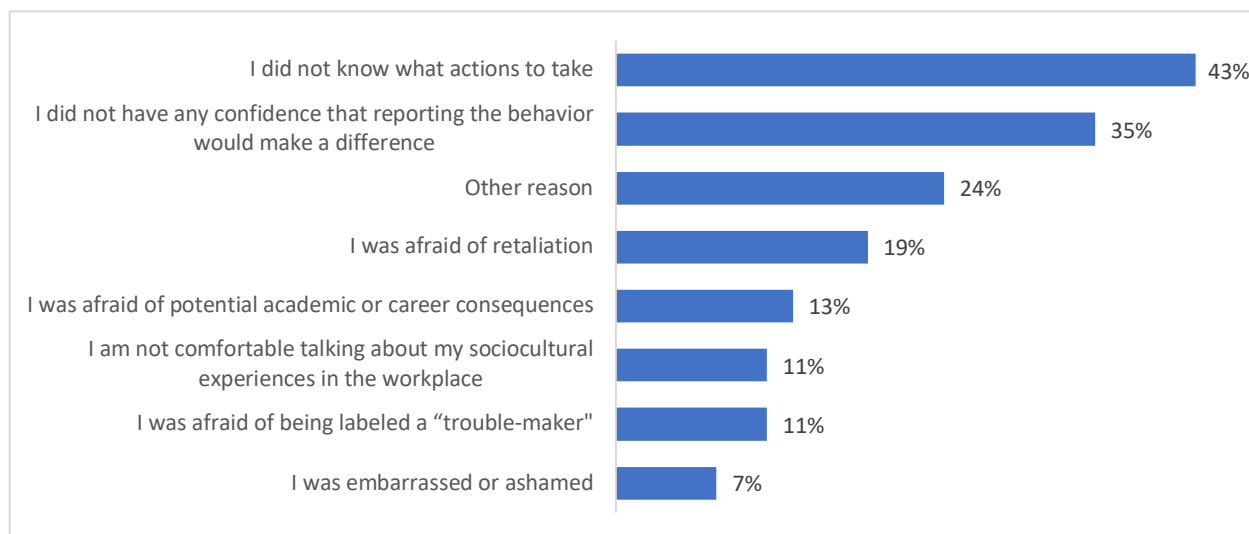
Those who indicated that they had reported incidents to peers, the person responsible, supervisors, supervisor-like figures, STRI leadership or administration, SI resources, or law enforcement were asked whether they believed their concerns were taken seriously by those whom they approached. About two fifths answered *Yes* (39%) and about one sixth answered *No* (15%), with the remainder split between *In some cases*[24] (27%) and *Unsure* (20%). See **Figure 41.**

Figure 41: Q3.12 Did the person(s) or office(s) take your concerns seriously? (n=193)

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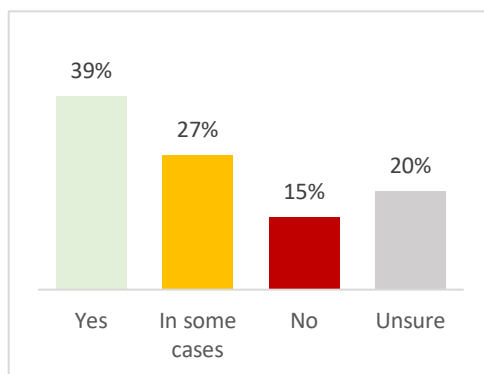
[23] Percentages sum to > 100% because respondents could select all that apply.
[24] For those reporting multiple incidents and/or to multiple persons.

Respondents who were shown Q3.12 were asked if they were satisfied with the outcome of the action they took. In this case, a plurality of respondents answered *No* (35%), followed by *I am unsure of the outcome* (25%), *In some cases*[25] (21%), and *Yes* (19%). See **Figure 42**.

Figure 42: Q3.13 After taking action, were you generally satisfied with the outcome? (n=194)
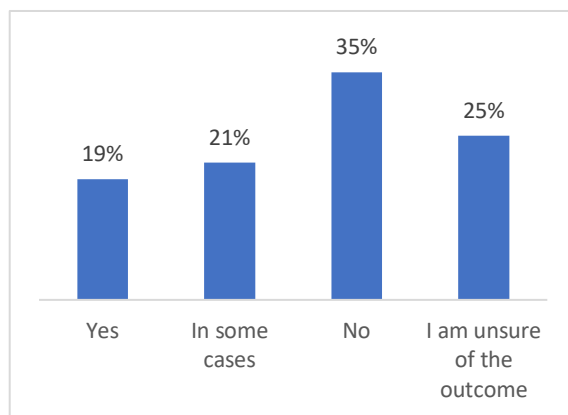
The remaining questions in this section were shown to all respondents. The first of these, Q3.14, was phrased as a hypothetical: if you *needed* to report inappropriate behavior at STRI, would you know how to do so? Almost half (48%) of respondents thought they would be able to find out where to report, while about a quarter (25%) indicated they already knew where to go. About one eighth (13%) anticipated difficulties finding out where to report. See **Figure 43.** The 6% who indicated that they would not report an incident even if they knew the process had the option to specify why.

Figure 43: Q3.14 If you *needed* to report an incident of harassment or other inappropriate behavior at STRI, which statement best describes you? I would… (n=675)

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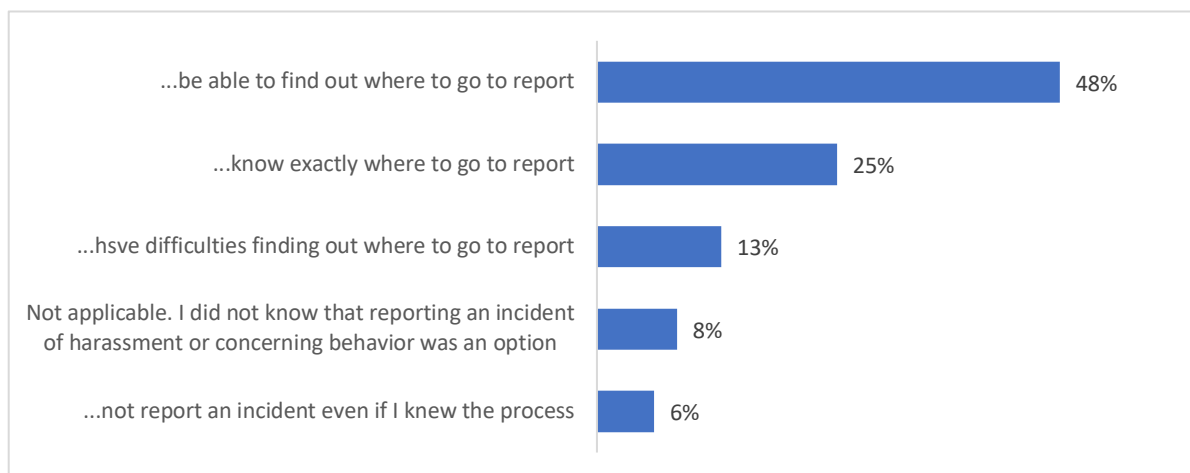
[25] For those who took multiple actions.

Next, respondents were asked about their (pre-survey) familiarity with the option of reporting harassment or other concerning behaviors to STRI human resources, a supervisor or supervisor-like figure, and the SI Civil program. The results, shown in **Figure 44,** indicate that while over eight in ten respondents (81%) saw their supervisor (mentor, advisor, etc.) as a reporting resource and over seven in ten (72%) recognized STRI human resources in this connection, only about three in ten (30%) were aware of the relatively new SI Civil program.[26]

Figure 44: Q3.15 Please indicate your agreement with the following statements. Before this survey, I was aware... (n=674)
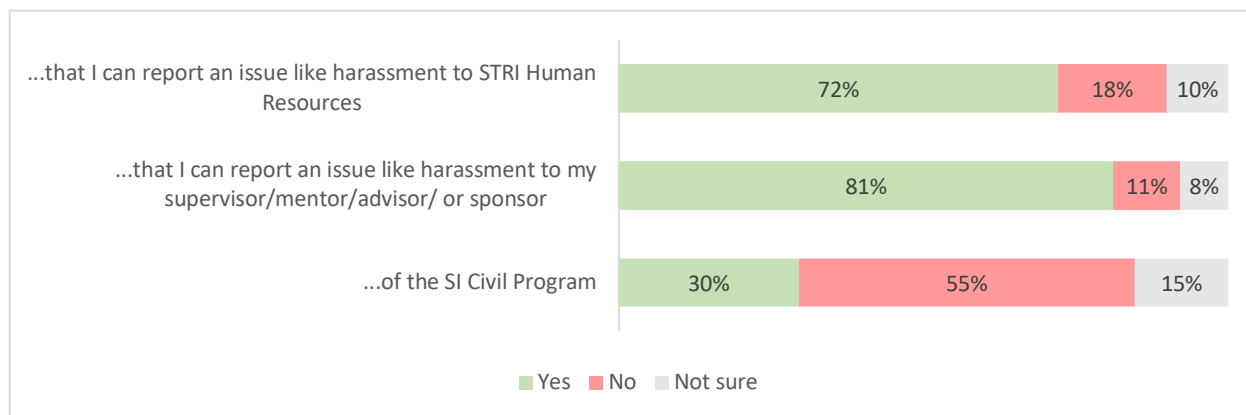
Finally, respondents were asked whether they believed various reporting resources would take a report of inappropriate behavior seriously. The results, shown in **Figure 45,** indicate that while respondents generally did not answer with an outright *No* (the highest *No* response rate was for STRI administration, at 11%), there was widespread uncertainty. *Not sure* responses ranged from 19% for supervisors and supervisor-like figures to 49% for the SI Civil program.

Figure 45: Q3.16 Please indicate your agreement with the following statements. If I report an issue like harassment to the following people, it will be taken seriously by: (n varies: 642-652)

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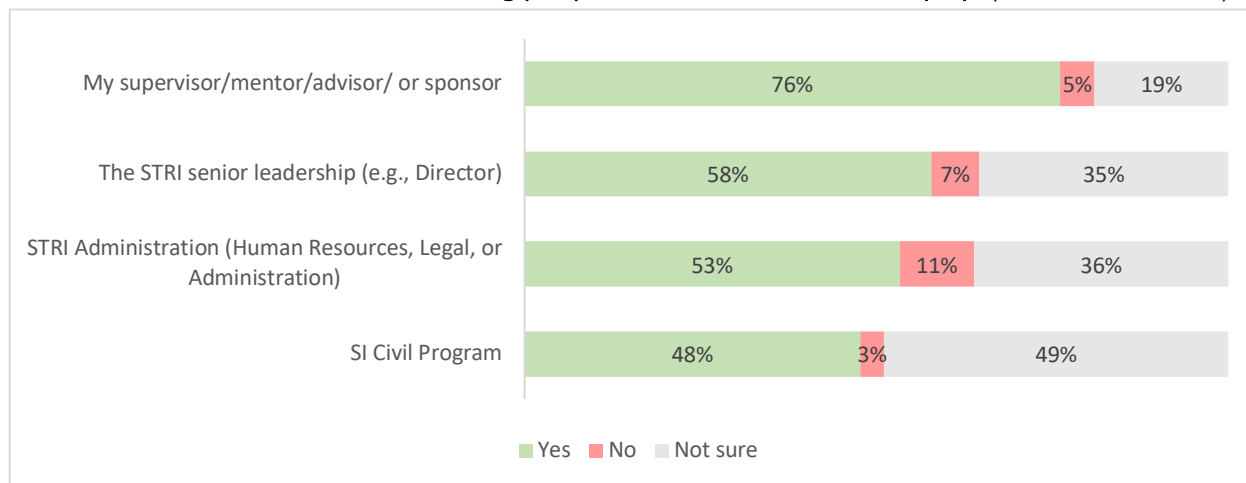
[26] SI Civil did not exist at the time when some respondents were active member of the STRI community.

Field Work Focus

Respondents who indicated in Q3.7 that they had been harassed or otherwise made to feel unwelcome, uncomfortable, or unsafe during fieldwork or at a field research site were shown a special set of questions delving into the details of their negative experiences in the field.

Among these respondents, half (29 of 58, 50%) indicated that they engage in field research *Frequently (e.g., weekly or multiple times a month),* with the remainder saying *Occasionally (e.g., once a month)* (12 of 58, 21%) or *Rarely (e.g., once a year or less*) (17 of 58, 29%).

About one sixth (10 of 62, 16%) said they *Frequently* felt unwelcome, uncomfortable, or unsafe during field work, while 20 of 62 (32%) said they felt this way *Occasionally* and 31 of 62 (50%) said *Rarely*. See **Figure 46.**

Figure 46: Q4.2 How often have you felt unwelcome, uncomfortable, or unsafe while conducting fieldwork? (n=62)
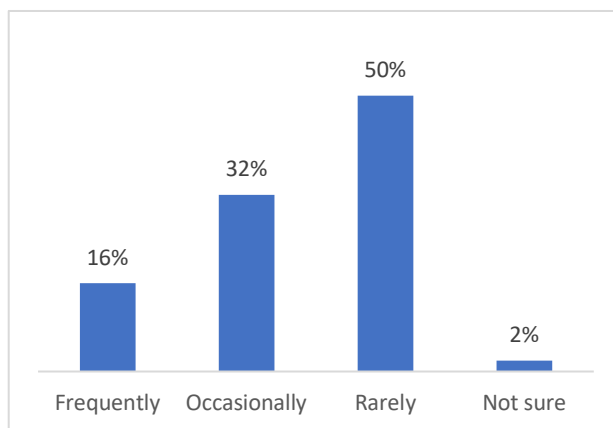
Next, these respondents were shown a list of threats associated with field research and asked to select any that contributed to their own sense of discomfort or danger in the field. Results are shown in **Figure 47**. Those who selected *Other safety concerns*—a plurality of respondents— were given the option to elaborate on their concerns.

Figure 47: Q4.3 In addition to the reasons you listed earlier in the survey, did any of the following make you feel uncomfortable or unsafe?[27] (n=46)

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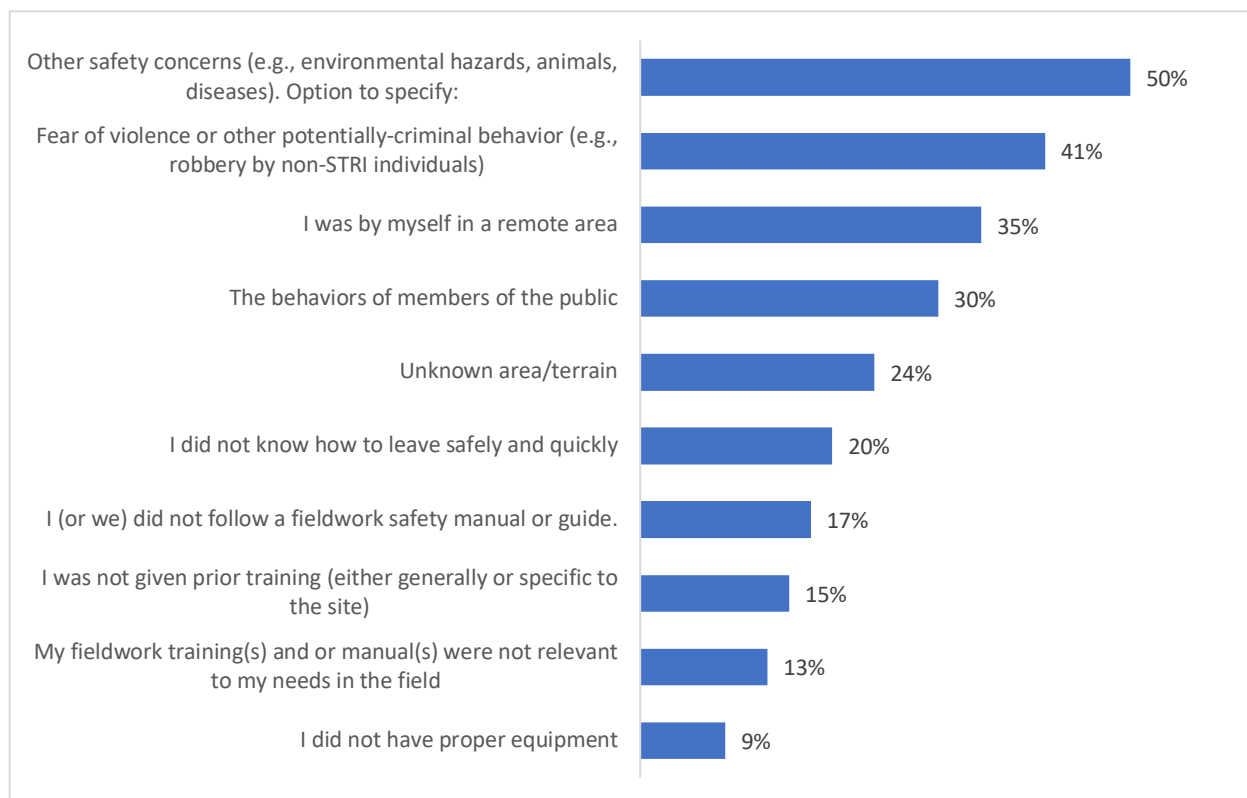
[27] Percentages sum to > 100% because respondents could select all that apply.

36

Suggestions for Improvement

In the last section of the survey, respondents were asked for opinions on how to improve the climate at STRI with regard to harassment, inappropriate behaviors, and IDEA.

In the first question in this section, respondents were asked to assess the priority of four suggested measures to promote such improvement. While respondents saw all of these measures as somewhat important, the top priority was clearly *Greater accountability when people treat others unfairly*, selected as a *High priority* by about three quarters of respondents (74%). The other three suggestions were each chosen as a *High priority* by about two fifths of respondents. **See Figure 48.**

Figure 48: Q7.2 Please rate the importance of the following measures to ensure people at STRI are treated fairly (n varies by response: 639-646)
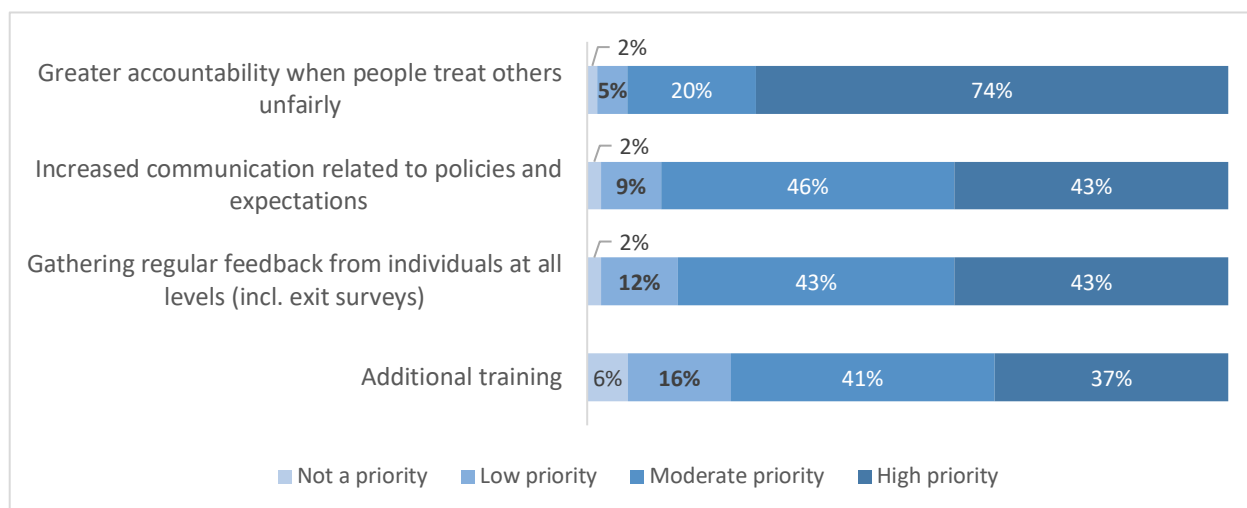
When asked about the types of training they would like to see offered to address issues of harassment and IDEA, respondents selected all the suggested topics at high rates, ranging from 46% for *Relationship boundaries* to 59% for *Respect in the workplace*.[28] See **Figure 49**. The 5% who selected *Other* had the option to write in a response.

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[28] Respondents who indicated that additional training was *Not a priority* were not show Q7.3.

Figure 49: Q7.3 Which of the following training topics would you like to see provided?[29] (n=598)

Respect in the workplace — 59%
Implicit bias — 58%
Smithsonian/STRI anti-harassment policies — 53%
Bystander intervention — 52%
Relationship boundaries — 46%
Additional training is not necessary — 5%
Other — 5%
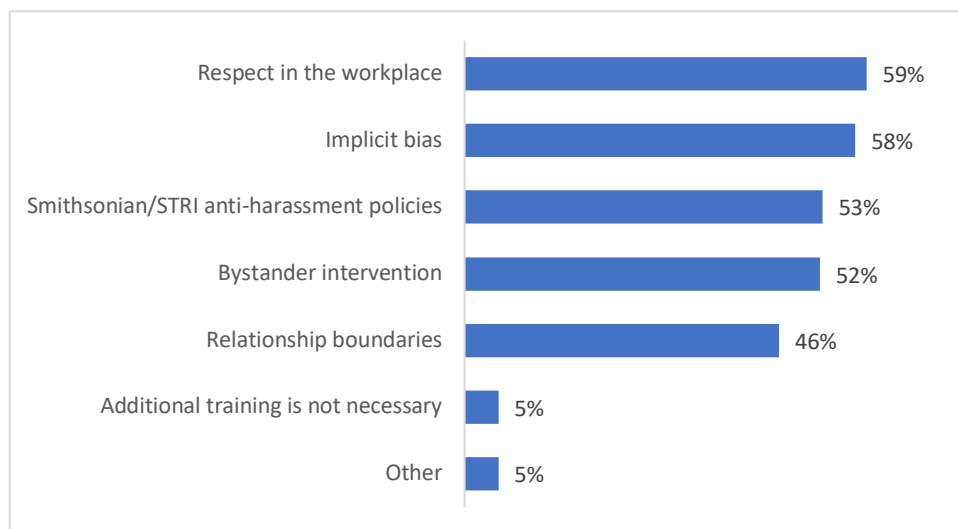
Finally, respondents were asked how STRI might better communicate harassment reporting processes, policies, and other resources, with results as show in **Figure 50**.[30] As in the previous question, all of the suggestions were selected by a high percentage of respondents, in this case ranging from 44% to 49%. The 5% who selected *Other* had the option to write in a response.

Figure 50: Q7.4 How can STRI better communicate harassment reporting processes, policies, and other resources?[31] (n=625)

Posters and signs at STRI facilities — 49%
Workforce and visitor onboarding materials — 49%
Trainings and webinars — 47%
Regular emails with the information — 45%
Presentations at staff meetings or other events — 44%
STRI website and intranet — 44%
Other — 5%

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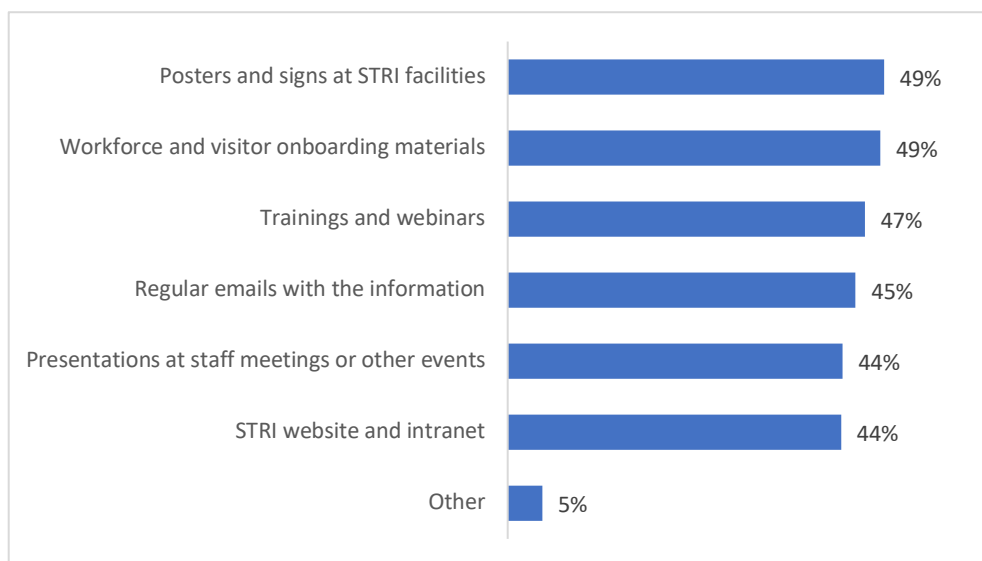
[29] Percentages sum to > 100% because respondents could select all that apply.
[30] Respondents who indicated that increased communication related to policies and expectations was *Not a priority* were not show Q7.4.
[31] Percentages sum to > 100% because respondents could select all that apply.

Open-Ended Survey Responses

The survey included two open-ended questions:

1. What is STRI doing well in terms of building a supportive, inclusive, and safe work environment?

2. What can STRI do to prevent harassing conduct and/or provide a more supportive, inclusive, and safe work environment?

In total, SOAR analyzed 680 responses (339 for question 1, 341 for question 2). Instead of presenting the results by each question, SOAR divided the results into two areas: survey respondents' *perspectives about the cultural climate at STRI* and their *recommendations for creating a safer, more inclusive work environment*. The comments include a wide range of opinions and perspectives about STRI and how it can improve. In addition to the summary text, illustrative quotes are included in italics and have been lightly edited for clarity and anonymity.

Respondents' Perceptions

Cultural Climate

Some respondents said that they have always felt safe, welcome, and included at STRI, describing their positive experiences and the support they had received from colleagues.

Others believed that STRI was doing its best to create and work towards a safe and welcoming environment, given the challenges of operating in Panama with a multicultural, multi-lingual community, including a transitory population of international students and researchers.

Still others acknowledged that STRI had issues, but also saw a cultural shift underway, with a new leadership's expressed commitment to IDEA. Respondents explained that after years of "sweeping things under the rug," STRI was now taking responsibility for past mistakes. For some respondents, a new director, deputy director, and HR staff signaled a "fresh start."

Additionally, respondents wrote about STRI's overall attitude toward IDEA and culture change, explaining that it was moving in a positive direction. Some respondents wrote that they had already seen progress. For example, there have been more discussions about STRI's anti-harassment policies and reporting, and an increase in trainings and seminars on topics related to IDEA.

The formation of IDEA groups also indicated to some that STRI was committed to changing the status quo. For example, the approval to conduct this survey, after years of unsuccessful efforts on the part of the STRI community, in itself signaled to some that STRI leadership was ready to listen, learn, and do better.

However, while some respondents wrote about the strong interpersonal bonds and sense of community at STRI, others wrote that morale was low.

For others, STRI had an unsafe, non-inclusive culture that can be toxic. They shared experiences of being harassed, being ignored, or having their concerns dismissed.

Some mentioned that perceived gender stereotypes within the Panamanian culture were problematic, especially for women, and there tended to be a general acceptance of sexist, homophobic, and macho behavior.

Some respondents mentioned that STRI was spread out and included several remote locations that can isolate people. In these situations, scientific visitors become dependent on staff and are perceived to be more vulnerable to harassment. Simple things can further isolate people; for example, a commentor explained that most vehicles were manual, which many young visitors did not know how to drive.

Additionally, some respondents explained that a broader attitude adjustment was necessary. These respondents explained that allegations of misconduct were typically downplayed as "no big deal," and inappropriate behaviors and practices were normalized as "the way things have always been done."

Some respondents felt that the current anti-harassment campaign had only become a priority because of recent negative publicity. Others said that meaningful change required greater transparency and communication from STRI leadership, and it will take time and ongoing effort.

Power Dynamics

Some respondents were positive about the current relationship between those at different places in the organizational hierarchy. For example, some scientific visitors shared examples of the support and encouragement they had received from their advisors and mentors.

However, other respondents wrote about differential treatment and unhealthy power dynamics, especially between scientific staff and visitors. These respondents described bullying, intimidation, favoritism, retaliation, and an environment that encourages "kissing up and punching down."

Some mentioned the prevalence of *quid pro quo*: favors were expected to be given and returned, and some scientific visitors were unable to accomplish research tasks because of their perceived lack of status or favors to offer.

It was reported that some staff scientists treat interns, fellows, and other scientific visitors as if they were dispensable, contributing to what some commentors described as an unsupportive, exploitative, and even dangerous environment for visitors.

Overall, commentors said that some staff were fantastic, while others were to be avoided.

Diversity

Some respondents appreciated STRI's multiculturalism, and the range of backgrounds and experiences people had, which made STRI an exciting and dynamic place to learn and work. Some thought the hiring processes appeared to be working well at attracting and retaining diverse talent.

However, others wrote that STRI's commitment to diversity was half-hearted, with the right words spoken but no action taken. Some explained that more diversity was needed, especially in positions of authority, noting that white men from the United States held most of the prestigious positions and Panamanians held most of the support roles.

Some respondents noted the legacy of the United States' colonial history in Panama, and suggested that STRI's connection to the local communities was in need of improvement.

Some wrote that there were good opportunities at STRI for Panamanian and other Latin American employees and scientific visitors. Others, however, described STRI's work as "parachute science" done by visitors whose research does not usually involve or benefit the local community. Respondents wrote about the lack of outreach, interaction with local researchers, or cultural exchange. Some respondents wrote that cultural and language barriers created tension, especially since Spanish-speaking community members were expected to learn English but not the reverse.

Further, some respondents felt that U.S. scientists were given preferential treatment over their Latin American counterparts. Some respondents indicated that there was a pay discrepancy between U.S. staff and Latin Americans. There were also examples of various cliques that made people feel excluded.

Reporting and Accountability

Some respondents thought that policies and reporting paths for inappropriate behavior were clear. Others recalled instances when STRI responded quickly and appropriately when incidents occurred. A few also praised the work of the SI Civil program.

However, others believed that the reporting system was not working. Respondents wrote about lack of action after incidents were reported, and the failure to hold perpetrators accountable. Some respondents were unclear about how to report incidents, and others talked about individuals who were not treated well or taken seriously when they did report something. Some felt that this was due to their position, gender, race, or status.

Some respondents said that people were afraid to report because it was not safe to do so, providing examples of incidents where HR and legal employees were dismissive, bullying, and even abusive toward individuals who reported. These staff members, they noted, appeared more concerned with STRI's reputation than with the safety of the person who reported.

Accessibility and Resources for Caregivers

Some commentors said that there were inadequate resources and accommodations for caregivers and people with accessibility needs. One said that STRI failed to comply with ADA (Americans with Disabilities Act), and others said that STRI did not have lactation rooms, childcare facilities, and adequate family-friendly policies.

Respondents' Recommendations

Survey respondents offered recommendations about how STRI can become a safer and more inclusive work and community environment.

Acknowledge Past Harms

To move forward, respondents explained that harassment at STRI in the past must be acknowledged and addressed. Some respondents felt that even if STRI is now taking action to right past wrongs, leadership needs to acknowledge the harm done in the past, in some cases by individuals who remain part of the community or the leadership team.

Continue to Listen and Engage

Commentors said that positive change requires acceptance and support from all members of the STRI community. Respondents want STRI to continue to discuss the issues, provide opportunities for people to participate in the process, and provide input through surveys like this one and other feedback mechanisms.

Some cautioned that some members of the STRI community will be threatened by change or unreceptive to efforts to improve aspects of the culture. Some individuals may need further incentives, such as IDEA elements in their performance plans, or performance appraisals that consider an employees' personal conduct and contributions to making STRI a welcoming work environment.

Set Clear Expectations and Standards

Some respondents wrote that STRI's expectations and standards of conduct must be clear to everyone, regardless of position type or length of stay.

Some called for a document detailing STRI's research ethics and code of conduct, with clear definitions of unacceptable behaviors and descriptions of consequences for those who violate them. They noted that onboarding and orientation of new hires are opportunities to clearly communicate STRI's expectations, standards, and anti-harassment policies; and that scientific visitors would also benefit from well-crafted messaging about STRI's anti-harassment policies prior to visiting and during onboarding.

Provide Educational Resources

Respondents requested additional resources, such as trainings and seminars about IDEA topics, to reduce the acceptance of anti-social and problematic behavior. Recommended training topics included: anti-harassment, implicit and unconscious bias, bystander intervention, empathy, cultural sensitivity, conflict resolution, communication, and safety and first aid. There was also a desire for English and Spanish language classes.

These trainings should be offered frequently, in both Spanish and English. For some, it was important that these trainings are offered by external organizations, short and to the point, and conducted in small groups to encourage participation.

Other respondents recommended content-specific training for HR and legal staff and mandatory supervisor and mentorship training for people in supervisory or supervisory-like positions.

Dismantle Unhealthy Power Structures

Some respondents strongly encouraged STRI to examine its power dynamics, especially between scientific staff and visitors. This includes a review of the research approval processes, and how recommendations are given and received. Such a review may result in new practices that mitigate the likelihood of unhealthy relationships.

Improve HR and Legal

Some respondents were critical of staff in the HR and legal departments and recommended an overhaul. They suggested these departments often seem more concerned with preserving appearances than with getting to the bottom of complaints about harassment or other unfair treatment. At minimum, they insisted that staff in these roles must act appropriately toward those who file complaints.

Some respondents wrote that U.S. and Latin American scientists should be held to the same hiring criteria, receive equal compensation, and have the same promotion and professional development opportunities. Some respondents encouraged STRI to evaluate its HR management processes, and to review its hiring and compensation data to identify any pay discrepancies based on race, gender, or nationality.

Be a Welcoming, Inclusive, and Safe Community

Some respondents offered suggestions for creating a more a welcoming and safe community through team building and networking opportunities that respect personal boundaries. There should be alternatives to activities that involve alcohol and an acknowledgement that private invitations to socialize can be problematic.

Additionally, some commentors requested appropriate resources and accommodations for caregivers and people with accessibility needs. Facilities and policies should be evaluated to ensure that they are ADA compliant and family friendly.

Survey respondents emphasized the need to involve the Panamanian community and hire Panamanian scientists. Recommendations included working with local high schools and universities to provide research experience, being open to indigenous communities and knowledge systems, and being more considerate of how STRI research impacts local communities.

Improve Reporting and Accountability

While some respondents said that STRI has taken steps to improve its reporting process, others wanted STRI to do more to ensure that people are willing and able to report inappropriate behavior regardless of location, situation, or language. Reporting tools must be bilingual and readily available, and reporting processes clear, especially for visitors.

Respondents shared examples of reports being made, but nothing changing. Commentors stressed that complaints must be taken seriously, and that anyone, regardless of position or seniority, who is found to have violated STRI's expectations, standards, or anti-harassment policies must be held accountable.

Respondents also emphasized that when an incident is reported, the outcome should be communicated to those who reported it.

Support Those Who Speak Out

To combat distrust and fear about reporting, commentors suggested that reporting had to be encouraged and destigmatized, and any negative repercussions for those who come forward must be eliminated. Commentors wanted those who report to be supported and protected throughout the process and be provided with some degree of input into the reporting outcome. For example, a person who reports should be given a copy of their recorded complaint.

Group Comparisons

Methodological Background

SOAR ran crosstabs to check for systematic differences in responses associated with the following job and identity characteristics:[32]

- **Affiliation:** *Scientific Visitor* and *Employee, Intern* and *Non-Intern*, *Fellow* and *Non-Fellow*
- **Employee Payroll Type:** *Panamanian Payroll* vs. *SI Federal/Trust Payroll*
- **Salary:**[33] *<$15,000; $15,000-$30,000; >$30,000-$45,000; >$45,000*
- **(Employee) Supervisory Status:** *Supervisor* and *Non-Supervisor*
- **(Scientific Visitor) Advisory Status:** *Mentor/Advisor* and *Non-Mentor/Advisor*
- **Time at STRI:** *<1 year; 1-5 years; >5 years*
- **Main/Regular Work Location:**[34] *Isolated* and *Non-Isolated, Vulnerable* and *Not Vulnerable*
- **Gender/Sex:** *Male* and *Female*[35]
- **LGBTQIA+ Status:** *LGBTQIA+* and *Other*
- **Age:** *Younger* (<=30); *Middle* (31-50); *Older* (>50)
- **Disability Status:** *Chronic Illness or Disability* (visible or invisible) and *No Chronic Illness or Disability*
- **Country of Origin:**[36] *Panama; United States; Other Latin America; All Other*
- **Race/Ethnicity:** *White* and *Non-White, Hispanic/Latinx* and *Non Hispanic/Latinx, Black* and *Non-Black, Asian* and *Non-Asian, Indigenous* and *Non-Indigenous*
- **Language Proficiency:** *English; Spanish; English/Spanish; Other*[37]
- **Education:** *Less than Bachelors; Bachelors; Masters; Professional Degree; Doctoral Student; Doctorate*.

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[32] Job and identity characteristics are presented in the order they were asked. Employee Position Type (Q5.4) was not associated with response patterns and therefore was left off this list.

[33] There were too few data points and too little variation among SI Federal/Trust Employee pay grades to analyze.

[34] Definitions were provided by the STRI contact team. *Isolated Locations* included Agua Salud, Bocas del Toro, Coibita, Fortuna, Punta Galeta, and San Lorenzo. *Vulnerable Locations* included all of these sites, plus Barro Colorado Island and Gamboa. These variables proved difficult to analyze, but neither appeared to be strongly associated with different response patterns on the main opinion/experience survey questions.

[35] A few respondents identified as *Non-binary*, but the number was far too small to analyze statistically.

[36] The survey also asked respondents for *Country of Residence*, but SOAR judged *Country of Origin* to be a better proxy for a respondents' "home" culture and nationality, and used the latter for this purpose.

[37] *Other* was treated as missing data in the crosstab analysis.

To identify differences among groups, SOAR applied the standard social scientific statistical significance criteria of $p < 0.05$.[38] However, tests of statistical significance were used loosely here—as a consistent way to flag potentially interesting results, rather than as formal tests of quantitative probability.[39]

In the summary tables for group comparisons, cells containing more-positive, less-negative, or otherwise comparatively favorable group results that are statistically significant are color-coded as green, and cells with statistically significant unfavorable group results are color-coded as red.

Because of the large number of both job/demographic and experience/opinion-question variables, it was necessary to limit crosstab analysis of the former to a subset of the latter in most cases. The following subset was generally used:

- Q2.2, Q2.3, Q2.4, Q2.5 (questions on the IDEA climate at STRI)
- Q3.3, Q3.4, Q3.5_6 (summary questions on witnessing or experiencing harassment, unfair treatment, or other forms of inappropriate behavior)
- Q3.6 (whether respondents had experienced unfair or harassing treatment based on the job/demographic characteristic being analyzed)
- Q3.10_13 (whether respondents took no action when they witnessed or experienced incidents of unfair or harassing treatment)
- Q7.2_4 (whether respondents prioritized the need to hold individuals more accountable for inappropriate behavior)

Recoding Variables

Given the number of questions, answer choices, and respondent groups to be analyzed, summarizing survey results in a manageable way required some recoding for simplification. Recoding of job and identity characteristic variables (Question Blocks 5 and 6) are discussed in the sections below that focus on each of these variables. Recoding of experience and opinion question responses (Blocks 2, 3, 4, and 7) was undertaken as follows.

- In all cases, *Not Sure* or other non-committal responses (e.g., *Hard to Quantify, Don't Know*) were treated as missing data for comparative analysis.

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[38] Roughly speaking, a given level of "statistical significance" refers to the probability that a result observed in a random sample of respondents accurately reflects the larger population from which the sample was drawn. Thus, "statistically significant at $p=0.05$" implies a 95% ($1 - 0.05$) probability that a finding based on a given survey sample reflects the population—or equivalently, no more than a 5% chance the finding is an idiosyncrasy of the *specific* survey sample drawn and analyzed.

[39] It is best to think of statistical tests here not as statements about formal quantitative probabilities, but rather as (1) safeguards against drawing broad conclusions too quickly for groups with small numbers of respondents; and (2) expedients for sifting through thousands of comparisons to flag those most likely to merit further attention.

- The five-point response scale for **Q2.2**, **Q2.3**, **Q2.4**, and **Q2.5**[40] was reduced to three:[41]
  - *Positive* is the sum of *Strongly Agree + Agree*.
  - *Negative* is the sum of *Strongly Disagree + Disagree.*
  - *Neither Agree nor Disagree* was left as a separate category *(Neutral)*.

- The four-point response scale for **Q3.3**[42] was reduced to three. *Not a Problem* and *Major Problem* were left as separate categories, while the two middle responses were combined into one, *Minor or Moderate Problem.*

- The four-point scale for each type of inappropriate behavior in **Q3.8**[43] and **Q3.9**[44] was reduced to three. *Never* and *Once* were left as separate categories, while the two middle responses (*A Few Times* and *Many Times*) were combined into *More than Once*.

- The four-point response scale for **Q7.2**[45] was reduced to three. *High Priority* and *Moderate Priority* were left as separate categories, while the two middle responses (*Low Priority* and *Not a Priority*) were combined into *Low or Not a Priority*.

Associations Among Job and Demographic Variables

To disentangle the influence of potential explanatory variables, SOAR checked for associations (correlations) among respondents' professional and demographic characteristics.[46] Many such

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[40] **Q2.2:** I value inclusion, diversity, equity, and accessibility at STRI; **Q2.3:** Inclusion, diversity, equity, and accessibility are valued at STRI. **Q2.4:** People from all backgrounds and with a range of identities have equitable opportunities at STRI. **Q2.5:** My unique background and identity are valued at STRI.

[41] Comparative analysis of these questions mainly focuses on *Positive* and *Negative* responses, rather than *Neutral*. Note that a higher/lower *Positive* rating for a given group does not imply a corresponding and opposite *Negative* score. A difference at one end (*Positive*) could primarily reflect an offsetting difference in the middle (*Neutral*), rather than at the other end (*Negative*).

[42] Within the last five years, do you believe unfair treatment, harassment, and/or other unacceptable behaviors have been a problem at STRI?

[43] While at STRI or in a work-related situation (e.g., on official travel), how often have you personally experienced or witnessed the following **by a supervisor or someone in a supervisory-like position** (e.g., mentor or advisor)?

[44] While at STRI or in a work-related situation (e.g., on official travel), how often have you personally experienced or witnessed the following by anyone else at STRI **who is or was NOT a supervisor or in a supervisory-like position**?

[45] Please rate the importance of the following measures to ensure people at STRI are treated fairly.

[46] When dealing with continuous variables, "correlation" refers to the tendency of variables to move together, whether in the same or opposite directions. The equivalent concept for relationships among categorical variables with no logical order (e.g., Male/Female, Supervisor/Non-supervisor, Country of Origin, Preferred Language, etc.) is usually designated "association." Most of the variables on this survey are categorical, although a few (Age, Time at STRI, Salary, and Education) are ordinal as phrased. The familiar Pearson's R statistic used for correlation analysis of continuous variables is not necessarily appropriate for analyzing categorical variables, but several well-known statistics have been developed for such analysis. We use Cramer's V in most cases; when analyzing associations between ordinal variables (e.g., Age and Time at STRI), we use Spearman's rho.

relationships were found to be significant. However, many were **weak** by any measure, and therefore unlikely to raise problems of interpretation.[47]

At the end of each group-comparison crosstab section, we present the group correlations relevant to that section, labeled as **weak**, **moderate**, or **strong**.[48] Where these correlations may affect the interpretation of crosstab results, this will be discussed. **Appendix C** includes several tables that summarize the associations among job/demographic variables.

Affiliation: STRI Employees vs. Scientific Visitors

In this section, we look at differences in response patterns between STRI personnel (staff or contractors) and those who are affiliated with STRI as *Scientific Visitors* (fellows, interns, research associates, volunteers, field course participants, and so on). We refer to the former category as *Employees* for simplicity.

These comparison groups are themselves internally heterogeneous, with major differences within as well as across them. Thus, the analysis in this section should be considered a rough first cut. In subsequent sections, we break down these groups in various ways that allow for more nuanced comparisons. Within the *Scientific Visitor* group, we break out *Interns*, *Fellows,* and those who serve as *Advisors* or mentors to others. Within the *Employee* group, we break out *Panamanian Payroll* employees from *SI Federal/Trust* employees, and look at how *Salar*y, *Supervisor* status, and professional function may affect responses.

Findings: IDEA

Affiliation was not significantly associated with whether respondents perceive IDEA is valued at STRI (Q2.3) or believe their own background and identity are valued at STRI (Q2.5).

Employees were less *Positive* than *Scientific Visitors* (88% vs. 94%) when asked if they personally value IDEA in the workplace (Q2.2), but this finding may not be of practical interest for two reasons. First, although the difference was statistically significant, the absolute level of *Positive* responses among *Employees* was still quite high—almost nine out of ten. Second, *Employees* were not more likely to give a *Negative* response; their lower level of *Positive* responses was offset by a higher level of *Neutral* responses. *Negative* responses were negligible for both groups: 2% for *Employees* and 1% for *Scientific Visitor*s.

However, when asked whether people of all backgrounds and identities have equitable opportunities at STRI (Q2.4), differences were more notable. *Scientific Visitors* were considerably less *Positive* (51% vs. 67%) and more *Negative* (29% vs. 17%) than *Employees*. (See **Table 2.1**.)

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[47] Although standards for assessing the strength and relevance of associations between variables are not uniform, a correlation coefficient of 0.2 or less would be considered weak in almost any context. See next footnote.
[48] These are defined, admittedly somewhat arbitrarily, in terms of the Cramer's V correlation coefficient as follows: <=0.2, **weak**; >0.2 and <=0.4, **moderate**; >0.4, **strong**.

Table 2.1: Significant Affiliation Crosstabs—IDEA

	Scientific Visitors	Employees
Q2.4 People from all backgrounds and with a range of identities have equitable opportunities at STRI.	51% *Positive*	67% *Positive*
	29% *Negative*	17% *Negative*

Findings: Harassment and Inappropriate Behavior

With respect to whether they had experienced (Q3.4) or witnessed (Q3.5) unfair treatment, harassment, or other inappropriate behavior, no significant differences between *Employees* and *Scientific Visitors* were found. However, when asked if they believe unfair treatment, harassment, or other unacceptable behaviors have been a problem at STRI in recent years (Q3.3), *Employees* were less likely to select *Not a Problem* (22% vs. 42%) and more likely to select *Major Problem* (34% vs. 21%).[49] (See **Table 2.2.**)

Table 2.2: Significant Affiliation Crosstabs—Inappropriate Behavior Perceptions + Experiences

	Scientific Visitors	Employees
Q.3.3 Within the last five years, do you believe unfair treatment, harassment, and/or other unacceptable behaviors have been a problem at STRI?	42% *Not a Problem*	22% *Not a Problem*
	21% *Major Problem*	34% *Major Problem*

Those who indicated they had experienced some kind of inappropriate behavior at STRI and who subsequently indicated they reported it to someone—a peer, supervisor, advisor, STRI administrator or administrative office, or SI administrative office—were asked if the person to whom they reported the incident took their concern seriously (Q3.12). *Scientific Visitors* were less likely to respond "Yes" to this question than *Employees* (33% vs. 51%).[50] (See **Table 2.3.**)

Table 2.3: Significant Affiliation Crosstabs—Was Your Report Taken Seriously?

	Scientific Visitors	Employees
Q3.12 Did the person(s) or office(s) to whom you communicated with about the behavior(s) or incident(s) take your concerns seriously?	33% *Yes*	51% *Yes*

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[49] Note that the phrasing of the question ("within the last five years") may affect these findings, as *Scientific Visitors* generally have far shorter tenures at STRI—in many cases, under five years—than *Employees*.

[50] *Scientific Visitors* were not, however, significantly more likely to answer "No" to this question. The difference was mainly a result of a much higher rate of "In Some Cases" responses among *Scientific Visitors* (35% vs. 15%).

Among the questions asking about reporting, several differences in responses associated with respondent Affiliation were present. Most of these results can probably be explained in terms of a shorter tenure at STRI (see Associations section below), and presumably lesser familiarity with its administrative policies and processes, among *Scientific Visitors.* Results are summarized in **Table 2.4** on the next page.

When asked if they knew where to go if they **needed** to report an incident of harassment or other inappropriate behavior at STRI (Q3.14), *Scientific Visitors* were less likely than *Employees* to say that they would know exactly where to go (12% vs. 50%), but also more likely to say they would be able to find out (59% vs. 29%). The latter did completely offset the former, however, leaving *Scientific Visitors* more likely to say they might have difficulty finding out (15% vs. 8%).

Scientific Visitors were also less likely than *Employees* to indicate they knew before taking the survey that they could report incidents of harassment or inappropriate behavior to their supervisor/mentor/advisor/sponsor (78% vs. 87%) or to the STRI human resources office (66% vs. 85%) (Q3.15).

Scientific Visitors were less likely to answer "Yes" when asked if they thought their supervisor/ mentor/adviser/sponsor (72% vs. 84%), STRI senior leadership (54% vs. 66%), or STRI administration (51% vs. 59%) would take a report of harassment or inappropriate behavior seriously (Q3.16).[51]

Table 2.4: Significant Affiliation Crosstabs—Reporting Harassment or Inappropriate Behavior

	Scientific Visitors	Employees
Q3.14 If you **needed** to report an incident of harassment or other inappropriate behavior at STRI, which statement best describes you? *I would know exactly where to go to report*	12% *Marked*	50% *Marked*
I would have difficulties finding out where to go to	15% *Marked*	8% *Marked*
Q3.15 Before this survey, I was aware … *that I can report an issue like harassment to my supervisor/mentor/advisor or sponsor*	78% *Yes*	87% *Yes*
… that I can report an issue like harassment to STRI Human Resources	66% *Yes*	85% *Yes*
Q3.16 If I report an issue like harassment to the following people, it will be taken seriously: *My supervisor/mentor/advisor/ or sponsor*	72% *Yes*	84% *Yes*
The STRI senior leadership	54% *Yes*	66% *Yes*
The STRI administration	51% *Yes*	59% *Yes*

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[51] In the cases of their supervisor/mentor/advisor/sponsor and the STRI administration, *Scientific Visitors* were not significantly more likely to answer "No"; the difference was mainly a result of a higher rate of "Not Sure" responses. With respect to STRI senior leadership, *Scientific Visitors* (8%) were significantly more likely to answer "No" than *Employees* (4%), but the absolute figure for both groups was low.

Looking at suggestions for improvement, *Scientific Visitors* were less likely than *Employees* to see "greater accountability when people treat others unfairly" as a high priority (69% vs. 82%) (Q7.2).[52] (See **Table 2.5**.)

Table 2.5: Significant Affiliation Crosstabs—Areas for Improvement

	Scientific Visitors	Employees
Q7.2 Please rate the importance of the following measures to ensure people at STRI are treated fairly: ***Greater accountability when people treat others unfairly***	69% *High Priority*	82% *High Priority*

Job and Demographic Variable Associations[53]

Affiliation was associated with a number of other job/demographic characteristics.

The following associations were **weak**:

- **Vulnerable Location:** *Scientific Visitors* were more likely than *Employees* to identify a *Vulnerable Location* as a primary or regular work site.
- **Gender/Sex:** *Scientific Visitors* were more likely than *Employees* to identify as *Female*.
- **LGBTQIA+:** *Scientific Visitors* were more likely than *Employees* to identify as *LGBTQIA+*.
- **Race/Black:** *Scientific Visitors* were less likely than *Employees* to identify as *Black*.
- **Race/Asian:** *Scientific Visitors* were more likely than *Employees* to identify as *Asian*.

The following associations were **moderate:**

- **Age:** *Scientific Visitors* tended to be younger than *Employees*.
- **Race/White:** *Scientific Visitors* were more likely than *Employees* to identify as *White*.
- **Race/Hispanic:** *Scientific Visitors* were less likely than *Employees* to identify as *Hispanic*.
- **Language:** *Scientific Visitors* were more likely than *Employees* to say they preferred *English*, and less likely to say they preferred *Spanish* or were equally comfortable with both *English and Spanish*.

The following associations were **strong**:

- **Time at STRI:** *Scientific Visitors* had a strong tendency to shorter tenure at STRI than *Employees*.

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[52] The percentage of *Scientific Visitors* who indicated this was *Not a Priority* or *Low Priority* was still low in absolute terms (8%, vs. 3% of *Employees*). Most of the difference was in the *Moderate Priority* category (23% vs. 16%).

[53] Association coefficient is Cramer's V. The strength of associations are defined as follows: <=0.2, **weak**; >0.2 and <=0.4, **moderate**; >0.4, **strong.**

- **Country of Origin:** *Scientific Visitors* were less likely than *Employees* to identify *Panama* and more likely to select the *United States*, an *Other Latin America* country, or an *Other Non-Latin America* country.
- **Education:** *Scientific Visitors* were more likely to hold a doctoral degree or to be a doctoral student than *Employees.*

Payroll Status: Panamanian Payroll and SI Federal/Trust Employees

Crosstabs to compare *Panamanian Payroll* employees with *SI Federal/Trust* employees were run on a limited set of key experience/opinion questions.

Findings: Summary

There did not appear to be any consistent pattern of *Panamanian Payroll* respondents answering more favorably than *SI Federal/Trust* respondents, or vice versa. The only statistically solid finding was that *SI Federal/Trust* respondents were more likely than *Panamanian Payroll* respondents (100% vs. 84%) to say they value IDEA in the workplace (Q2.2).

However, a major technical issue in this analysis was that the *SI Federal/Trust* group was relatively small (n=34). This meant one of the technical requirements of the statistical test SOAR uses to flag differences across groups sometimes failed to be met.[54] Even when it was, the small number of *SI Federal/Trust* respondents meant differences between the groups had to be large to be flagged as significant.

But even when looking at responses more informally, no consistent patterns were detected. On some issues, *Panamanian Payroll* respondents responded more favorably; on others, *SI Federal/Trust* employees did; on yet others, results were ambiguous—for example *Panamanian Payroll* employees were more likely than *SI Federal/Trust* employees to say that harassment was "Not a Problem," but also more likely to say it was a "Major Problem."

Job and Demographic Variable Associations[55]

Panamanian Payroll status was associated with six other job/demographic characteristics. In most cases, these associations were to be expected—for example, *Panamanian Payroll* employees were more likely to cite Panama as their country of origin.

Three associations were **moderate:**

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[54] SOAR uses the Pearson chi-square statistic to flag group differences. This is a non-parametric statistic based on the differences between expected (under the null hypothesis of no difference among groups) and actual counts in contingency table cells. The chi-square test assumes all cells in the contingency table have expected counts of at least five.

[55] Association coefficient is Cramer's V. The strength of associations are defined as follows: <=0.2, **weak**; >0.2 and <=0.4, **moderate**; >0.4, **strong.**

- **Race/White:** *Panamanian Payroll* employees were less likely than *SI Federal/Trust* employees to identify as White.
- **Race/Hispanic:** *Panamanian Payroll* employees were more likely to identify as Hispanic.
- **Supervisory Status***: Panamanian Payroll* employees were less likely to indicate they were supervisors or served in a similar management role.

Three associations were **strong**:

- **Country of Origin:** *Panamanian Payroll* employees were more likely to identify Panama as their country of origin, and much less likely to select the United States.
- **Language:** *Panamanian Payroll* employees were more likely to say they preferred Spanish, and less likely to say they preferred English.
- **Education:** *Panamanian Payroll* employees were less likely to hold a doctoral degree.

Fellows

Crosstabs were run on a limited set of key experience/opinion questions for *Fellows*, the largest subset of *Scientific Visitors.* On several questions, *Fellows* responded less favorably than other survey takers.

Findings: IDEA

Fellow status was not associated with whether respondents personally value IDEA in the workplace (Q2.2) or perceive IDEA is valued at STRI (Q2.3).

However, when asked whether people of all backgrounds and identities have equitable opportunities at STRI (Q2.4), *Fellows* were considerably less *Positive* (40% vs. 61%) and more *Negative* (39% vs. 21%) than other respondents. *Fellows* were also less *Positive* (61% vs. 72%) when asked if they believe their unique background and identity are valued at STRI (Q2.5)—although the difference was less dramatic than with Q2.4 and *Fellows* were not more likely to give a *Negative* response. (See **Table 3.1**.)

Table 3.1: Significant Fellow Crosstabs—IDEA

	Fellows	Others
Q2.4 People from all backgrounds and with a range of identities have equitable opportunities at STRI.	40% *Positive*	61% *Positive*
	39% *Negative*	21% *Negative*
Q2.5 My unique background and identity are valued at STRI.	61% *Positive*	72% *Positive*

Findings: Harassment and Inappropriate Behavior

On three key summary questions relating to witnessing or experiencing inappropriate, unfair, or harassing behavior, *Fellows* responded less favorably than other survey takers.

When asked if they believe unfair treatment, harassment, or other unacceptable behaviors have been a problem at STRI in recent years (Q3.3), *Fellows* were more likely to say these are a *Minor or Moderate Problem* (48% vs. 37%), although they were not significantly more likely to select a *Major Problem*.[56] When asked if they had experienced unfair treatment (Q3.4), harassment, or other inappropriate behavior, *Fellows* were more likely to say "Yes" than other respondents (28% vs. 18%).[57] When asked whether they had witnessed instances of unfair, harassing, or otherwise inappropriate behavior targeted at different professional groups within STRI (Q3.5), *Fellows* were less likely than other respondents to say they had **not** witnessed anyone experiencing such things (51% vs. 62%). (See **Table 3.2**.)

Table 3.2: Significant Fellow Crosstabs—Inappropriate Behavior Perceptions + Experiences

	Fellows	Others
Q3.3 Within the last five years, do you believe unfair treatment, harassment, and/or other unacceptable behaviors have been a problem at STRI?	48% *Minor/ Moderate*	37% *Minor/ Moderate*
Q3.4 Within the last five years, have you experienced unfair treatment, harassment, and/or other unacceptable behaviors at STRI?	28% *Yes*	18% *Yes*
Q3.5_6 *I have not witnessed anyone experiencing unfair treatment, harassment, or any other unacceptable behaviors at STRI.*	51% *Marked*	62% *Marked*

Job and Demographic Variable Associations[58]

Fellow status was associated with a number of other job/demographic characteristics.

The following associations were **weak**:

- **Race/White:** *Fellows* were more likely than other respondents to identify as White.
- **Race/Hispanic:** *Fellows* were less likely than other respondents to identify as Hispanic.
- **Mentor/Advisor Status:** *Fellows* were more likely than other *Scientific Visitors* to be mentors or advisors to others.

The following associations were **moderate**:

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[56] *Fellows* were slightly less likely to select both *Not a Problem* and *Major Problem*; in neither case was the difference statistically significant. Note also that the phrasing of the question ("within the last five years") may affect the interpretation of these results, as roughly three quarters of *Fellows* had tenures of five years or less at STRI.

[57] Again, the question wording was "within the last five years," which complicates the interpretation for *Fellows* who spent less than five years at STRI.

[58] Association coefficient is Cramer's V. The strength of associations are defined as follows: <=0.2, **weak**; >0.2 and <=0.4, **moderate**; >0.4, **strong.**

- **Years at STRI:** *Fellows* tended to have shorter tenure at STRI than other respondents.
- **Age:** *Fellows* tended to be younger than other respondents.[59]
- **Country of Origin:** *Fellows* were less likely to identify Panama as their country of origin, and more likely to select anywhere else: the United States, a Latin American country other than Panama, or a non-Latin American country other than the United States.
- **Language:** *Fellows* were less likely to say they preferred Spanish and more likely to say they preferred English.

One association was **strong**:

- **Education:** *Fellows* were more likely to hold a doctoral degree or to be a doctoral student than other respondents.

Interns

Crosstabs were run on a limited set of key experience/opinion questions for *Interns*, the second-largest subset of *Scientific Visitors.*

Findings: Summary

Intern status was not significantly associated with responses to any of these key questions.

On the one hand, this might seem unexpected, as *Interns* might appear to be among the more vulnerable professional groups at STRI, and therefore more likely to have problems with the organizational culture or the behavior of others. For example, they tend to be younger and less educated, and presumably they are at the bottom of the organizational hierarchy in terms of tenure and status.

Working against these factors is the brief time that most *Interns* spend at STRI. This means fewer opportunities to observe or experience harassment, unfair treatment, or inappropriate behavior, or even to become aware of other STRI stakeholders' concerns about these matters.

Whatever factors may influence *Interns'* perceptions of IDEA and harassment at STRI one way or the other, the net effect seems to be neutral. Intern status does not appear to be associated with responses to key questions.

Job and Demographic Variable Associations[60]

Intern status was associated with a number of other job/demographic characteristics.

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[59] Note however, that this correlation kicked in only over the age of 30. *Fellows* were no more likely to be under 30 than other respondents.
[60] Association coefficient is Cramer's V. The strength of associations are defined as follows: <=0.2, **weak**; >0.2 and <=0.4, **moderate**; >0.4, **strong.**

Most of these associations were **weak**:

- **Vulnerable Location:** *Interns* were more likely than other respondents to identify a vulnerable location as a primary or regular work site.
- **Gender/Sex:** *Interns* were more likely to identify as Female.
- **Disability:** *Interns* were more likely to say they had a disability or chronic illness.
- **Country of Origin:** *Interns* were less likely to identify the United States as their country of origin, and slightly more likely to select a Latin American country other than Panama.
- **Race/White:** *Interns* were less likely to identify as White.
- **Race/Hispanic:** *Interns* were more likely to identify as Hispanic.
- **Language:** *Interns* were more likely to say they preferred Spanish, and less likely to say they preferred English.

Four associations were **moderate:**

- **Time at STRI:** *Interns* had a tendency to shorter tenure at STRI than other respondents.
- **LGBTQIA+:** *Interns* were more likely to identify as LGBTQIA+.
- **Mentor/Advisor Status:** *Interns* were less likely than other Scientific Visitors to be mentors or advisors to others.
- **Education:** *Interns* were less likely to hold a doctoral degree.

One association was **strong**:

- **Age:** *Interns* had a strong tendency to be younger than other respondents.

Salary Level

Panamanian Payroll employees were asked their *Salary* level, which SOAR recoded into four categories: *less than $15,000; $15,000-$30,000; >$30,000-$45,000;* and *greater than $45,000*. Crosstabs for these *Salary* levels were run on a limited set of key experience/opinion questions.

Findings: Summary

There was evidence of differences in responses associated with *Salary*. However, technical problems with statistical testing similar to those discussed above for the *Panamanian Payroll* vs. *SI Federal/Trust* comparisons arose.

Bearing in mind the problems with statistical testing, the message did appear consistent and somewhat counterintuitive. Where differences in responses based on salary level appeared to exist, the pattern seemed to be that respondents in the lowest salary category (less than $15,000) answered more favorably than those in the highest salary category (over $45,000).

On the questions in Block 2 concerning the IDEA climate at STRI, violations of the assumptions for reliably testing statistical significance were common.[61] Nevertheless, informal inspection of contingency tables turned up two cases where it is reasonable to conclude that respondents in the lowest salary category were more likely to give a *Positive* response than respondents in the highest salary category: Q2.3 (73% vs. 54% *Positive*) and Q2.4 and (79% vs. 48% *Positive*).

Two of the Block 3 questions dealing with experiencing and witnessing unfair, harassing, or otherwise inappropriate behavior did not have the problem with statistical testing noted above. In both cases, significant results were found that displayed the same pattern, with the respondents in the lowest salary range responding more favorably than those at the top.

- On Q3.3 (*Within the last five years, do you believe unfair treatment, harassment, and/or other unacceptable behaviors have been a problem at STRI?*), 45% of those in the lowest salary range selected *Not a Problem,* compared to 4% of those in the highest. Conversely, 24% of those in the lowest range selected *Major Problem,* compared to 44% of those in the highest category.
- Q3.5 (*I have not witnessed anyone experiencing unfair treatment, harassment, or any other unacceptable behaviors at STRI*) was marked by 76% of those in the lowest salary range, compared to 22% of those in the highest. (See **Table 4.1**.)

Table 4.1: Significant Salary Crosstabs—Inappropriate Behavior Perceptions + Experiences

	Less than $15,000	Over $45,000
Q3.3. Within the last five years, do you believe unfair treatment, harassment, and/or other unacceptable behaviors have been a problem at STRI?	45% *Not a Problem*	4% *Not a Problem*
	24% *Major Problem*	44% *Major Problem*
Q3.5_6. *I have not witnessed anyone experiencing unfair treatment, harassment, or any other unacceptable behaviors at STRI.*	76% *Marked*	22% *Marked*

There was also weak evidence—again, complicated by question-specific technical issues with statistical testing—that those in the highest salary range were more likely to take action after experiencing or witnessing unfair, harassing, or otherwise inappropriate behavior. On Q3.10 (*What action(s), if any, did you take following the behaviors(s) or incident(s) you experienced or witnessed?*), just 5% of those in the highest salary range selected "I took no action," compared to 36% of those in the lowest salary range.

On the rest of the questions in Block 3 and on Q7.2, there was little evidence of any clear differences in responses based on salary.

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[61] The number of contingency table cells with expected counts <5 ranged from three (Q2.3) to seven (Q2.2).

Job and Demographic Variable Associations[62]

Salary level was associated (or correlated, in the case of ordinal variables) with a number of other job/demographic characteristics.

One association was **weak**:

- **Vulnerable location:** Respondents in the lowest and highest *Salary* ranges were more likely than those in the middle ranges to select a vulnerable location as a primary or regular work site.

Four associations/correlations were **moderate**:

- **Time at STRI:** *Salary* level was moderately correlated with years at STRI.[63]
- **Age:** *Salary* level was moderately correlated with age.[64]
- **Language:** Respondents in the lowest *Salary* range were more likely to say they preferred Spanish, and less likely to say they were equally comfortable in both English and Spanish. Respondents in the highest range were more likely to say they were equally comfortable in both English and Spanish.
- **Education:** *Salary* level was moderately correlated with highest education level.[65]

One association was **strong**:

- **Supervisory Status***: Salary* level was strongly associated with supervisory status, with each step up in (recoded) salary range increase associated with a substantially higher level of respondents reporting supervisory status or similar management responsibility.[66]

Supervisor/Advisor Status

Employees were asked if they served as a supervisor or had similar management responsibilities; we will refer to those who answered in the affirmative as *Supervisors*. Similarly, *Scientific Visitors* were asked if they served as an advisor/mentor or in some similar oversight role with other *Scientific Visitors;* we will refer to those who did as *Advisors.*

We will treat these two group comparisons together (*Supervisors* vs. *Non-Supervisors* and *Advisors* vs. *Non-Advisors*), because *Supervisors* and *Advisors* have a roughly similar status among

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[62] Except where otherwise noted, association coefficient is Cramer's V. The strength of associations/correlations is defined as follows: <=0.2, **weak**; >0.2 and <=0.4, **moderate**; >0.4, **strong.** *Country of Origin* analysis was impossible to run because of very low numbers of respondents selecting a country other than Panama.

[63] Ordinal correlation run on original (non-recoded) variables. Correlation coefficient (.398) is Spearman's rho.

[64] Ordinal correlation run on original (non-recoded) variables. Correlation coefficient (.379) is Spearman's rho.

[65] Ordinal correlation run on original (non-recoded) salary variable and six-category (recoded) education variable. Correlation coefficient (.342) is Spearman's rho.

[66] Less than $15,000, 3%; $15,000-$30,000, 12%; >$30,000-$45,000, 50%; > $45,000, 92%.

Employees and *Scientific Visitors*, respectively. Their associations with other job and demographic variables were also similar.

Findings: IDEA

The responses of *Supervisors* and *Non-Supervisors* to questions in the IDEA section were not significantly different. However, *Advisors* were notably less favorable than *Non-Advisors* on the questions of whether IDEA is valued at STRI (Q2.3) and whether people of all backgrounds and identities have equitable opportunities at STRI (Q2.4). (See **Table 5.1**.)

Table 5.1: Significant Advisor Crosstabs—IDEA

	Advisors	Non-Advisors
Q2.3 Inclusion, diversity, equity, and accessibility are valued at STRI.	58% *Positive*	72% *Positive*
	26% *Negative*	9% *Negative*
Q2.4 People from all backgrounds and with a range of identities have equitable opportunities at STRI.	38% *Positive*	57% *Positive*
	45% *Negative*	23% *Negative*

Findings: Harassment and Inappropriate Behavior

Both *Supervisors* and *Advisors* tended to answer less favorably than their respective comparison groups when asked if they believe unfair treatment, harassment, or other unacceptable behaviors have been a problem at STRI (Q3.3) and if they have witnessed inappropriate behavior within the STRI community (Q3.5). *Advisors* also answered less favorably than *Non-Advisors* when asked if they personally had experienced unfair, harassing, or otherwise inappropriate behavior at STRI (Q3.4); in this case, the difference between *Supervisors* and *Non-Supervisors* was not significant.[67] (See **Table 5.2**.)

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[67] All of these results should be considered in light of the moderate to strong association between *Supervisor/Advisor* status and *Time at STRI*, which is presented in the Associations section below. That is, because *Supervisors* and *Advisors* tend to have longer tenures at STRI, on average they simply have more opportunities to witness or experience inappropriate behaviors there.

	Supervisors	Non-Supervisors
Q3.3. Within the last five years, do you believe unfair treatment, harassment, and/or other unacceptable behaviors have been a problem at STRI?[68]	54% *Minor/ Moderate Problem*	37% *Minor/ Moderate Problem*
	11% *Not a Problem*	31% *Not a Problem*
Q3.5_6 *I have not witnessed anyone experiencing unfair treatment, harassment, or any other unacceptable behaviors at STRI.*	43% *Marked*	66% *Marked*
	Advisors	**Non-Advisors**
Q3.3. Within the last five years, do you believe unfair treatment, harassment, and/or other unacceptable behaviors have been a problem at STRI?[69]	33% *Major Problem*	16% *Major Problem*
	26% *Not a Problem*	49% *Not a Problem*
Q3.4 Within the last five years, have you experienced unfair treatment, harassment, and/or other unacceptable behaviors at STRI?	28% *Yes*	15% *Yes*
Q3.5_6 *I have not witnessed anyone experiencing unfair treatment, harassment, or any other unacceptable behaviors at STRI.*	40% *Marked*	69% *Marked*

Respondents who indicated they had witnessed or experienced unfair, harassing, or other inappropriate behavior were asked whether they took any action, such as reporting the incident to STRI or SI authorities, confiding in a colleague, or confronting the offender (Q3.10). Both *Supervisors* and *Advisors* were much more likely than their respective comparison groups to act in such circumstances. (**See Table 5.3**, next page.)

All respondents were asked whether they believed that a report of inappropriate behavior would be taken seriously by various SI or STRI authorities (Q3.16). *Supervisors* and *Advisors* were about as likely as their respective comparison groups to believe their own **supervisor/advisor/mentor** or the **SI Civil program** would do so. However, *Supervisors* were slightly more likely than *Non-Supervisors* to believe **STRI senior leadership** would take such concerns seriously (73% vs. 61%, "Yes"), while *Advisors* were slightly less likely than *Non-Advisors* to believe this (13% vs. 6%, "No").[70] *Advisors* were also less likely than *Non-Advisors* to agree that **STRI administration** would take a report of inappropriate behavior seriously (19% vs. 7%, "No"); there was no significant difference between *Supervisors* and *Non-Supervisors* on this question. (See **Table 5.3**.)

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[68] Response rates for the *Major Problem* option were not significantly different for *Supervisors*.
[69] Response rates for the *Minor/Moderate Problem* option were not significantly different for *Advisors.*
[70] Note that most respondents who did not select "Yes" selected "Not Sure" rather than "No" on Q3.16 options.

Table 5.3: Significant Supervisor/Advisor Crosstabs—Reporting Harassment or Inappropriate Behavior[71]

	Supervisors	Non-Supervisors
Q3.10 What action(s), if any, did you take following the behaviors(s) or incident(s) you experienced or witnessed? *I took no action.*	5% *Marked*	30% *Marked*
Q3.16 If I report an issue like harassment to the following people, it will be taken seriously: *STRI Senior Leadership*	73% *Yes*	61% *Yes*
	Advisors	Non-Advisors
Q3.10 What action(s), if any, did you take following the behaviors(s) or incident(s) you experienced or witnessed? *I took no action.*	9% *Marked*	26% *Marked*
Q3.16 If I report an issue like harassment to the following people, it will be taken seriously: *STRI Senior Leadership*	13% *No*	6% *No*
STRI Administration (Human Resources, Legal, or Administration)	19% *No*	7% *No*

Job and Demographic Variable Associations[72]

Supervisor and *Advisor* status were associated with many other job/demographic characteristics, and the patterns of association were very similar.

The following associations were **weak**:

- **Gender/Sex:** *Supervisors* were more likely to identify as *Male* and less likely to identify as *Female* compared to *Non-Supervisors.* The same association held between *Advisors* and *Non-Advisors.*
- **Vulnerable Location:** *Supervisors* were more likely than *Non-Supervisors* to cite a vulnerable location as a primary or regular work site. (There was no significant association between *Advisor* status and *Vulnerable Location*.)
- **Race, Black:** *Supervisors* were less likely than *Non-Supervisors* to identify as *Black.* (There was no significant association between *Advisor* status and *Black*.)

The following associations were **weak-to-moderate:**

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[71] Figures for Q3.10 are percentages of respondents in each group who previously indicated they had experienced inappropriate behavior; figures for Q3.16 represent all respondents.
[72] Unless otherwise noted, association coefficient is Cramer's V. Associations are defined as follows: <=0.2, **weak**; >0.2 and <=0.4, **moderate**; >0.4, **strong.**

- **Race, Hispanic:** *Supervisors* were less likely than *Non-Supervisors* to identify as *Hispanic/Latinx* (**weak** association); *Advisors* were less likely than *Non-Advisors* to identify as *Hispanic/Latinx* (**moderate** association).

The following associations were **moderate**:

- **Race, White:** *Supervisors* were more likely than *Non-Supervisors* to identify as *White*. The same association held between *Advisors* and *Non-Advisors*.
- **Language:** *Supervisors* were more likely than *Non-Supervisors* to select *English* as their preferred language, and less likely to select *Spanish*. The two groups were roughly as likely to select bilingual *Spanish/English*. The same associations held between *Advisors* and *Non-Advisors*.
- **Payroll status**: *Employees* who identified as *Supervisors* were more likely to be *SI Federal/Trust; Non-Supervisors* were more likely to be *Panamanian Payroll*. (This question did not apply to *Scientific Visitors*.)

The following associations were **moderate-to-strong**:

- **Time at STRI:** *Supervisors* were more likely than *Non-Supervisors* to have a tenure of more than five years at STRI (**moderate** association). *Advisors* were more likely than *Non-Advisors* to have a tenure of more than five years at STRI (**strong** association).
- **Age:** *Advisors* were more likely than *Non-Advisors* to be over 30 years of age, and less likely to be 30 or under (**moderate** association). *Supervisors* were more likely than *Non-Supervisors* to be over 50 years of age, and less likely to be 50 or under (**strong** association).
- **Country of Origin:** *Advisors* were more likely than *Non-Advisors* to select the *United States* or an *Other Non-Latin American* nation as their country of origin, and less likely to select *Panama* or an *Other Latin American* nation (**moderate** association). *Supervisors* were more likely than *Non-Supervisors* to select the *United States* as their country of origin, and less likely to select *Panama* (**strong** association).

The following associations were **strong**:

- **Education:** *Supervisors* were more likely than *Non-Supervisors* to hold a *Doctoral Degree*. *Advisors* were more likely than *Non-Advisors* to hold a *Doctoral Degree.*
- **Salary:** Among *Panamanian Payroll* employees, *Supervisors* were more likely to select one of the top salary tiers, while *Non-Supervisors* were more likely to select one of the bottom tiers. (This question did not apply to *Scientific Visitors*.)

Time at STRI

Respondents were asked how long they had been with STRI. The original seven answer choices (< 3 months; 3 months to 1 year; 1-5 years; 6-10 years; 11-15 years; 16-20 years; > 20 years) were recoded into three to facilitate analysis: < 1 year; 1-5 years; > 5 years. We will refer to these respectively as *Short-term, Mid-term,* and *Long-term*.

In general, *Short-term* respondents tended to answer more favorably than others, and *Long-term* respondents, less favorably. In the tables, we focus on these groups; *Mid-term* respondents tended to fall between them and not to differ significantly from the average. However, where significant findings for the *Mid-term* group were found, these are noted in the text.

Findings: IDEA

Time at STRI was not associated with whether respondents themselves value IDEA in the workplace (Q2.2). However, on the other three IDEA perception questions, *Long-term* respondents tended to answer less favorably than others, and *Short-term* respondents more favorably.[73] (See **Table 6.1**.)

Table 6.1: Significant Time at STRI Crosstabs—IDEA

	Short-term	Long-term
Q2.3 Inclusion, diversity, equity, and accessibility are valued at STRI.	81% *Positive*	62% *Positive*
	7% *Negative*	15% *Negative*
Q2.4 People from all backgrounds and with a range of identities have equitable opportunities at STRI.	67% *Positive*	52% *Positive*
	15% *Negative*	31% *Negative*
Q2.5 My unique background and identity are valued at STRI	77% *Positive*	65% *Positive*

Findings: Harassment and Inappropriate Behavior

Responses for the *Short-term* and *Long-term* groups were significantly different from others with respect to whether respondents believe unfair treatment, harassment, or other unacceptable behaviors have been a problem at STRI (Q3.3), whether they personally have experienced unfair, harassing, or other inappropriate behavior at STRI (Q3.4), and whether they have witnessed

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[73] Results for Q2.5 were statistically significant at the p=0.10 level but not the p=.05 level. When we say the responses of a certain group differs from "others," the comparison group is the other two categories combined.

inappropriate behavior within the STRI community (Q3.5). In all cases, longer tenure was associated with less favorable responses.[74] (See **Table 6.2.**)

Those who indicated they had experienced some kind of inappropriate behavior at STRI were asked where this happened (Q3.7). The only significant results here were that *Short-term* respondents were less likely to select "Onsite at STRI facilities" (57%, vs. 74% for each of the other groups) and *Long-term* respondents were less likely to select "During fieldwork or work in a field research site while at STRI" (22%, vs. 33% and 41%, respectively, for *Mid-term* and *Short-term* respondents).[75] (See **Table 6.2.**)

Table 6.2: Significant Time at STRI Crosstabs—Inappropriate Behavior Perceptions + Experiences[76]

	Short-term	Long-term
Q3.3 Within the last five years, do you believe unfair treatment, harassment, and/or other unacceptable behaviors have been a problem at STRI?[77]	14% *Major Problem*	37% *Major Problem*
	59% *Not a Problem*	19% *Not a Problem*
Q3.4 Within the last five years, have you experienced unfair treatment, harassment, and/or other unacceptable behaviors at STRI?	8% *Yes*	27% *Yes*
Q3.5_6 *I have not witnessed anyone experiencing unfair treatment, harassment, or any other unacceptable behaviors at STRI.*	78% *Marked*	48% *Marked*
Q3.7 Where did the experience(s) of being unwelcome, uncomfortable, or unsafe happen? ***Onsite at STRI facilities (incl. labs, offices etc.)***	57% *Marked*	74% *Marked*
During fieldwork or work in a field research site while at STRI	41% *Marked*	22% *Marked*

Respondents who indicated they had witnessed or experienced unfair, harassing, or other inappropriate behavior were asked whether they took any action, such as reporting the incident to STRI or SI authorities, confiding in a colleague, or confronting the offender (Q3.10). Long-term

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[74] By definition, those with longer tenures at STRI simply have more time and opportunities to witness or experience inappropriate behaviors. This may also help explain the possibly counterintuitive result that, when asked if they had ever been treated in an inappropriate way *because* of their time at STRI (Q3.6), *Short-term* respondents were a less likely (2%) to say they had than *Mid-* or *Long-term* respondents (9% and 7%, respectively). Another consideration for the latter result is that the timing of incidents is not known; it is possible that *Mid-* and *Long-term* respondents are referring to incidents that occurred in the past when they were newer to STRI.

[75] In both of these cases, the overall contingency tables were significantly different from the null hypothesis of no difference among groups at the p=0.10 level, but not the p=0.05 level. In terms of individual cells, the differences noted in the text were significant at the p=.05 level.

[76] Figures for Q3.7 are percentages of respondents in each group who previously indicated they had experienced inappropriate behavior.

[77] *Short-term* respondents were also significantly less likely than others to say *Minor or Moderate Problem*.

respondents were slightly less likely than others to say that they "Took no action" (14%), and *Short-term* respondents slightly more likely to do so (28%). (**See Table 6.3**, next page.)

All respondents were asked if they knew where to go if they **needed** to report an incident of inappropriate behavior (Q3.14). *Long-term* respondents were slightly more likely than others to select the problematic answer choice "I would not report an incident even if I knew the process" (10%, vs. 4% for both other groups) but slightly less likely to select the problematic answer choice "I did not know that reporting an incident of harassment or concerning behavior was an option" (5%, vs. 9% and 11%, respectively, for *Mid-* and *Short-term* respondents). (**See Table 6.3.**)

All respondents were asked whether they believed that a report of inappropriate behavior would be taken seriously by various SI or STRI authorities. All groups were about as likely to believe their own **supervisor/advisor/mentor** and **STRI senior leadership** would do so. However, *Long-term* employees were less likely than *Short-term* respondents to believe **STRI administration** would do so (16% vs. 3%, "No").[78] (See **Table 6.3**.)

Table 6.3: Significant Time at STRI Crosstabs—Reporting Harassment or Inappropriate Behavior[79]

	Short-term	Long-term
Q3.10 What action(s), if any, did you take following the behaviors(s) or incident(s) you experienced or witnessed? *I took no action.*	28% *Marked*	14% *Marked*
Q3.14 If you **needed** to report an incident of harassment … which statement best describes you? *I would not report an incident even if I knew the process.*	4% *Marked*	10% *Marked*
I did not know that reporting an incident of harassment or concerning behavior was an option	11% *Marked*	5% *Marked*
Q3.16 If I report an issue like harassment to the following people, it will be taken seriously: *STRI Administration*	3% *No*	16% *No*

Looking at suggestions for improvement, *Short-term* respondents were less likely than *Long-term* respondents to see "greater accountability when people treat others unfairly" as a high priority (65% vs. 81%).[80] (See **Table 6.4**, next page.)

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[78] Note that most respondents who did not select "Yes" selected "Not Sure" rather than "No" on Q3.16 options.
[79] Figures for Q3.10 represent percentages of respondents who previously indicated they had experienced inappropriate behavior. Figures for Q3.14 and Q3.16 represent all respondents
[80] However, the percentage of respondents who indicated this was *Not a Priority* or *Low Priority*, was still low (10% of *Short-term* and 4% of *Long-term* respondents). The remaining respondents selected *Moderate Priority* (25% and 16% respectively). This result echoes the finding that *Scientific Visitors* less likely than *Employees* to highly prioritize greater accountability.

Table 6.4: Significant Affiliation Crosstabs—Areas for Improvement

	Short-term	Long-term
Q7.2 Please rate the importance of the following measures to ensure people at STRI are treated fairly: ***Greater accountability when people treat others unfairly.***	65% *High Priority*	81% *High Priority*

Job and Demographic Variable Associations[81]

Time at STRI was associated with many other job/demographic characteristics, and several of these associations were *strong.*

The following associations were **weak**:

- **Fellow status:** *Mid-term* respondents were more likely to identify as *Fellows*; *Long-term* respondents were less likely to do so.
- **Gender/Sex:** *Long-term* respondents were less likely to identify as *Female; Short-term* respondents were more likely to do so.
- **LGBTQIA+ status:** *Short-term* respondents were more likely to identify as *LGBTQIA+; Long-term* respondents were less likely to do so.
- **Race, Asian:** *Short-term* respondents were more likely to identify as *Asian*; *Long-term* respondents were less likely to do so.
- **Language:** *Short-term* respondents were more likely to identify *English* as their preferred language.

The following associations were **moderate**:

- **Intern status:** *Short-term* respondents were more likely to identify as *Interns*; *Long-term* respondents were less likely to do so.
- **Salary:** Among employees on the *Panamanian Payroll*, there was a **moderate** (verging on **strong**) positive correlation between *Time at STRI* and *Salary*.[82]
- **Supervisor status:** *Long-term* employees were more likely to be *Supervisors*.[83]
- **Country of Origin:** *Long-term* respondents were more likely to select *Panama* as their country of origin, and less likely to select an *Other Non-Latin American* country. *Short-term* respondents displayed the opposite associations: less likely to select *Panama,* and more likely to select an *Other Non-Latin American* country.

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[81] Association coefficient is Cramer's V. Associations are defined as follows: <=0.2, **weak**; >0.2 and <=0.4, **moderate**; >0.4, **strong.**

[82] Ordinal correlation run on original (non-recoded) variables. Correlation coefficient (.398) is Spearman's rho.

[83] There were too few *Short-term* employees in the data set to reliably analyze this category in itself.

The following associations were **strong:**

- **Advisor status:** *Long-term* scientific visitors were more likely than others to say they were *Advisors. Short-term* scientific visitors were less likely to do so.
- **Age:** There was a **strong** positive correlation between *Time at STRI* and *Age.*[84]
- **Education:** There was a **strong** positive correlation between *Time at STRI* and *Education.*[85]

Gender/Sex

Consistent with findings from previous SOAR surveys in this area, Gender/Sex was strongly associated with response patterns. On many questions, *Female* respondents perceived the situation at STRI substantially less favorably than *Male* respondents.[86]

Findings: IDEA

Gender/Sex was not associated with whether respondents value IDEA in the workplace (Q2.2), perceive IDEA is valued at STRI (Q2.3), or believe their own background and identity are valued at STRI (Q2.5). Small differences did exist on these questions, but they were not large enough to be flagged as statistically significant. However, *Female* respondents were significantly less *Positive* (50% vs. 65%) and more *Negative* (30% vs. 18%) when asked whether people of all backgrounds and identities have equitable opportunities at STRI (Q2.4). (See **Table 7.1**.)

Table 7.1: Significant Gender/Sex Crosstabs—IDEA

	Female	Male
Q2.4 People from all backgrounds and with a range of identities have equitable opportunities at STRI.	50% *Positive*	65% *Positive*
	30% *Negative*	18% *Negative*

Findings: Harassment and Inappropriate Behavior

On the two key summary questions at the start of Block 3, *Male* respondents and *Female* respondents responded very differently. Asked if they believe unfair treatment, harassment, or other unacceptable behaviors have been a problem at STRI in recent years (Q3.3), *Female* respondents were less likely to select *Not a Problem* (29% vs. 41%) and more likely to say these were a *Major Problem* (30% vs. 21%). Asked if they had personally experienced unfair, harassing,

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[84] Ordinal correlation run on original (non-recoded) variables. Correlation coefficient (.621) is Spearman's rho.
[85] Ordinal correlation run on original (non-recoded) *Time at STRI* variable and six-category (recoded) *Education* variable. Correlation coefficient (.959) is Spearman's rho.
[86] There were too few responses in the *Non-Binary* category to perform meaningful statistical analysis.

or other unacceptable behaviors at STRI (Q3.4), *Female* respondents were more likely to say they had (24% vs. 16%). (See **Table 7.2**.)

Table 7.2: Significant Gender/Sex Crosstabs—Inappropriate Behavior Perceptions + Experiences

	Female	Male
Q3.3 Within the last five years, do you believe unfair treatment, harassment, and/or other unacceptable behaviors have been a problem at STRI?	30% *Major Problem*	21% *Major Problem*
	29% *Not a Problem*	41% *Not a Problem*
Q3.4 Within the last five years, have you experienced unfair treatment, harassment, and/or other unacceptable behaviors at STRI?	24% *Yes*	16% *Yes*

Almost a quarter (22%) of *Female* respondents believed they had been treated in an inappropriate way *because* of their gender (Q3.6), compared with none of the *Male* respondents. (See **Table 7.3**.)

Table 7.3: Significant Gender/Sex Crosstabs—Inappropriate Behavior Basis

	Female	Male
Q3.6. I felt unwelcome, uncomfortable, or unsafe or was treated unfairly because of my gender (includes gender expression)	22% *Yes*	0% *Yes*

Those who indicated they had experienced some kind of inappropriate behavior at STRI were asked where this happened (Q3.7). On average, *Female* respondents selected more locations than *Male* respondents; 21% of *Male* respondents who had experienced or witnessed inappropriate behavior selected more than one location, compared to 48% of *Female* counterparts who did so. *Female* respondents were also significantly more likely to indicate the experience took place during fieldwork (34% vs. 19%). (See **Table 7.4**.)

Table 7.4: Significant Gender/Sex Crosstabs—Inappropriate Behavior Location[87]

	Female	Male
Q3.7. Where did the experience(s) of being unwelcome, uncomfortable, or unsafe happen? ***During fieldwork or work in a field research site at STRI.***	34% *Marked*	19% *Marked*

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[87] Figures represent percentage of respondents who previously indicated they had experienced inappropriate behavior.

Those who indicated they had experienced or witnessed some kind of inappropriate behavior at STRI were also asked about the specific type of behavior, and whether the source was a supervisor (or supervisor-like figure) (Q3.8) or a non-supervisor (Q3.9). *Female* respondents were less likely to say they had never experienced or witnessed "gender bias" from both supervisors (45% vs. 65%) and non-supervisors (49% vs. 71%), and more likely to say they had encountered "gender bias" more than once from both supervisors (46% vs. 29%) and non-supervisors (45% vs. 26%). *Female* respondents were also more likely to report experiencing or witnessing "demeaning comments or actions related to identity" and "unwanted invitations or pressure for dates or sex" from non-supervisors. In interactions with non-supervisors, *Female* respondents were more likely to say they had experienced "unwanted remarks about a person's body" more than once.[88] (See **Table 7.5**.)

Table 7.5: Significant Gender/Sex Crosstabs—Types of Inappropriate Behavior Experienced+Witnessed[89]

	Female	Male
Q3.8 Gender bias from supervisors or similar figures	35% *Never*	55% *Never*
	46% *More than once*	29% *More than once*
Q3.9 Gender bias from non-supervisors.	49% *Never*	71% *Never*
	45% *More than once*	26% *More than once*
Q3.9 Demeaning comments or actions related to identity from non-supervisors.	48% *Never*	68% *Never*
	38% *More than once*	25% *More than once*
Q3.9 Unwanted invitations or pressure for dates or to engage in sexual activities from non-supervisors	73% *Never*	84% *Never*
Q3.9 Unwanted remarks about a person's body from non-supervisors	31% *More than once*	16% *More than once*

Among the questions asking about reporting cases of harassment or inappropriate behavior, several differences in responses associated with Gender/Sex were present. When asked if they knew where to go if they **needed** to report an incident of harassment or other inappropriate behavior at STRI, *Female* respondents were more likely than *Male* respondents to say they would not report an incident even if they knew the process (9% vs. 3%). *Female* respondents were also

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[88] The difference in *Male* and *Female* "Never" responses was not statistically significant for this type of behavior.
[89] Figures represent percentage of respondents who previously indicated they had experienced or witnessed inappropriate behavior.

less likely than *Male* respondents to answer "Yes" when asked if they thought the STRI senior administration would take a report of harassment or inappropriate behavior seriously (54% vs. 65%).[90] (See **Table 7.6.**)

Table 7.6: Significant Gender/Sex Crosstabs—Reporting Harassment or Inappropriate Behavior

	Female	Male
Q3.14 If you **needed** to report an incident of harassment or other inappropriate behavior at STRI, which statement best describes you? *I would not report an incident even if I knew the process.*	9% *Marked*	3% *Marked*
Q3.16 If I report an issue like harassment to the following people, it will be taken seriously: *The STRI senior leadership.*	54% *Yes*	65% *Yes*

Job and Demographic Variable Associations[91]

Gender/Sex was associated with a number of other job/demographic characteristics.

Most of these associations were **weak**:

- **Time at STRI:** *Female* respondents tended to have a shorter tenure at STRI than *Male* respondents.
- **LGBTQIA+:** *Female* respondents were more likely to identify as LGBTQIA.
- **Intern status:** *Female* respondents were more likely to identify as an *Intern* than *Male* respondents.
- **Supervisor status:** *Female* employees were less likely to be a *Supervisor*.
- **Advisor status:** *Female* scientific visitors were less likely to be an *Advisor*.
- **Country of Origin:** *Female* respondents were more likely to identify the *United States* as their *Country of Origin*, and less likely to select *Panama* or a *Non-Latin American Country* other than the United States.

Two associations were **moderate**:

- **Age:** *Female* respondents tended to be younger.
- **Education:** *Female* respondents were more likely to identify their highest level of education as Master's student/degree or doctoral student; however, *Females* were less likely to hold a doctoral degree.

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[90] *Female* respondents were not, however, significantly more likely to answer "No" to this question. The difference was mainly a result of a much higher rate of "Not Sure" responses among *Females* (40% vs. 30%).

[91] Association coefficient is Cramer's V. Associates are defined as follows: <=0.2, **weak**; >0.2 and <=0.4, **moderate**; >0.4, **strong.**

LGBTQIA+ Status

LGBTQIA+ status was strongly associated with response patterns. On many questions, *LGBTQIA+* respondents perceived the situation at STRI less favorably than other respondents.

Findings: IDEA

LGBTQIA+ status was not associated with whether respondents value IDEA in the workplace (Q2.2). However, on the other three IDEA questions (Q2.3, Q2.4, and Q2.5), *LGBTQIA+* respondents answered less favorably than others. (See **Table 8.1**.)

Table 8.1: Significant LGBTQIA+ Status Crosstabs—IDEA

	LGBTQIA+	Other
Q2.3 Inclusion, diversity, equity, and accessibility are valued at STRI.	52% *Positive*	71% *Positive*
	22% *Negative*	10% *Negative*
Q2.4 People from all backgrounds and with a range of identities have equitable opportunities at STRI.	39% *Positive*	60% *Positive*
	46% *Negative*	21% *Negative*
Q2.5 My unique background and identity are valued at STRI	54% *Positive*	72% *Positive*

Findings: Harassment and Inappropriate Behavior

Asked if they believe unfair treatment, harassment, or other unacceptable behaviors have been a problem at STRI in recent years (Q3.3), *LGBTQIA+* respondents were less likely to select *Not a Problem* (18% vs. 37%) and more likely to select *Major Problem* (40% vs. 24%). Asked if they had personally experienced unfair, harassing, or other unacceptable behaviors at STRI (Q3.4), *LGBTQIA+* respondents were more likely to say they had (29% vs. 20%).[92] And when asked whether they had witnessed instances of such behavior targeted at different professional groups within STRI (Q3.5), *LGBTQIA+* were less likely than other respondents to say they had not witnessed anyone experiencing such things (43% vs. 61%). (See **Table 8.2**, next page.)

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[92] P-value was 0.053, slightly higher than the standard p<=0.05 criterion.

Table 8.2: Significant LGBTQIA+ Status Crosstabs—Inappropriate Behavior Perceptions + Experiences

	LGBTQIA+	Other
Q3.3. Within the last five years, do you believe unfair treatment, harassment, and/or other unacceptable behaviors have been a problem at STRI?	40% *Major Problem*	24% *Major Problem*
	18% *Not a Problem*	37% *Not a Problem*
Q3.4 Within the last five years, have you experienced unfair treatment, harassment, and/or other unacceptable behaviors at STRI?	29% *Yes*	20% *Yes*
Q3.5_6 *I have not witnessed anyone experiencing unfair treatment, harassment, or any other unacceptable behaviors at STRI*	43% *Marked*	61% *Marked*

Almost one in ten (9%) *LGBTQIA+* respondents believed they had been treated in an inappropriate way because of their sexual orientation (Q3.6), compared with almost none (< 1%) of the other respondents.[93] (See **Table 8.3.**)

Table 8.3: Significant LGBTQIA+ Status Crosstabs—Inappropriate Behavior Basis

	LGBTQIA+	Other
Q3.6. I felt unwelcome, uncomfortable, or unsafe or was treated unfairly because of my sexual orientation.	9% *Yes*	<1% *Yes*

Those who indicated they had experienced some kind of inappropriate behavior at STRI were asked where this happened (Q3.7). *LGBTQIA+* respondents were significantly more likely to indicate the experience took place during fieldwork (45% vs. 25%). (See **Table 8.4.**)

Table 8.4: Significant LGBTQIA+ Status Crosstabs—Inappropriate Behavior Location[94]

	LGBTQIA+	Other
Q3.7. Where did the experience(s) of being unwelcome, uncomfortable, or unsafe happen? ***During fieldwork or work in a field research site at STRI.***	45% *Yes*	25% *Yes*

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[93] The key cell in the contingency table (LGBTQIA+, "Yes" to inappropriate behavior on the basis of sexual orientation) had an expected count of <5, making the chi-square test of statistical significance unreliable. However, this finding passes the "common sense test" for a meaningful result.

[94] Figures represent percentage of respondents who previously indicated they had experienced inappropriate behavior.

When asked about reporting cases of harassment or inappropriate behavior, *LGBTQIA+* respondents were less confident that their report would be taken seriously by their supervisor (mentor/advisor/sponsor) (65% vs. 78%), STRI senior leadership (41% vs. 61%) or the STRI administration (40% vs. 57%).[95] (See **Table 8.5**.)

Table 8.5: Significant LGBTQIA+ status Crosstabs—Reporting Harassment or Inappropriate Behavior

	LGBTQIA+	Other
Q3.16: If I report an issue like harassment to the following people, it will be taken seriously: *My Supervisor, mentor, advisor, or sponsor.*	65% *Yes*	78% *Yes*
	29% *Not Sure*	17% *Not Sure*
The STRI senior leadership (e.g., Director)	41% *Yes*	61% *Yes*
STRI Administration (Human Resources, Legal, or Administration)	40% *Yes*	57% *Yes*

Finally, when asked about IDEA/harassment training topics respondents would like to see provided to the STRI community, *LGBTQIA+* respondents were less likely than others to say that no additional training was needed (0% vs. 6%). However, the practical significance of this finding is not clear, since the figure was very low in both groups.

Job and Demographic Variable Associations[96]

LGBTQIA+ status was associated with a number of other job/demographic characteristics.

Four of these associations were **weak**:

- **Time at STRI:** *LGBTQIA+* respondents had a weak tendency toward shorter tenure at STRI.
- **Gender/Sex:** *LGBTQIA+* respondents were more likely to identify as *Female*.
- **Country of Origin:** *LGBTQIA+* respondents were more likely to identify the *United States* as their country of origin, and less likely to select *Panama.*
- **Language:** *LGBTQIA+* employees were more likely than other respondents to prefer *English,* and less likely to prefer *Spanish.*

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[95] *LGBTQIA+* respondents were not significantly more likely in any of these cases to respond "No"—i.e., that the report would *not* be taken seriously. The difference was mainly a result of a much higher rates of "Not Sure" responses, as indicated in the Table.

[96] Association coefficient is Cramer's V. Associates are defined as follows: <=0.2, **weak**; >0.2 and <=0.4, **moderate**; >0.4, **strong.**

Two of these associations were **moderate:**

- **Intern:** *LGBTQIA+* respondents were more likely to identify as an *Intern.*
- **Age:** *LGBTQIA+* respondents tended to be younger than other respondents.

Age

To facilitate analysis, SOAR recoded the survey's Age variable into three categories: *Younger* (<=30); *Middle* (31-50); and *Older* (>50). Unless otherwise specified, the analysis below is based on this recoded variable.

Consistent with findings from other SOAR surveys in this area, Age was associated with responses to many experience/opinion questions. However, the pattern of age-related differences was not the same as what SOAR has found on similar surveys. Results from other SI units consistently showed *Younger* individuals responding less favorably than *Older* ones, with *Middle* respondents falling somewhere in between. This pattern did not hold on the STRI survey. In most cases, it was the *Middle* category of individuals who gave the least favorable responses. In some cases, the *Younger* respondents were actually the most upbeat group, although this pattern was not as pervasive as the negativity of *Middle* respondents.

Findings: IDEA

Age was not associated with whether respondents value IDEA in the workplace (Q2.2). However, differences did show up on the other three IDEA perception questions (Q2.3, Q2.4, and Q2.5), with *Middle* respondents answering less favorably than others. (See **Table 9.1**.)

Table 9.1: Significant Age Crosstabs—IDEA

	Younger	Middle	Older
Q2.3 Inclusion, diversity, equity, and accessibility are valued at STRI.	77% *Positive*	65% *Positive*	69% *Positive*
	8% *Negative*	14% *Negative*	8% *Negative*
Q2.4 People from all backgrounds and with a range of identities have equitable opportunities at STRI.	20% *Negative*	31% *Negative*	14% *Negative*
Q2.5 My unique background and identity are valued at STRI	78% *Positive*	66% *Positive*	71% *Positive*

Findings: Harassment and Inappropriate Behavior

Middle respondents also answered less favorably when asked if they believe unfair treatment, harassment, or other unacceptable behaviors have been a problem at STRI (Q3.3). They were less likely to select *Not a Problem* and more likely to select *Major Problem*. On this question, *Younger* respondents tended to be the most optimistic.

There were no significant age-related differences on the question of whether respondents had personally experienced unfair, harassing, or other unacceptable behaviors at STRI (Q3.4). But when asked whether they had witnessed instances of such behavior within the STRI community (Q3.5), *Middle* respondents again answered less favorably than others; they were less likely to say they had not witnessed anyone experiencing such things. (See **Table 9.2**.)

Table 9.2: Significant Age Crosstabs—Inappropriate Behavior Perceptions + Experiences

	Younger	Middle	Older
Q3.3 Within the last five years, do you believe unfair treatment, harassment, and/or other unacceptable behaviors have been a problem at STRI?	18% *Major Problem*	32% *Major Problem*	23% *Major Problem*
	44% *Not a Problem*	30% *Not a Problem*	35% *Not a Problem*
Q3.5_6 *I have not witnessed anyone experiencing unfair treatment, harassment, or any other unacceptable behaviors at STRI.*	65% *Marked*	56% *Marked*	64% *Marked*

It may be worth noting that there were no significant differences among age groups on the question of whether respondents felt they had been treated in an inappropriate way *because* of their age (Q3.6). The absolute figure for perceptions of age bias among respondents was also low (about 4%). Putting these findings together, it suggests ageism is not a major issue at STRI; and to the extent it is, it does not clearly cut one way (against older individuals) or the other (against younger individuals).

Among the questions asking about reporting cases of harassment or inappropriate behavior, several differences in responses associated with age were found. Those who indicated they had experienced some kind of inappropriate behavior at STRI were asked where this happened (Q3.7). On this question, *Older* respondents were less likely than other to indicate the experience took place during fieldwork. For other locations, responses were similar across age groups. (See **Table 9.3**, next page.)

Table 9.3: Significant Age Crosstabs—Inappropriate Behavior Perceptions + Experiences[97]

	Younger	Middle	Older
Q3.7 Where did the experience(s) of being unwelcome, uncomfortable, or unsafe happen? ***During fieldwork or work in a field research site at STRI.***	35% *Marked*	33% *Marked*	11% *Marked*

Results on Q3.10 suggest that the tendency to report instances of harassment or inappropriate behavior increased with age among those who witnessed or experienced inappropriate behavior. (See **Table 9.4**.)

Table 9.4: Significant Age Crosstabs— Reporting Harassment or Inappropriate Behavior[98]

	Younger	Middle	Older
Q3.10 What action(s), if any, did you take following the behaviors(s) or incident(s) you experienced or witnessed? *I took no action.*	27% *Marked*	19% *Marked*	10% *Marked*

Those who indicated they reported an instance of inappropriate behavior to a peer, supervisor, advisor/mentor, STRI administrator, or SI resource were subsequently asked if the person to whom they reported took their concerns seriously (Q3.12). The pattern of responses was not simple, but looking at "Yes" responses in isolation, *Older* respondents answered more favorably than either *Younger* or *Middle* respondents.[99] (See **Table 9.5**. next page.)

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[97] Figures represent percentages of respondents in each group who previously indicated they had experienced inappropriate behavior (not of all respondents).

[98] Figures represent percentages of respondents in each group who previously indicated they had experienced or witnessed inappropriate behavior; p = 0.064.

[99] While both *Younger* and *Middle* respondents were less likely to select "Yes" than *Older* ones, *Younger* individuals were more likely to select "No," while *Middle* respondents were more likely to select "In Some Cases." It may be that this difference reflects the fact that *Younger* respondents—who were less likely to report an incident and who have typically spent less time at STRI—were less likely to make multiple reports. However, this cannot be easily determined with the data gathered.

Table 9.5: Significant Age Crosstabs— Reporting Harassment or Inappropriate Behavior[100]

	Younger	Middle	Older
Q3.12 Did the person(s) or office(s) to whom you communicated about the behavior(s) or incident(s) take your concerns seriously?	47% *Yes*	41% *Yes*	68% *Yes*
	29% *No*	12% *No*	19% *No*
	24% *In Some Cases*	47% *In Some Cases*[101]	13% *In Some Cases*

The remaining questions were asked to all survey respondents, and not just those who witnessed, experienced, or reported inappropriate behavior.

When asked if they knew where to go if they **needed** to report an incident (Q3.14), *Older* respondents were most likely to say they would know exactly where to go, although this may simply reflect their longer average tenure at STRI. About 14% of both *Younger* and *Middle* respondents said they might have difficulty finding out how to make a report—higher than the 7% for *Older* respondents, but still relatively low in absolute terms.[102] Likewise, *Older* respondents were more likely to be aware that incidents could be reported to the STRI human resources office (93%), but the figure was high for all groups (75% for *Younger*, 79% for *Middle*).

Older respondents were slightly more likely to answer "Yes" when asked if **STRI senior leadership** would take a report of inappropriate behavior seriously; *Middle* respondents were slightly more likely to answer "No."[103] *Middle* respondents were also less likely than others to believe the **STRI administration** would take such a report seriously. (See **Table 9.6**.)

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[100] Figures represent percentages of respondents in each group who previously indicated they had experienced/witnessed and reported inappropriate behavior.

[101] Note we are color-coding a higher rate of "In Some Cases" as negative/red, although unlike yes/no, this response is not unambiguously positive or negative.

[102] There were no significant differences among groups—and the absolute figure was low in all cases—on the issue that might prompt some concern: "I would not report an incident even if I knew the process."

[103] Note that in all age groups, most of those who did not select "Yes" selected "Not Sure" rather than "No." "Not Sure" response rates were similar across groups.

Table 9.6: Significant Age Crosstabs—Reporting Harassment or Inappropriate Behavior

	Younger	Middle	Older
Q3.16 If I report an issue like harassment to the following people, it will be taken seriously: *The STRI senior leadership (e.g., Director)*	60% *Yes*	55% *Yes*	68% *Yes*
	5% *No*	9% *No*	3% *No*
Q3.16 If I report an issue like harassment to the following people, it will be taken seriously: *STRI Administration (Human Resources, Legal, or Administration)*	60% *Yes*	49% *Yes*	60% *Yes*
	7% *No*	14% *No*	7% *No*

Job and Demographic Variable Associations[104]

Age was associated with many other job/demographic characteristics—in several cases, strongly so.

The following three associations were **weak**:

- **Vulnerable location:** *Younger* respondents were more likely than *Middle* respondents to select a vulnerable location as a primary or regular work site; *Middle* respondents were more likely to do so than *Older* ones.
- **Race, White:** *Younger* respondents were less likely than *Middle* respondents to identify as White; *Middle* respondents were less likely to do so than *Older* ones.
- **Race, Hispanic:** *Younger* respondents were more likely than *Middle* respondents to identify as Hispanic; *Middle* respondents were more likely to do so than *Older* ones.

The following six associations were **moderate:**

- **Fellow status:** *Middle* respondents were more likely to identify as a *Fellow* than *Younger* respondents; *Younger* respondents were more likely to do so than *Older* respondents.
- **Salary:** Age and salary were moderately (positively) correlated.[105]
- **Mentor/Advisor status:** Both *Older* and *Middle* respondents were more likely to be advisors than *Younger* respondents.
- **Gender/Sex:** *Younger* respondents were more likely to identify as *Female* than *Middle* respondents; *Middle* respondents were more likely to do so than *Older* respondents.

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[104] Unless otherwise noted, association coefficient is Cramer's V. Associates are defined as follows: <=0.2, **weak**; >0.2 and <=0.4, **moderate**; >0.4, **strong.**

[105] Ordinal correlation run on original (non-recoded) variables. Correlation coefficient (.379) is Spearman's rho.

- **LGBTQIA+ status:** *Younger* respondents were more likely to identify as *LGBTQIA+* than *Middle* respondents; *Middle* respondents were more likely to do so than *Older* ones.
- **Education:** Age and education level were moderately (positively) correlated.[106]

The following three associations were **Strong:**

- **Intern status:** *Younger* respondents were more likely to be an *Intern* than others.[107]
- **Supervisor status:** *Older* respondents were more likely than *Middle* ones to be supervisors; *Middle* respondents were more likely to be supervisors than *Younger* ones.
- **Time at STRI:** Age and Time at STRI were strongly (positively) correlated.[108]

Disability or Chronic Illness

The survey asked respondents whether they had a visible disability (e.g., impaired mobility), invisibility disability (e.g., cognitive issue), or chronic illness that affected their ability to work. The number of responses in each of these categories was too low for meaningful statistical analysis, so the three categories were combined into a single variable, which we will call *Disability+* for convenience.

Disability+ was associated with responses to a number of experience/opinion questions, including most of the summary questions at the beginning of the survey. In all cases, *Disability+* respondents answered less favorably than others.

Findings: IDEA

Disability+ was not associated with whether respondents value IDEA in the workplace (Q2.2) or feel their own background and identity are valued at STRI (Q2.5). However, differences did show up on the other two IDEA perception questions, with *Disability+* respondents answering less favorably than others. (See **Table 10.1**.)

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[106] Ordinal correlation run on original (non-recoded) Age variable and recoded Education variable. Correlation coefficient (.274) is Spearman's rho.

[107] *Middle* respondents were also more likely to be interns than *Older* respondents, but in both cases the absolute figures were very low: 7% vs. 0%, as compared to 42% of *Younger* respondents.

[108] Ordinal correlation run on original (non-recoded) variables. Correlation coefficient (.584) is Spearman's rho.

	Disability+	Other
Q2.3 Inclusion, diversity, equity, and accessibility are valued at STRI.	48% *Positive*	72% *Positive*
	26% *Negative*	9% *Negative*
Q2.4 People from all backgrounds and with a range of identities have equitable opportunities at STRI.	38% *Negative*	23% *Negative*

Findings: Harassment and Inappropriate Behavior

Disability+ respondents answered less favorably than others when asked if they believe unfair treatment, harassment, or other unacceptable behaviors have been a problem at STRI (Q3.3); they were less likely to select *Not a Problem* (19% vs. 37%) and more likely to select *Major Problem* (46% vs. 23%). *Disability+* respondents were also more likely (41% vs. 18%) to say they had personally experienced unfair, harassing, or other unacceptable behaviors at STRI (Q3.4). When asked if they had witnessed such behavior within the STRI community (Q3.5), *Disability+* respondents again answered less favorably than others; they were less likely to say they had not witnessed anyone experiencing such things (43% vs. 61%). (See **Table 10.2**.)

Table 10.2: Significant Disability+ Crosstabs—Inappropriate Behavior Perceptions + Experiences

	Disability+	Other
Q3.3 Within the last five years, do you believe unfair treatment, harassment, and/or other unacceptable behaviors have been a problem at STRI?	46% *Major Problem*	23% *Major Problem*
	19% *Not a Problem*	37% *Not a Problem*
Q3.4 Within the last five years, have you experienced unfair treatment, harassment, and/or other unacceptable behaviors at STRI?	41% *Yes*	18% *Yes*
Q3.5_6 *I have not witnessed anyone experiencing unfair treatment, harassment, or any other unacceptable behaviors at STRI.*	43% *Marked*	61% *Marked*

The percentage of the *Disability+* group who felt they had been treated in an inappropriate way *because* of their disability or illness was, however, relatively low—about 7% (Q3.6).

Those who indicated they had experienced some kind of inappropriate behavior were asked where this happened (Q3.7). On this question, *Disability+* respondents appeared to be more likely than others (21% vs. 8%) to indicate it took place offsite for reasons other than fieldwork—

conferences, teaching, consulting, etc.[109] For other locations, responses were similar for *Disability+* and other respondents.

When asked if they knew where to go if they **needed** to report an incident (Q3.14), *Disability+* respondents appeared more likely to indicate they would not report an incident even if they knew the process (15% vs. 5%), although the absolute figure was still relatively low.[110] Relatedly, *Disability+* respondents indicated greater skepticism about whether a report of unfair, harassing, or inappropriate behavior would be taken seriously by STRI authorities, including their own supervisor/advisor/mentor (59% vs. 78%), STRI senior leadership, (42% vs. 60%), and STRI administration (36% vs. 56%).[111] (See **Table 10.3**.)

Table 10.3: Significant Disability+ Crosstabs—Reporting Harassment or Inappropriate Behavior

	Disability+	Other
Q3.14 If you **needed** to report an incident of harassment or other inappropriate behavior at STRI, which statement best describes you? *I would not report an incident even if I knew the process.*	15% *Marked*	5% *Marked*
Q3.16 If I report an issue like harassment to the following people, it will be taken seriously: *My supervisor/advisory/mentor or sponsor*	59% Yes	78% Yes
	15% *No*	4% *No*
The STRI senior leadership (e.g., Director)	42% *Yes*	60% *Yes*
STRI Administration (Human Resources, Legal, or Administration)	36% *Yes*	56% *Yes*

Job and Demographic Variable Associations[112]

Disability+ was associated with a small number of other job/demographic characteristics. All of these associations were **weak**:

- **Intern status:** *Disability +* respondents were more likely to be an *Intern* than others.
- **LGBTQIA+ status:** *Disability+* respondents were more likely to identify as *LGBTQIA+*.
- **Country of Origin:** *Disability+* respondents were more likely to select the *United States* as their country of origin.
- **Race, Hispanic:** *Disability+* respondents were less likely to identify as *Hispanic*.

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[109] We say "appeared" because the numbers were small and the statistical analysis needs to be qualified. The p-value was slightly above 0.05 (0.059), and the key cell in the contingency table had an expected count < 5.
[110] The relevant cell in the contingency table had an expected count < 5 (4.2).
[111] Note that most respondents who did not select "Yes" selected "Not Sure" rather than "No."
[112] Association coefficient is Cramer's V. Associates are defined as follows: <=0.2, **weak**; >0.2 and <=0.4, **moderate**; >0.4, **strong.**

- **Race, White:** *Disability+* respondents were slightly more likely than others to identify as *White*.

Country of Origin

To facilitate analysis, *Country of Origin* was recoded into four categories: *Panama*, the *United States*, *Other Latin America*, and *Other Non-Latin America*. In the summary tables, we focus on the first two, because they comprised a solid majority of respondents and were associated with the clearest differences. However, where significant differences were found in the other two groups, this is noted in the text.

Country of Origin was associated with responses to many experience/opinion questions, including many of the summary questions at the beginning of the survey. *United States* respondents tended to answer less favorably than others. The responses of *Panamanian* survey takers were less likely to diverge from those of others, but when they did, it tended to be because they were more favorable.[113]

Note that the survey also asked about *Country of Residence*. SOAR judged *Country of Origin* to be a better proxy for respondent nationality, and used it in this role for crosstabs.

Findings: IDEA

Country of Origin was one of the few job or demographic characteristics associated with the question of whether respondents value IDEA in the workplace (Q2.2). While respondents from all countries tended to answer this question favorably, *United States* respondents answered a bit more favorably (97%) than others, while *Panamanian* respondents answered a bit less favorably (87%).[114] On the other three IDEA perception questions, however, *United States* respondents answered less favorably, and *Panamanian* respondents more favorably, than others.[115] (See **Table 11.1**.)

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[113] When we say the responses of a certain category of respondents differs from "others," the comparison group is the other three categories combined. For example, when we say "*United States* respondents answered more favorably than others," the "others" are *Panamanian, Other Latin American,* and *Other Non-Latin American* survey takers. Likewise, the comparison group for *Panamanian* respondents is *United States, Other Latin American,* and *Other Non-Latin American* respondents.

[114] *United States* respondents' higher favorable rate on this question may to some extent help to explain their lower favorable rate on other questions: *United States* respondents' evidently exceptional regard for IDEA values in the workplace may make them more sensitive to perceived violations, leading to less-favorable scores elsewhere.

[115] Note that on Q2.3, the level of *Panamanian Positive* responses was not significantly higher than for other respondents, but the level of *Panamanian Negative* responses was significantly lower.

Table 11.1: Significant Country of Origin Crosstabs—IDEA

	U.S.	Panama
Q2.2 I value inclusion, diversity, equity, and accessibility at STRI.	97% *Positive*	87% *Positive*
Q2.3 Inclusion, diversity, equity, and accessibility are valued at STRI.	61% *Positive*	73% *Positive*
	21% *Negative*	7% *Negative*
Q2.4 People from all backgrounds and with a range of identities have equitable opportunities at STRI.	42% *Positive*	71% *Positive*
	42% *Negative*	13% *Negative*
Q2.5 My unique background and identity are valued at STRI	65% *Positive*	76% *Positive*

Findings: Harassment and Inappropriate Behavior

United States respondents answered less favorably than others when asked if they believe unfair treatment, harassment, or other unacceptable behaviors have been a problem at STRI (Q3.3). They were less likely than others to select *Not a Problem* and more likely to select *Major Problem*. *Panamanian* respondents did not significantly differ from others on this question, while respondents from *Other Latin American* and *Other Non-Latin America* countries were both less likely to select *Major Problem.*[116] (See **Table 11.2**, next page.)

Although *United States* respondents were not statistically more likely than others to say they personally had experienced unfair, harassing, or otherwise inappropriate behavior at STRI (Q3.4), this result was on the margin of statistical significance. It is reported in the table below, albeit without the color coding that denotes a significant difference.[117] (See **Table 11.2,** next page.)

When asked if they had witnessed inappropriate behavior within the STRI community (Q3.5), *United States* respondents answered less favorably than others: they were less likely to say they had *not* witnessed anyone experiencing such things. (See **Table 11.2**.)

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[116] 14% of respondents from *Other Latin American* and *Other Non-Latin American* countries selected *Major Problem*, as compared to 35% of *United States* and 27% of *Panamanian* respondents.
[117] The U.S. figure was 1.90 standard deviations above the mean. 1.96 standard deviations would be a significant result.

	U.S.	Panama
Q3.3 Within the last five years, do you believe unfair treatment, harassment, and/or other unacceptable behaviors have been a problem at STRI?	35% *Major Problem*	27% *Major Problem*
	29% *Not a Problem*	37% *Not a Problem*
Q3.4 Within the last five years, have you experienced unfair treatment, harassment, and/or other unacceptable behaviors at STRI	25% *Yes*	19% *Yes*
Q3.5_6 *I have not witnessed anyone experiencing unfair treatment, harassment, or any other unacceptable behaviors at STRI.*	50% *Marked*	65% *Marked*

Neither *United States* (4%) nor *Panamanian* (6%) respondents were more likely than others to say they had been treated in an inappropriate way *because* of their country of origin (Q3.6). However, respondents from *Other Latin American* countries were more likely to say they had (17%).

Those who indicated they had experienced some kind of inappropriate behavior at STRI were asked where this happened (Q3.7). Several differences in responses based on country of origin emerged, the most notable of which was that *United States* respondents were more likely (46%), and *Panamanian* respondents less likely (18%), to indicate it took place during fieldwork. (See **Table 11.3**.)

Table 11.3: Significant Country of Origin Crosstabs—Inappropriate Behavior Location[118]

	U.S.	Panama
Q3.7 Where did the experience(s) of being unwelcome, uncomfortable, or unsafe happen? *During fieldwork or work in a field research site*	46% *Marked*	18% *Marked*
At overnight accommodations or living quarters	26% *Marked*	7% *Marked*
Offsite for work other than fieldwork (e.g., conferences, teaching, consulting)	15% *Marked*	4% *Marked*

Respondents who indicated they had witnessed or experienced unfair, harassing, or other inappropriate behavior were asked whether they took any action such as reporting the incident to STRI or SI authorities, confiding in a colleague, or confronting the offender. *United States* respondents (8%) were less likely than others to indicate they took no action, while both

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[118] Figures for Q3.7 are percentages of respondents who previously indicated they had experienced inappropriate behavior.

Panamanian (26%) and *Other Latin American* (32%) respondents were more likely to say they took no action. (**See Table 11.4.**)

All respondents were asked if they knew where to go if they **needed** to report an incident of inappropriate behavior (Q3.14). *United States* respondents were less likely than others to say they knew exactly where to go, but also more likely to say they would probably be able to find out. However, the latter did not completely offset the former, leaving *United States* respondents more likely than others to say they would probably have difficulty finding out what to do (17%). The pattern for *Other Non-Latin American* respondents was similar, with 18% saying they might have difficulties finding out where to report.[119] By contrast, the pattern for *Panamanian* respondents was the mirror image of *United States* respondents: more likely to know exactly where to go and consequently less likely to say they could find out, and with a lower level than others (7%) indicating they would probably have difficulties finding out. (See **Table 11.4.**)

Respondents in all countries of origin categories were equally likely to believe that a report of inappropriate behavior to their supervisor/advisor/mentor would be taken seriously. However, *United States* respondents were more skeptical than others that **STRI senior leadership** would take such a report seriously, while *Panamanian* respondents were less skeptical. The same pattern of responses was for the **STRI administration**.[120] (See **Table 11.4**.)

Table 11.4: Significant Country of Origin Crosstabs—Reporting Harassment or Inappropriate Behavior[121]

	U.S.	Panama
Q3.10 What action(s), if any, did you take following the behaviors(s) or incident(s) you experienced or witnessed? *I took no action.*	8% *Marked*	26% *Marked*
Q3.14 If you **needed** to report an incident of harassment or other inappropriate behavior at STRI, which statement best describes you? *I would have difficulties finding out where to go to report.*	17% *Marked*	7% *Marked*
Q3.16 If I report an issue like harassment to the following people, it will be taken seriously: *The STRI senior leadership (e.g., Director)*	53% Yes	65% Yes
	11% *No*	4% *No*
STRI Administration (Human Resources, Legal, or Administration)	48% *Yes*	63% *Yes*
	16% *No*	7% *No*

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[119] Although the figure for *Other Non-Latin America* respondents was higher than for *U.S.* respondents, it was not statistically significant because of the much smaller number of survey takers in this group. It was, however, on the margin of statistical significance: 1.8 standard deviations from the mean.

[120] Note that most respondents who did not select "Yes" selected "Not Sure" rather than "No."

[121] Figures for Q3.10 are percentages of respondents who previously indicated they had experienced inappropriate behavior; figures for Q3.14 and Q3.16 represent all respondents

One other significant finding, although probably one of little practical importance, is that *Other Non-Latin America* respondents were an outlier on prioritizing the need for "Greater accountability when people treat others unfairly" (Q7.2). About 15% of these respondents rated this as *Not a priority,* compared to 5% or less in other groups; conversely, a relatively-low 59% of these respondents rated it as a *High Priority,* compared to 72% or more in other groups.

Job and Demographic Variable Associations[122]

Country of Origin was associated with many other job/demographic characteristics. Some of these associations were strong. Note that the associations among *Country of Origin, Language* preference (*Spanish, English,* or bilingual), and *Race* (specifically, *White* vs. *Hispanic*) were so strong that these three variables can in some ways be considered collectively.

The following five associations were **weak**:

- **Intern status:** *United States* respondents were less likely to identify as *Interns*; *Other Latin American* respondents were more likely to do so.
- **Gender/Sex:** *United States* respondents were more likely to identify as *Female; Panamanian* and *Other Non-Latin American* respondents were less likely to do so.
- **Race, Black:** *Panamanian* respondents were more likely to identify as *Black. United States* and *Other Latin American* respondents were less likely to do so.
- **Race, Indigenous:** *Panamanian* respondents were more likely to identify as *Indigenous.*
- **LGBTQIA+ status:** *United States* respondents were more likely to identify as *LGBTQIA+; Panamanian* respondents were less likely to do so.

The following five associations were **moderate**:

- **Fellow status:** *United States, Other Latin American,* and *Other Non-Latin American* respondents were all more likely to identify as *Fellows*; *Panamanian* respondents were (much) less likely to do so.
- **Time at STRI:** *Panamanian* respondents were less likely to cite a very short tenure at STRI (less than one year); *Other Latin American* and *Other Non-Latin America* respondents were more likely to do so. Conversely, *Panamanian* respondents were more likely than others to have a tenure of more than five years at STRI; *Other Latin American* and *Other Non-Latin American*[123] respondents were less likely to do so.
- **Mentor/Advisor status**: *United States* and *Other Non-Latin American* scientific visitors were both more likely to say they served as *Advisors. Panamanian* and *Other Latin American* scientific visitors were less likely to do so.

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[122] Association coefficient is Cramer's V. Associations are defined as follows: <=0.2, **weak**; >0.2 and <=0.4, **moderate**; >0.4, **strong.**

[123] Significance for these respondents was marginal; 1.8 standard deviations from the mean.

- **Vulnerable Location:** *United States* and *Other Non-Latin American* respondents were both more likely to cite a vulnerable location as a primary or regular work site. *Panamanian* and *Other Latin American* respondents were less likely to do so.
- **Education:** *United States* and *Other Non-Latin American* respondents were more likely to cite *Doctoral* student or degree as their highest level of education; *Panamanian* respondents were less likely to do so. Differences at the *Doctoral* level were offset by many differences at lower education levels across the groups; perhaps the most notable is that *Panamanian* respondents were more likely to cite the *Bachelor's* level or below as their highest level of education.

The following five associations were **strong:**

- **Panamanian Payroll**: *Panamanian* respondents were (much) more likely to be *Panamanian Payroll* employees. *United States* and *Other Non-Latin American* respondents were less likely to be.
- **Supervisor status:** *United States* employees were more likely to be *Supervisors*. *Panamanian* respondents were less likely to have such a status.
- **Race, White:** *United States* and *Other Non-Latin America* respondents were more likely to identify as *White*. *Panamanian* and *Other Latin American* respondents were less likely to do so.
- **Race, Hispanic:** *Panamanian* and *Other Latin American* respondents were more likely to identify as *Hispanic*. *United States* and *Other Non-Latin American* respondents were less likely to do so.
- **Language:** *Panamanian* and *Other Latin American* respondents were more likely to identify *Spanish* as their preferred language; *United States* and *Other Non-Latin America* respondents were less likely to do so. This pattern was reversed for *English* preference. *United States* respondents were also less likely to say they were bilingual, while *Panamanian* and *Other Latin American* respondents were more likely to do so.

Race

The survey asked respondents to identify as one or more of the following groups: *White, Hispanic/Latina/o/x, Black, Asian, Indigenous.* A large majority of respondents selected *White* or *Hispanic/Latina/o/x,* so we will focus on these two groups in the tables below. (We will refer to the latter as *Hispanic* for convenience.) For the most part, there were too few responses in the other categories for reliable statistical analysis. However, where significant differences were found in the other groups, this is noted in the text.

Race was not as closely associated with responses to experience/opinion questions as several other job/demographic characteristics, such as *Gender/Sex, Age,* and *Country of Origin*. Where

differences were noted, *Hispanic* respondents generally tended to answer more favorably than *White* respondents, although they were less likely to take action in response to witnessing or experiencing inappropriate behavior.[124]

Findings: IDEA

While respondents of all races value IDEA in the workplace (Q2.2), *White* respondents answered slightly more favorably (96% *Positive*) than others, while *Hispanic* respondents answered slightly less favorably (90% *Positive*). *Indigenous* (85% *Positive*) and *Black* (83% *Positive*) respondents less favorably still, although the result for the *Indigenous* group was not statistically significant.[125] (See **Table 12.1**.)

On the questions of whether IDEA is valued at STRI (Q2.3) and whether respondents' own background and identity are valued at STRI (Q2.5), there were no significant differences among groups. However, when asked if they believe people of all backgrounds and identities have equitable opportunities at STRI (Q2.4), *White* respondents answered less favorably than others (46% *Positive*, 32% *Negative*), while *Hispanic* respondents answered more favorably (62% *Positive*, 20% *Negative*). (See **Table 12.1**.)

Table 12.1: Significant Race Crosstabs—IDEA

	White	Hispanic
Q2.2 I value inclusion, diversity, equity, and accessibility at STRI.	96% *Positive*	90% *Positive*
Q2.4 People from all backgrounds and with a range of identities have equitable opportunities at STRI.	46% *Positive*	62% *Positive*
	32% *Negative*	20% *Negative*

Findings: Harassment and Inappropriate Behavior

No significant differences among groups were found on the question of whether respondents believe unfair treatment, harassment, or other unacceptable behaviors have been a problem at STRI (Q3.3) or have themselves experienced such behaviors (Q3.4). Differences among race groups were also very small on the question of whether and where respondents had witnessed inappropriate behavior within the STRI community (Q3.5).

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[124] When we say the responses of respondents in Group X differs from others, the comparison group is respondents in all the other groups combined, *excluding* those who also selected Group X. For example, if we say "*White* respondents answered more favorably than others," these "others" are all the *Hispanic, Black, Asian,* and *Indigenous* survey takers who did *not* also identify as *White*. In short, the comparison is "*White* vs. *Not-White*."

[125] The (non-significant) figure for the *Asian* group was 100% *Positive*.

Just 1% of *White* respondents indicated they had been treated in an inappropriate way *because* of their race (Q3.6)—less than all other races, although only the result for *Hispanic* respondents (7%) was statistically significant, owing to the low number of respondents in the other three groups.[126] (See **Table 12.2**.)

Table 12.2: Significant Race Crosstabs—Inappropriate Behavior Basis

	White	Hispanic
Q3.6 I felt unwelcome, uncomfortable, or unsafe or was treated unfairly because of my race and/or ethnicity.	1% *Yes*	7% *Yes*

Those who indicated they had experienced some kind of inappropriate behavior at STRI were asked where this happened (Q3.7). *White* respondents appeared more likely than others (21%) to say "At overnight accommodations or living quarters," and *Hispanic* respondents, less so (9%).[127] (See **Table 12.3**.)

Table 12.3: Significant Race Crosstabs—Inappropriate Behavior Location[128]

	White	Hispanic
Q3.7 Where did the experience(s) of being unwelcome, uncomfortable, or unsafe happen? *At overnight accommodations or living quarters*	21% *Marked*	9% *Marked*

Respondents who indicated they had witnessed or experienced unfair, harassing, or other inappropriate behavior were asked whether they took any action such as reporting the incident to STRI or SI authorities, confiding in a colleague, or confronting the offender (Q3.10). *White* respondents were more likely than others to indicate they took some action (10% *Took no action*), while *Hispanic* respondents were less likely to do so (29% *Took no action*). (**See Table 12.4**, next page.) *Black* respondents fell in between (18% *Took no action*) while everyone in the small *Asian* or *Indigenous* groups indicated they took some action; but none of these results was significant.

All respondents were asked if they knew where to go if they **needed** to report an incident of inappropriate behavior (Q3.14). *White* respondents were less likely than others to say they knew exactly where to go, but also more likely to say they would probably be able to find out; these two differences offset each other, leaving *White* respondents no more (or less) likely than others

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[126] Figures were: *Black,* 7%, *Asian,* 11%, *Indigenous*, 16%.
[127] Result for *White* respondents was marginally significant (p = .059).
[128] Figures represent percentage of respondents who previously indicated they had experienced inappropriate behavior.

to say they would probably have difficulty finding out what to do. The pattern for *Hispanic* respondents was the mirror image: more likely to know exactly where to go, less likely to say they could find out, and on the whole no more (or less) likely than others to indicate they would probably have difficulty finding out.

Respondents in all race categories were about as likely to believe that a report of harassment or inappropriate behavior to their supervisor/advisor/mentor or would be taken seriously. However, *Hispanic* respondents were more likely than others to believe the **STRI senior leadership** would take such a report seriously. They were also more likely to believe the **STRI administration** would do so, while *White* respondents were more skeptical on this point.[129] (See **Table 12.4**.)

Table 12.4: Significant Race Crosstabs—Reporting Harassment or Inappropriate Behavior[130]

	White	Hispanic
Q3.10 What action(s), if any, did you take following the behaviors(s) or incident(s) you experienced or witnessed? *I took no action.*	10% *Marked*	29% *Marked*
Q3.16 If I report an issue like harassment to the following people, it will be taken seriously: *STRI Senior Leadership (e.g., Director)*	54% *Yes*	64% Yes
	9% *No*	4% *No*
The STRI Administration (Human Resources, Legal, or Administration)	47% Yes	60% *Yes*
	13% *No*	9% *No*

Job and Demographic Variable Associations[131]

Race was associated with many other job/demographic characteristics, in some cases strongly so. The associations among *Country of Origin, Language* preference (*Spanish, English,* or bilingual), and *Race* (specifically, *White* vs. *Hispanic*) were so strong that these three variables can in some ways be considered collectively.

The following associations were **weak**:

- **Intern status:** *White* respondents were less likely be *Interns*; *Hispanic* respondents were slightly more likely.

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[129] Note that most respondents who did not select "Yes" selected "Not Sure" rather than "No."
[130] Figures for Q3.10 are percentages of respondents who previously indicated they had experienced inappropriate behavior; figures for Q3.16 represent all respondents
[131] Association coefficient is Cramer's V. Associations are defined as follows: <=0.2, **weak**; >0.2 and <=0.4, **moderate**; >0.4, **strong.**

- **Fellow status:** *White* respondents were more likely to be *Fellows*; *Hispanic* respondents were less likely.
- **Vulnerable Location:** *White* respondents were more likely to cite a vulnerable location as a primary or regular work site; *Hispanic* respondents were less likely to do so.
- **Age:** *White* respondents were less likely to be in the *Younger* (under 30) age category; *Hispanic* respondents were more likely to be *Younger.*
- **Language:** *Black* respondents were more likely to identify *Spanish* as their preferred language, and less likely to prefer *English.* (Language associations for other race groups were **moderate** or **strong** and are discussed below.)
- **Education:** *Indigenous* respondents were more likely to select the lowest (*Less than Bachelor's*) category as their highest level of education. (Education associations for other race groups were **moderate** or **strong** and are discussed below.)
- **LGBTQIA+:** *Indigenous* respondents were more likely to identify as *LGBTQIA+.*
- **Time at STRI:** *Asian* respondents were more likely to cite a short tenure at STRI (*Less than one year*), and less likely to have a tenure of more than five years.
- **Country of Origin:** *Black* respondents were more likely to identify *Panama* as their country of origin, and less likely to select the *United States* or *Other Latin America*. *Asian* respondents were more likely to select *Other Non-Latin American* countries. *Indigenous* respondents were more likely to select *Panama,* and less likely to select *Other Latin America*. (*Country of Origin* associations for *White* and *Hispanic* respondents were **strong** and are discussed below.)

The following associations were **moderate:**

- **Payroll status:** *Hispanic* employees were more likely to identify as *Panamanian Payroll* than as *SI Federal/Trust* employees.
- **Supervisor status:** *White* employees were more likely to be *Supervisors. Hispanic* and *Black* respondents were less likely to have such a status.[132]
- **Mentor/Advisor status**: *White* scientific visitors were more likely to be *Advisors. Hispanic* scientific visitors were less likely to have this status.
- **Salary:** *Indigenous* employees on the *Panamanian Payroll* were more likely to be in the lowest income group.
- **Language:** *Asian* respondents were less likely to prefer *Spanish,* and more likely to prefer *English. Indigenous* respondents were more likely to prefer *Spanish.* (Language associations for *White* and *Hispanic* respondents were **strong** and are discussed below.)

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[132] The strength of the associations for each of the latter two groups was **weak**.

- **Education:** *Hispanic* respondents were less likely to hold a *Doctorate* degree. (The association with Education was **strong** for *White* respondents and is discussed below.)

The following associations were **strong:**

- **Payroll status:** *White* employees were more likely to identify as *SI Federal/Trust* than as *Panamanian Payroll* employees.
- **Education:** *White* respondents were more likely to hold a *Doctorate*.
- **Country of Origin:** *White* respondents were more likely to cite the *United States* or an *Other Non-Latin American* nation as their country of origin, and less likely to select *Panama* or an *Other Latin American* nation. For *Hispanic* respondents, that pattern was reversed; more likely to select *Panama* or an *Other Latin American* nation, and less likely the select the *United States* or an *Other Non-Latin American* country.
- **Language:** *White* respondents were less likely to prefer *Spanish* or to be bilingual, and more likely to prefer *English*. *Hispanic* respondents were more likely to prefer *Spanish* or be bilingual, and less likely to prefer *English*.

Language

Respondents were asked about their language preference: *English, Spanish, English/Spanish* bilingual, or *Another language*. About one third of respondents selected each of the first three choices, while only 2% selected the last. Because they were so few in number, those who selected *Another language* were treated as missing data in the following comparative analysis.

Language was associated with responses to a number of experience/opinion questions. As a very rough generalization, *Spanish* speakers tended to answer more favorably than others with respect to perceptions of the cultural climate; but at the same time, they appeared more reluctant to act in response to harassment and other inappropriate behavior and more skeptical that action would be effective.[133]

Findings: IDEA

While respondents in all groups value IDEA in the workplace (Q2.2), *English* speakers were a bit more *Positive* (98%) on this point than others, *Spanish* speakers a bit less (86%), and bilingual respondents in between.[134] However, on the other three IDEA perception questions—especially

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[133] When we say the responses of a certain category of respondents differs from "others," the comparison group is the other two categories combined.

[134] This result almost exactly matches the difference between *U.S.* and *Panamanian* respondents. *English* speakers' higher favorable rate on this question may to some extent help to explain their lower favorable rate on other IDEA questions: their evidently exceptional regard for IDEA values in the workplace may make them more sensitive to perceived violations of these values, leading to lower favorable scores elsewhere.

Q2.4—*Spanish* speakers answered more favorably than others. In most cases, *English* speakers answered less favorably.[135] (See **Table 13.1**.)

Table 13.1: Significant Language Crosstabs—IDEA

	English	Spanish	English/ Spanish
Q2.2 I value inclusion, diversity, equity, and accessibility at STRI.	98% *Positive*	86% *Positive*	91% *Positive*
Q2.3 Inclusion, diversity, equity, and accessibility are valued at STRI.	16% *Negative*	5% *Negative*	14% *Negative*
Q2.4 People from all backgrounds and with a range of identities have equitable opportunities at STRI.	46% *Positive*	72% *Positive*	52% *Positive*
	37% *Negative*	14% *Negative*	25% *Negative*
Q2.5 My unique background and identity are valued at STRI	65% *Positive*	76% *Positive*	67% *Positive*

Findings: Harassment and Inappropriate Behavior

There were no significant differences among groups when respondents were asked if they believe unfair treatment, harassment, or other unacceptable behaviors have been a problem at STRI (Q3.3) or if they personally have experienced unfair, harassing, or otherwise inappropriate behavior at STRI (Q3.4). However, when asked if they had witnessed inappropriate behavior within the STRI community (Q3.5), *Spanish* speakers answered more favorably than others, in that they were more likely to say they had *not* witnessed anyone experiencing such things. On this question, bilingual respondents were slightly more likely to answer unfavorably, with *English* speakers in between. (See **Table 13.2**, next page.)

When asked if they had ever been treated in an inappropriate way *because* of their language proficiency (Q3.6), *Spanish* speakers were far more likely than others to say they had been treated unfairly because of their lack of proficiency in *English*, and vice versa. In absolute terms, it appeared *Spanish* speakers were slightly more likely to see themselves as treated unfairly because of poor *English* skills (17%) than *English* speakers were to see themselves as treated unfairly for poor *Spanish* skills (11%). (See **Table 13.2**.)

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[135] Note that on Q2.5, the level of *English Positive* responses was not significantly lower than for other respondents, but the level of *Spanish Positive* responses was significantly higher.

Table 13.2: Significant Language Crosstabs—Inappropriate Behavior Perceptions + Experiences[136]

	English	Spanish	English/ Spanish
Q3.5_6 *I have not witnessed anyone experiencing unfair treatment, harassment, or any other unacceptable behaviors at STRI.*	55% *Marked*	71% *Marked*	52% *Marked*
Q3.6 I felt unwelcome, uncomfortable, or unsafe or was treated unfairly because of my: ***Proficiency understanding or speaking English***	0% *Marked*[137]	17% *Marked*	5% *Marked*[138]
Proficiency understanding or speaking Spanish	11% *Marked*	0% *Marked*	0% *Marked*

Respondents who indicated they had witnessed or experienced unfair, harassing, or other inappropriate behavior were asked whether they took any action, such as reporting the incident to STRI or SI authorities, confiding in a colleague, or confronting the offender (Q3.10). About one third of *Spanish* speakers (33%) indicated they took no action, compared to under one tenth of English speakers (7%). Those who did take action were asked if the person to whom they communicated took their concerns seriously (Q3.12). On this question, *Spanish* speakers were far more likely to answer "No" than others. (**See Table 13.3**, next page.)

All respondents were asked if they knew where to go if they **needed** to report an incident of inappropriate behavior (Q3.14). *English* speakers were less likely to say they knew exactly where to go, but also more likely to say they could probably find out. However, the latter did not completely offset the former, leaving *English* speakers more likely than others to say they would probably have difficulty finding out what to do (19%). *English* speakers were also less likely than others to believe the **STRI administration** would take a report of harassment or other problematic workplace behavior seriously. (See **Table 13.3**.)

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[136] For Q3.6, figures represent percentages of respondents in each group who previously indicated they had experienced inappropriate behavior.

[137] One *English* speaker respondent marked this choice, which in fact rounds to 1%. However, it is reasonable to interpret this as a misunderstanding or other response error.

[138] Eleven respondents who identified as equally comfortable in *English/Spanish* nonetheless felt ill-treated on the basis of their proficiency in *English*; one who identified as bilingual *English/Spanish* felt they had been treated unfairly because of their proficiency in *Spanish*. In these cases, the issue may have been with accent or some other factor related to, but not identical with, language proficiency.

Table 13.3: Significant Language Crosstabs—Reporting Harassment or Inappropriate Behavior[139]

	English	Spanish	English/ Spanish
Q3.10 What action(s), if any, did you take following the behaviors(s) or incident(s) you experienced or witnessed? *I took no action.*	7% *Marked*	33% *Marked*	20% *Marked*
Q3.12 Did the person(s) or office(s) whom you communicated with about the behavior(s) or incident(s) take your concerns seriously?	12% *No*	44% *No*	14% *No*
Q3.14 If you **needed** to report an incident of harassment … which statement best describes you? *I would have difficulties finding out where to go to report*.	19% *Marked*	10% *Marked*	9% *Marked*
Q3.16 If I report an issue like harassment to the following people, it will be taken seriously: *STRI Administration (Human Resource, Legal, etc.)*	46% *Yes*	58% *Yes*	59% *Yes*

Job and Demographic Variable Associations[140]

Language was associated with many other job/demographic characteristics, and several of these associations were strong. The associations among *Country of Origin, Language*, and *Race* (specifically, *White* vs. *Hispanic*) were so strong that these three variables can in some ways be considered collectively.

The following six associations were **weak**:

- **Intern status:** *English* speakers were less likely to be *Interns*; *Spanish* speakers were slightly more likely.
- **LGBTQIA+ status:** *English* speakers were more likely to identify as *LGBTQIA+*; *Spanish* speakers were less likely to do so.
- **Vulnerable Location:** *English* speakers were more likely to cite a vulnerable location as a primary or regular work site. *Spanish* and bilingual respondents were less likely to do so.
- **Race, Black:** *Spanish* speakers were more likely than others to identify as *Black*; *English* speakers were less likely to do so.
- **Race, Asian:** *Spanish* and bilingual respondents were less likely to identify as *Asian*; *English* speakers were more likely.

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[139] Figures for Q3.10 are percentages of respondents who previously indicated they had experienced inappropriate behavior; figures for Q3.12 are percentages of respondents who had experienced inappropriate behavior and had taken some action in response; figures for Q3.14 represent all respondents.

[140] Association coefficient is Cramer's V. Associations are defined as follows: <=0.2, **weak**; >0.2 and <=0.4, **moderate**; >0.4, **strong.**

- **Race, Indigenous:** *Spanish* speakers were more likely to identify as *Indigenous*.

The following four associations were **moderate:**

- **Fellow status:** *English* speakers were more likely to be *Fellows*; *Spanish* speakers were less likely.
- **Salary:** *Spanish*-speaking employees on the *Panamanian Payroll* were more likely than bilingual employees to fall in the lowest salary range; bilingual employees were more likely to fall in the highest range (over $45,000).[141]
- **Mentor/Advisor status**: *English*-speaking scientific visitors were more likely to be *Advisors*. *Spanish* scientific visitors were less likely to have this status.
- **Education:** *English* speakers were more likely to hold a *Doctoral* degree; *Spanish* speakers were less likely to do so.[142]

The following five associations were **strong:**

- **Payroll status**: *English*-speaking employees were more likely to be *SI Federal/Trust*. *Spanish* and bilingual employees were more likely to be *Panamanian Payroll*.
- **Supervisor status:** *English* speakers were more likely to be *Supervisors*; *Spanish* and bilingual employees were less likely to have such status.[143]
- **Country of Origin:** *English* speakers were more likely to select the *United States* or an *Other Non-Latin American* country. *Spanish* speakers were more likely to select *Panama* or an *Other Latin American* country. Bilingual respondents followed the same pattern as *Spanish* speakers, although the association was not quite as strong.
- **Race, White:** *English* speakers were more likely than others to identify as *White*; *Spanish* and bilingual respondents were less likely to do so.
- **Race, Hispanic:** *Spanish* respondents were more likely to identify as *Hispanic;* so were bilingual respondents, although the association was not as strong. *English* speakers were less likely to do so.

Education

Respondents were asked to indicate their highest level of education. The survey allowed them to pick from 16 levels that were, in some cases, ordinally ambiguous. To facilitate analysis, these

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[141] There were too few data points for *English* speakers on the Panamanian Payroll to include them in this analysis.

[142] Bilingual *Spanish/English* speakers were in the middle: *English* speakers, 63%; *Spanish/English* speakers, 30%; *Spanish*, 12%. The same pattern of association held for doctoral students, albeit less strongly.

[143] The association coefficient (.368) falls short of the arbitrary 0.4 cutoff for **strong** results, but this is mainly because of the small number of *English*-speaking employees, not because the differences among groups are modest. They are not: *English* speakers, 86% *Supervisors*; *Spanish/English* speakers 30% *Supervisors*; *Spanish* speakers, 27% *Supervisors*.

were recoded into six categories: *Less than Bachelor's; Bachelor's Student or Degree; Master's Student or Degree; Professional Student or Degree; Doctoral Student; Doctoral Degree.* However, even this recoding was proved difficult to work with in crosstabs, so it was recoded into a simple binary variable that captures what appears to be the single most relevant educational distinction at STRI: between those who hold a *Doctoral Degree*, and those who do not. [144]

Findings: IDEA

While both *Doctoral Degree* and other respondents overwhelmingly valued IDEA in the workplace (Q2.2), *Doctoral Degree* respondents answered a bit more favorably (97% vs. 89%). On the other three IDEA perception questions, *Doctoral Degree* respondents answered less favorably than *Others*—in the case of Q2.4, notably so. (See **Table 14.1**.)

Table 14.1: Significant Education Crosstabs—IDEA

	Doctoral Degree	Other
Q2.2 I value inclusion, diversity, equity, and accessibility at STRI.	97% *Positive*	89% *Positive*
Q2.3 Inclusion, diversity, equity, and accessibility are valued at STRI.	16% *Negative*	9% *Negative*
Q2.4 People from all backgrounds and with a range of identities have equitable opportunities at STRI.	40% *Positive*	65% *Positive*
	39% *Negative*	18% *Negative*
Q2.5 My unique background and identity are valued at STRI	63% *Positive*	74% *Positive*

Findings: Harassment and Inappropriate Behavior

There were no significant differences between *Doctoral Degree* and other respondents when asked if they believe unfair treatment, harassment, or other unacceptable behaviors have been a problem at STRI (Q3.3), or if they personally had experienced unfair, harassing, or otherwise inappropriate behavior at STRI (Q3.4). However, when asked if they had witnessed inappropriate behavior within the STRI community (Q3.5), *Doctoral Degree* respondents answered less favorably. They were less likely to say they had *not* witnessed anyone experiencing such things (19% vs. 41%). (See **Table 14.2**, next page.)

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[144] The survey captures the respondents' educational attainment at the time of the survey; thus, it may not reflect the educational level of all scientific visitors at the time of their visit to STRI.

Table 14.2: Significant Education Crosstabs—Inappropriate Behavior Perceptions + Experiences

	Doctoral Degree	Other
Q3.5_6 *I have not witnessed anyone experiencing unfair treatment, harassment, or any other unacceptable behaviors at STRI.*	52% *Marked*	64% *Marked*

When asked if they had ever been treated in an inappropriate way *because* of their education level (Q3.6), *Doctoral Degree* and other respondents both responded at low rates that were statistically indistinguishable (5% and 8%, respectively).

Those who indicated that they had experienced or witnessed harassment or other inappropriate behavior were asked where this took place (Q3.7). *Doctoral Degree* respondents were more likely than others to select "Offsite for work other than fieldwork (incl. conferences, teaching, consulting, etc.)" (21% vs. 6%). This probably reflects that PhD scientists are simply more likely to find themselves in these types of settings than others.

Respondents who indicated they had witnessed or experienced unfair, harassing, or other inappropriate behavior were asked whether they took any action, such as reporting the incident to STRI or SI authorities, confiding in a colleague, or confronting the offender (Q3.10). Respondents without a doctorate were about twice as likely as *Doctoral Degree* respondents to indicate they took no action (22% vs. 12%). Those who took action were asked if the person to whom they communicated took their concerns seriously (Q3.12). On this question, respondents without a doctorate were more than twice as likely to answer "No" than *Doctoral Degree* respondents (26% vs. 12%). (**See Table 14.3**.)

All respondents were asked if they knew where to go if they **needed** to report an incident of inappropriate behavior (Q3.14). *Doctoral Degree* respondents were less likely to say they knew exactly where to go, but also more likely to say they would probably be able to find out. However, the latter did not completely offset the former, leaving *Doctoral Degree* respondents slightly more likely than others to say they would probably have difficulty finding out what to do (16% vs. 10%). (See **Table 14.3**.)

Both types of respondents were about equally likely to believe that a report of inappropriate behavior to their **supervisor/advisor/mentor** or **STRI senior leadership** would be taken seriously (Q3.16). However, *Doctoral Degree* respondents were more skeptical than others that the **STRI administration** would take such a report seriously.[145] (See **Table 14.3**, next page.)

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[145] Note that most respondents who did not select "Yes" selected "Not Sure" rather than "No."

Table 14.3: Significant Education Crosstabs—Reporting Harassment or Inappropriate Behavior[146]

	Doctoral Degree	Other
Q3.10 What action(s), if any, did you take following the behaviors(s) or incident(s) you experienced or witnessed? *I took no action.*	12% *Marked*	22% *Marked*
Q3.12 Did the person(s) or office(s) to whom you communicated with about the behavior(s) or incident(s) take your concerns seriously?	12% *No*	26% *No*
Q3.14 If you **needed** to report an incident of harassment … which statement best describes you? *I would have difficulties finding out where to go to report.*	16% *Marked*	10% *Marked*
Q3.16 If I report an issue like harassment to the following people, it will be taken seriously: *STRI Administration (Human Resources, Legal, etc.)*	46% *Yes*	59% *Yes*

Job and Demographic Variable Associations[147]

Education was associated with many other job/demographic characteristics. However, conclusions about the strength of association are highly sensitive to whether the analysis was run on the original data, the recode into six roughly ordinal categories, or the recode into the *Doctoral Degree* vs. *Other* dichotomy. More so than other variables in this report, *Education* associations required some judgment in assigning them to strength categories.

It should be noted that regardless of the recoding used, *Education* was closely associated with the *Country of Origin, Language*, and *Race* (specifically, *White* vs. *Hispanic*)—all of which, as noted earlier, were closely associated with each other and somewhat amenable to treatment as a single Culture/Nationality variable. Most notably, respondents holding a doctorate were disproportionately from the *United States, White,* and/or *English*-speaking.

For the most part, the associations reported below use the dichotomous recoding for the *Education* variable. However, associations with specific educational categories other than *Doctoral Degree* are also noted when the SOAR team judged them to be of interest.

The following association was **weak**:

- **Vulnerable Location:** *Doctoral Student* respondents were slightly more likely than other respondents to cite a vulnerable location as a primary or regular work site.

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[146] Figures for Q3.10 are percentages of respondents who previously indicated they had experienced inappropriate behavior; figures for Q3.12 are percentages of respondents who had experienced inappropriate behavior and had taken some action in response; figures for Q3.14 and Q3.16 represent all respondents.

[147] Unless otherwise noted, association coefficient is Cramer's V. Associations are defined as follows: <=0.2, **weak**; >0.2 and <=0.4, **moderate**; >0.4, **strong.**

The following four associations were **moderate:**

- **Intern status:** *Doctoral Degree* respondents were less likely to be *Interns;* other respondents were more likely to do so.
- **Salary:** Among *Panamanian Payroll* employees, there was a moderate positive correlation between *Salary* and *Education* level.[148]
- **Gender/Sex:** *Doctoral Degree* respondents were more likely to identify as *Male* and less likely to identify as *Female* compared to others*.*
- **Age:** There was a moderate positive correlation between *Age* and *Education* level.[149]

The following eight associations were **strong:**

- **Payroll status**: *Doctoral Degree* employees were more likely to be *SI Federal/Trust*; other employees were more likely to be *Panamanian Payroll*.
- **Fellow status:** *Doctoral Degree* (and *Doctoral Student*) respondents were more likely to be *Fellows.*
- **Supervisor status:** *Doctoral Degree* employees were more likely to be *Supervisors*.
- **Mentor/Advisor status**: *Doctoral Degree* scientific visitors were more likely to be *Advisors.*
- **Country of Origin:** *Doctoral Degree* respondents were more likely to select the *United States* or an *Other Non-Latin American* country, and less likely to select *Panama*.
- **Race, Hispanic:** *Doctoral Degree* respondents were less likely to identify as *Hispanic*.
- **Race, White:** *Doctoral Degree* respondents were more likely to identify as *White*.
- **Language:** *Doctoral Degree* respondents were more likely to select *English* as their preferred language, and less likely to select *Spanish*. They were about as likely as other respondents to select bilingual *Spanish/English*.

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[148] Ordinal correlation run on original *Salary* variable and six-point recoded *Education* variable. Correlation coefficient (0.342) is Spearman's rho.

[149] Ordinal correlation run on original *Age* variable and six-point recoded *Education* variable. Correlation coefficient (0.279) is Spearman's rho.

Discussion

This section highlights findings to which the SOAR study team would like to draw attention, and offers ideas for why different response patterns for certain groups may have been observed.

All-Respondent Findings

Responses to questions about inclusion, diversity, equity, and accessibility (IDEA) at STRI were generally positive. However, **Q2.4** ("People of all backgrounds and with a range of identities have equitable opportunities at STRI") stood out as the area of relative weakness. (See **Figure D.1**.) This was also the IDEA-related question where differences among groups were most likely to be found in the crosstabs. For these two reasons, SOAR used **Q2.4** as a key question for identifying differences in attitudes toward IDEA based on job or demographic characteristics.

Figure D.1: Respondents Tended to Answer IDEA Questions Favorably (n=762-782)
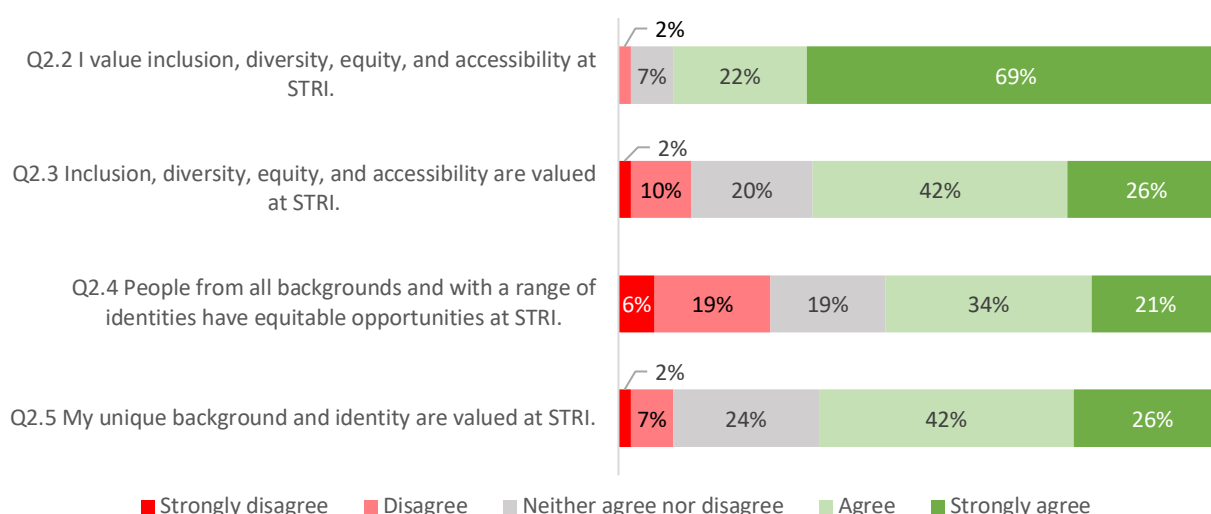
Over half of respondents (51%) believed that unfair treatment, harassment, or other unacceptable behaviors have been a *Minor, Moderate,* or *Major Problem* at STRI in recent years (**Q3.3**), while only about a quarter (27%) did not see them as a problem at all. (See **Figure D.2**.) Although SOAR does not have benchmarks to formally judge how such figures might measure up against peer organizations, in isolation these figures suggest a problem. **Q3.3** was another question where differences among groups in the crosstabs were often seen; SOAR used this as a key question for flagging differences among job and demographic groups with respect to overall perceptions of problematic behaviors at STRI.

Figure D.2: Q3.3 (Within the last five years, do you believe unfair treatment, harassment, and/or other unacceptable behaviors have been a problem at STRI?) (n=720)
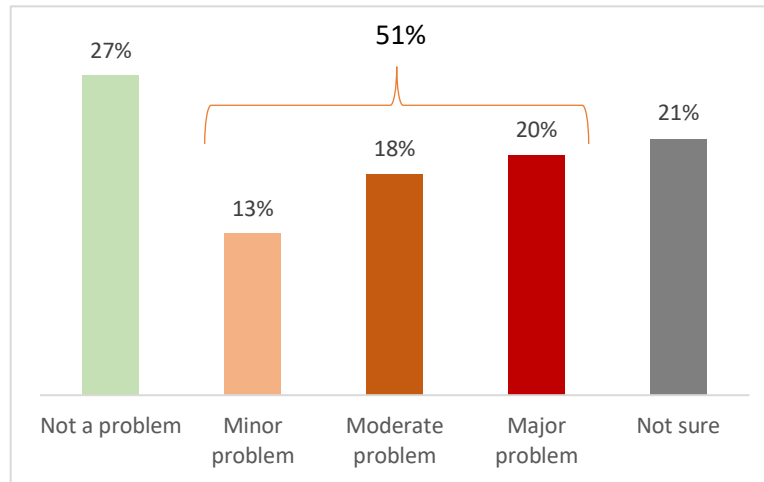
About one in five (19%) respondents indicated they had personally experienced unacceptable behaviors at STRI (**Q3.4**). (See **Figure D.3**.) Like **Q2.4** and **Q3.3,** SOAR used this as a key question for flagging important differences among job and demographic groups. Like **Q3.3,** it suggests there may be a problem with inappropriate workplace behavior at STRI, even in the absence of reliable benchmarks.

Figure D.3: Q3.4 (Within the last five years, have you experienced unfair treatment, harassment, or other unacceptable behaviors at STRI?) (n=732)
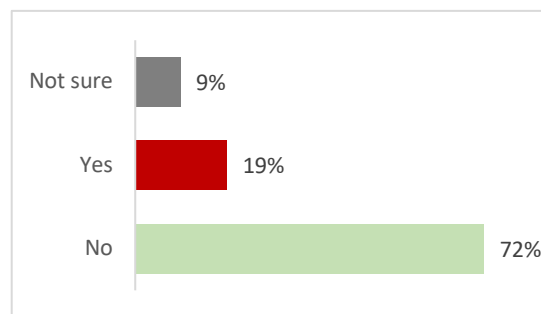
Those who witnessed or experienced inappropriate behavior were asked what steps they took in response (**Q3.10**). "I took no action" was selected by about one in five respondents (19%). In the absence of reliable benchmarks, it is difficult to judge whether this figure in itself is problematic. However, differences for this answer choice were frequently found in the crosstabs, suggesting differences among job and demographic groups in their inclination or ability to report or otherwise push back against problematic behavior. One of these is noted the discussion of group differences below: the greater likelihood that U.S. respondents would take action, compared to Panamanian respondents. Many others can be found in the crosstab sections above.

Those who witnessed or experienced inappropriate behavior and took action in response were asked if they were satisfied with the outcome (**Q3.13**). More answered "No" (35%) than "Yes" (19%), although many respondents opted for "middle ground" responses: "I am unsure of the outcome"[150] (25%) and "In some cases"[151] (21%). (See **Figure D.4.**)

**Figure D.4: Q3.13** (After taking action, were you generally satisfied with the outcome?) (n=194)
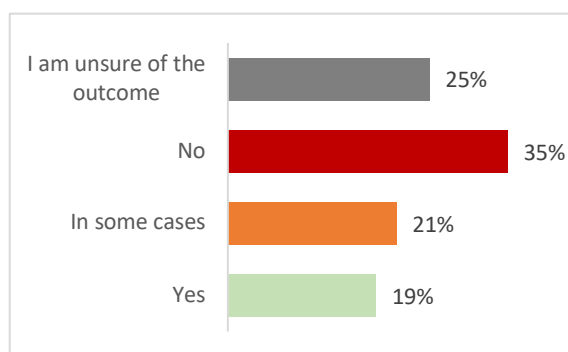
There appeared to be much uncertainty about whether STRI and SI authorities would take reports of inappropriate workplace behavior seriously. "Not sure" responses ranged from 19% (for supervisors and supervisor-like figures) to 49% (for the new SI Civil program). (See **Figure D.5.**) The high rate of "Not sure" responses for SI Civil almost certainly reflects its recent creation, and probably should not be considered problematic. However, the figures for STRI senior leadership and STRI administration suggest widespread doubts about these authorities, which were often echoed in open-ended written responses.

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[150] This relatively high rate of "Not sure" responses may suggest issues with communications in cases of reported harassment or other problematic behaviors.
[151] For those who undertook more than one action.

Figure D.5: Q3.16 (If I report an issue like harassment to the following people, it will be taken seriously.) (n=642-652)
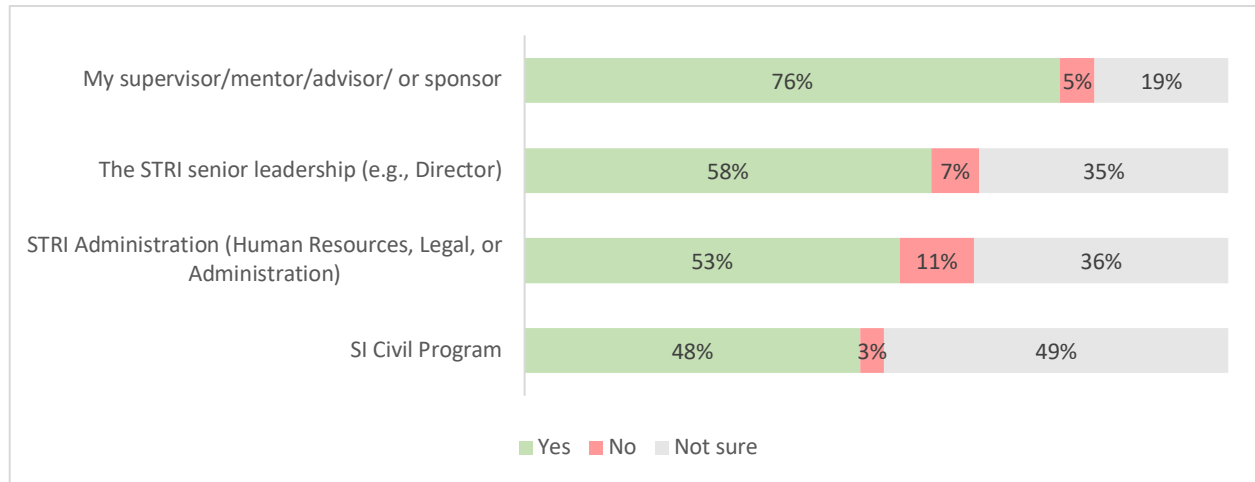
Respondents were asked to assess the priority of four measures to promote improvement in the culture. The top priority was "Greater accountability when people treat others unfairly," which selected as a *High Priority* by about three quarters of respondents (74%). However, all suggested measures were chosen as at least a *Moderate Priority* by large majorities. (See **Figure D.6.**)

Figure D.6: Q7.2 (Please rate the importance of the following measures to ensure people at STRI are treated fairly) (n=639-646)
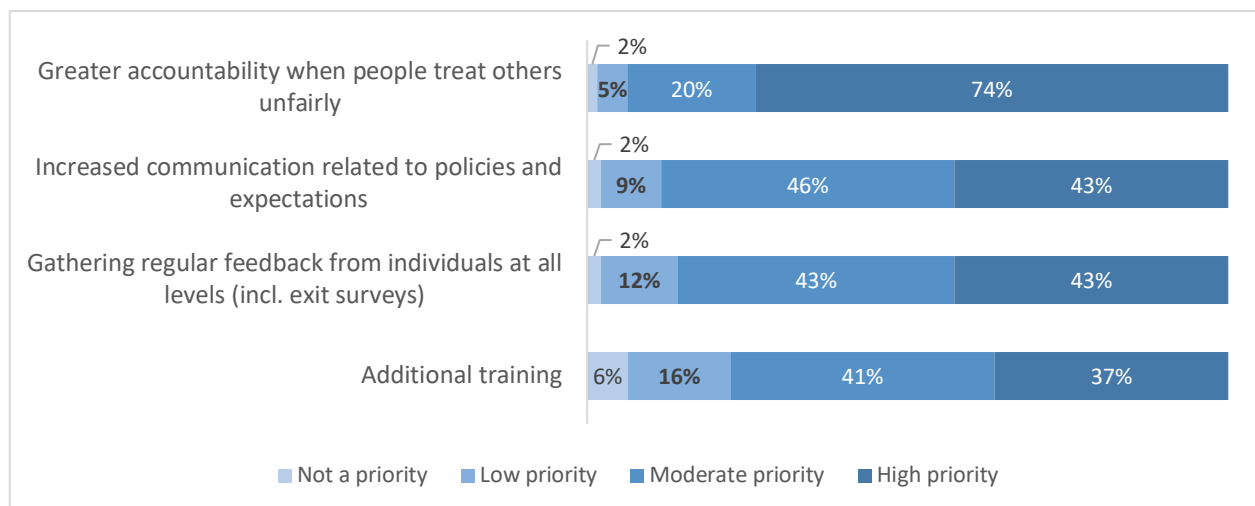
Write-in Responses

By nature, write-in responses pose special problems of interpretation. While qualitative data can be organized and summarized, it is difficult to draw conclusions about the relevance or importance of the claims within it. Each response is a "sample of one," and some commentors' observations may, for any number of reasons, fail to accurately reflect the realities of the issues on which they seek to comment.

That said, SOAR would point to several points came up with sufficient consistency in the write-in responses to merit close attention from STRI leadership. These were the following:

- There is optimism that things are changing for the better and feedback mechanisms, like this survey, are welcome.
- However, regardless of current conditions or trends, harassment and other problematic workplace behaviors have been common, and widely tolerated, in the past.
- Although there is no way to judge how widespread the problem is, some subset of STRI scientists in positions of authority have certainly harassed, exploited, bullied, or otherwise ill-treated their subordinates.
- STRI scientists who have abused positions of authority have usually suffered few consequences. Several reasons were suggested for this:
  - The imbalance of professional power between senior scientists and subordinates, which leaves the latter reluctant to push back for fear of damage to their careers.
  - Weaknesses in STRI reporting structures themselves, particularly but not exclusively in the human resources department.
  - An organizational culture that has historically been tolerant of certain behaviors that are unacceptable in today's workplace.
  - Individuals who have reported in the past have not received adequate support from STRI or SI.
- The demographics of STRI personnel lend themselves to tensions related to status, language, and culture. Panamanian locals disproportionately occupy mission-support positions, while non-Panamanians—largely, but by no means exclusively, from the United States—disproportionately fill the higher-status roles of senior leaders, research scientists, supervisors, and advisors, as well as STRI "customers" such as interns, fellows, research associates, and field course participants.

Group Comparisons

Response patterns for many job and identity characteristics were analyzed. The clearest influences on response patterns appeared to be the following three factors:

- Tenure
- Vulnerability
- Culture/Nationality

Aside from the first, these are not identical with job/demographic variables drawn from the survey. Rather, they are associated with multiple variables, either individually or in combination.

Tenure

"Tenure" refers to the variable *Time at STRI.* The general pattern was as follows (see **Figure D.7**.):

Longer *Time at STRI* was associated with **less favorable** responses on key questions.

This makes sense intuitively. Respondents with longer Tenure simply have more time and opportunity to witness and experience harassment at STRI, and to become aware of problems with its organizational culture.

The effect of Tenure may help explain the perhaps counterintuitive finding that higher professional status—as indicated by *Supervisor* or *Advisor* status, or a higher *Salary* level—was generally associated with less favorable responses. *Time at STRI* was closely associated with the *Supervisor, Advisor,* and *Salary* variables, and is probably an important indirect influence behind this finding.

Figure D.7: *Time at STRI*, Key Question Crosstabs

	Short-term (<1 year)	Long-term (>5 years)
Q2.4 People from all backgrounds and with a range of identities have equitable opportunities at STRI.	67% *Positive*	52% *Positive*
	15% *Negative*	31% *Negative*
Q3.3 In the last 5 years, do you believe unfair treatment, harassment, or other unacceptable behaviors have been a problem at STRI?	14% *Major Problem*	37% *Major Problem*
	59% *Not a Problem*	19% *Not a Problem*
Q3.4 Within the last five years, have you experienced unfair treatment, harassment, or other unacceptable behaviors at STRI?	8% *Yes*	27% *Yes*

Vulnerability

"Vulnerability" is used here as shorthand for respondent identification with certain demographic groups that historically have been more subject to workplace harassment and insensitivity: women, LGBTQIA+ individuals, and those with a disability or chronic illness. The general pattern was as follows (see **Figures D.8, D.9**, and **D.10**.):

> Female *Gender/Sex,* identification as *LGBTQIA+,* and having a *Disability or Chronic Illness* were all associated with **less favorable** responses on key questions.

Again, this aligns with common sense. Respondents in such groups are more likely to be harassed or treated insensitively, and therefore more alert to the threat of such behaviors and more aware of problems with organizational culture that lead to them.

Survey questions about the reasons for and types of inappropriate behavior experienced suggest women and LGBTQIA+ respondents were disproportionately subject to unfair treatment *based on* their gender/sex and sexual orientation, respectively. (See results for **Q3.6** in **Figures D.8** and **D.9**.) Both groups also appeared more likely than their comparison groups (men and non-LGBTQIA, respectively) to encounter harassment during field work.

Figure D.8: *Gender/Sex,* Key Question Crosstabs

	Female	Male
Q2.4 People from all backgrounds and with a range of identities have equitable opportunities at STRI.	50% *Positive*	65% *Positive*
	30% *Negative*	18% *Negative*
Q3.3 In the last 5 years, do you believe unfair treatment, harassment, or other unacceptable behaviors have been a problem at STRI?	30% *Major Problem*	21% *Major Problem*
	29% *Not a Problem*	41% *Not a Problem*
Q3.4 Within the last five years, have you experienced unfair treatment, harassment, or other unacceptable behaviors at STRI?	24% *Yes*	16% *Yes*
Q3.6. I felt unwelcome, uncomfortable, or unsafe or was treated unfairly because of my gender (includes gender expression).	22% *Yes*	0% *Yes*

Figure D.9: *LGBTQIA+,* Key Question Crosstabs

	LGBTQIA+	Other
Q2.4 People from all backgrounds and with a range of identities have equitable opportunities at STRI.	39% *Positive*	60% *Positive*
	46% *Negative*	21% *Negative*
Q3.3 In the last 5 years, do you believe unfair treatment, harassment, or other unacceptable behaviors have been a problem at STRI?	40% *Major Problem*	24% *Major Problem*
	18% *Not a Problem*	37% *Not a Problem*
Q3.4 Within the last five years, have you experienced unfair treatment, harassment, or other unacceptable behaviors at STRI?	29% *Yes*	20% *Yes*
Q3.6. I felt unwelcome, uncomfortable, or unsafe or was treated unfairly because of my sexual orientation.	9% *Yes*	<1% *Yes*

Figure D.10: *Disability/Chronic Illness,* Key Question Crosstabs

* Difference not statistically significant at p=.05 level

	Disability or Chronic Illness	Other
Q2.4 People from all backgrounds and with a range of identities have equitable opportunities at STRI.	46% *Positive**	58% *Positive**
	38% *Negative*	23% *Negative*
Q3.3 In the last 5 years, do you believe unfair treatment, harassment, or other unacceptable behaviors have been a problem at STRI?	46% *Major Problem*	23% *Major Problem*
	19% *Not a Problem*	37% *Not a Problem*
Q3.4 Within the last five years, have you experienced unfair treatment, harassment, or other unacceptable behaviors at STRI?	41% *Yes*	18% *Yes*

Culture/Nationality

"Culture/Nationality" refers to a combination of three variables closely associated with each other: *Country of Origin, Language* (Spanish, English, or bilingual), and *Race* (Hispanic vs. White). For the two largest Culture/Nationality groups at STRI, the general pattern was as follows (see **Figure D.11**):

> *Panamanian, Spanish-speaking, Hispanic* survey takers responded **more favorably** than *U.S., English-speaking, White* respondents on key questions.

It should come as no surprise that respondents from different societies may have different perceptions of what constitutes unacceptable behavior, and different levels of tolerance for problems with organizational culture. However, SOAR lacks the expertise or data to offer suggestions for *why* Panamanians were generally more upbeat about diversity, inclusion, and harassment issues than U.S. respondents.

Among survey respondents, the *Education* variable was closely associated with Culture/Nationality, specifically in the sense that Panamanians were less likely to hold a doctorate than U.S. respondents—or indeed, than non-Panamanian respondents more generally. This follows from the demographic structure of STRI personnel, in which Panamanians are

disproportionately support staff and non-Panamanians are disproportionately visiting or resident research scientists.[152]

Figure D.11: *Country of Origin,* Key Question Crosstabs

* Difference not statistically significant at p=.05 level

	Panama	U.S.
Q2.4 People from all backgrounds and with a range of identities have equitable opportunities at STRI.	71% *Positive*	42% *Positive*
	13% *Negative*	42% *Negative*
Q3.3 In the last 5 years, do you believe unfair treatment, harassment, or other unacceptable behaviors have been a problem at STRI?	27% *Major Problem**	35% *Major Problem*
	37% *Not a Problem**	29% *Not a Problem*
Q3.4 Within the last five years, have you experienced unfair treatment, harassment, or other unacceptable behaviors at STRI?	19% *Yes**	25% *Yes**

Some other findings of possible interest related to Culture/Nationality are the following:

U.S., English-speaking, White respondents were more skeptical that authorities such as STRI administrators or leaders would take a report of harassment seriously; nonetheless, they were more likely to take action if they witnessed or experienced harassment.

Hispanic respondents were more likely to say they were unfairly treated *because* of their race than *White* respondents, although the absolute figure was still low (7% vs. 1%).

17% of *Spanish-speakers* felt unfairly treated because of their lack of English proficiency.

11% of *English-speakers* felt unfairly treated because of their lack of Spanish proficiency.

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[152] The association between doctoral-level education and Culture/Nationality probably lies behind some findings that otherwise might be hard to explain; for example, *U.S., English-speaking, White* respondents were more likely to cite field work as the location of harassment that they witnessed or experienced.

Appendix A: Survey Questions

STRI Culture Survey | Encuesta de Cultura STRI

Block 1: Introduction

Q1.1 Welcome Message and Instructions

The Smithsonian Tropical Research Institute (STRI) is a vibrant international community with approximately 30 resident staff scientists, more than 350 local support staff, and 1,200 scientific visitors every year from around the globe. It spans 14 research facilities and field stations across the Republic of Panama and abroad. YOU are an important part of this community.

The goal of this survey is to assess how well STRI is meeting its goals of being an inclusive, equitable, accessible, and diverse community. Your responses will assist Smithsonian and STRI leadership in improving the organizational culture at STRI.

This study is conducted by Smithsonian Organization and Audience Research (SOAR) in accordance with the Smithsonian's privacy policies. Your participation in the survey is voluntary, and you may skip questions. You may close out the survey at any point.

This survey asks about unacceptable behaviors at STRI. However, it is intended to assess the cultural climate at STRI, not to be a vehicle for reporting incidents of harassment or discrimination. If you need to report a specific incident, please contact Amanda Jones (jonesam@si.edu), the Smithsonian SI Civil Program Coordinator or STRI's Office of Human Resources (strireport@si.edu). For more information on reporting, see the SI Civil Program website and the Smithsonian's Anti-Harassment Policy.

Your responses to this survey are confidential and will be reported in a way that preserves your anonymity. The SOAR study team administering this survey will not report any personally identifiable information. However, if you describe criminal activities or specific incidents of harassment, retaliation, workplace violence, threats, intimidating behavior, or assault occurring at the Smithsonian, the survey administrator will report them to the appropriate authorities or Smithsonian administrative offices, such as the SI Civil Program.

The survey will take between 10 and 40 minutes to complete, depending on how you respond. We appreciate your honest responses about your experiences, and welcome feedback on the survey.

If you have questions about the survey and confidentiality, or have technical difficulties, contact

Claire Eckert at SOAR, eckertc@si.edu.

To move between pages, click on the arrow buttons at the bottom of each page. Using the arrows at the top of the screen will take you out of the survey.

Q1.2 Content Warning: The content of this survey may induce distressing thoughts, feelings, or reactions related to discrimination, harassment, and other issues at STRI. We provide a list of resources should you wish to speak with someone at the Smithsonian about unacceptable behaviors that you have witnessed or experienced.

You must click the agreement statements below to proceed with the survey.

- o   I have read the instructions and warnings and agree to take this survey.
- o   I acknowledge that I am 18 years of age or older.
- o   I am currently affiliated with STRI or have been in the past.

Block 2: IDEA

Q2.1 First, we would like to ask you questions about your experiences related to **inclusion**, **diversity**, **equity,** and **accessibility** at STRI. The terms are defined below.

Inclusion refers to the intentional, ongoing effort to ensure that all individuals fully participate in all aspects of organizational work, including decision-making processes.
Diversity refers to variations among individuals and groups based on identities and life experiences. It includes, but is not limited to, differences in race, gender, sexual orientation, ability, age, and religion.
Equity is the fair and just treatment of all members of a community.
Accessibility refers to an environment that accommodates individuals of different abilities and needs.

If you choose not to answer a question, simply move to the next question.

Please indicate your general agreement with the following statements.

Q2.2 I value inclusion, diversity, equity, and accessibility at STRI.

- o   Strongly agree
- o   Agree
- o   Neither agree nor disagree
- o   Disagree
- o   Strongly disagree
- o   I don't know

Q2.3 Inclusion, diversity, equity, and accessibility are valued at STRI.

- o Strongly agree
- o Agree
- o Neither agree nor disagree
- o Disagree
- o Strongly disagree
- o I don't know

Q2.4 People from all backgrounds and with a range of identities have equitable opportunities at STRI.

- o Strongly agree
- o Agree
- o Neither agree nor disagree
- o Disagree
- o Strongly disagree
- o I don't know

Q2.5 My unique background and identity are valued at STRI.

- o Strongly agree
- o Agree
- o Neither agree nor disagree
- o Disagree
- o Strongly disagree
- o I don't know

Q2.6 Now, we would like to ask you about accommodations. "Accommodations" refers to alterations or adjustments in a job or work environment to make it possible for an individual with a proven need for such modifications to perform the functions of the job. Examples may include a sign language interpreter, access to a lactation room, or special safety equipment.

Have you ever required accommodations while at STRI?

- o ⊗No - I have not required accommodations
- o ⊗Yes - and I was appropriately accommodated
- o Yes - but I wasn't appropriately accommodated
- o Yes - but I never requested one
- o ⊗Not sure

Q2.7
What accommodations were needed, but not provided?

_____

_____

_____

_____

_____

Block 3: Unacceptable behaviors and reporting

Q3.1   Now, we will ask you about your experiences with unfair treatment, harassment and other unacceptable behaviors in the workplace. This section will also assess your experience in reporting incidents of such behavior. Please refer to these Recursos de STRI | STRI Resources if you wish to speak to someone about unacceptable behaviors that you have experienced or about which you have first-hand knowledge. If you choose not to answer a question, simply move to the next question.

Q3.2 Definitions of terms related to unacceptable behaviors in workplace:

Abuse of power refers to a misuse of power by someone in a position of authority who can use their power to oppress persons in an inferior position or to induce them to commit a wrongful act.

Bullying refers to a repeated and persistent pattern of mistreatment that may include such tactics as malicious work sabotage, slander, ridicule, humiliation, or verbal abuse.

Gender bias is the tendency to prefer one gender over another. It is a form of unconscious bias, or implicit bias, which occurs when one individual unconsciously attributes certain attitudes and stereotypes to another person or group of people. These ascribed behaviors affect how the individual understands and engages with others. It is often labeled as "sexism."

Harassment is unwelcome conduct, that a reasonable person would find objectionable, when: 1. the behavior can reasonably be considered to adversely affect the work environment; or 2. an

employment decision affecting the employee or affiliated person is based upon the employee's or affiliated person's acceptance or rejection of such conduct. Harassing conduct can be verbal or physical; it can occur in-person, through phone calls or in writing, or through social media, or other forms of technology. Petty slights, annoyances, and isolated incidents (unless extremely serious) will generally not rise to the level of harassment. Generally, a dispute or conflict related to work assignments or performance will also not rise to the level of harassment.

Examples of **non-sexual harassment** include: racial epithets or slurs; stereotyping; inappropriate jokes/pranks; and other bullying or abusive behaviors (e.g., repeated and malicious work sabotage, slander, ridicule, or verbal abuse).

Examples of **sexual harassment** include: sexual advances; sexually explicit/graphic material; and sexual jokes/comments/stories.

Intimidating behavior is conduct which, in the opinion of a reasonable person, creates a troubling/disturbing environment, impairs agency operations, or frightens, alarms, or inhibits others. This may include, but is not limited to, making statements which are false, malicious, disparaging, derogatory, or abusive. Physical intimidation may include holding, impeding or blocking movement, following, stalking, touching, or other inappropriate physical contact or advances. It may also include attacks involving the use of a weapon, or actions such as hitting, punching, pushing, poking, or kicking.

Micro-aggressions are everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.

Threat is any expression or gesture that could be interpreted by a reasonable person as conveying intent to cause physical harm to persons or damage to property.

Unfair treatment refers to demonstrating biased and/or inequitable treatment of others.

Unwelcome physical contact is touching without a person's consent, by coercion or force, and could be sexual in nature.

Workplace violence is any act occurring in the workplace that endangers, harms, or threatens to harm employees, affiliated persons, or property, or behavior which results in an employee or affiliated person having a reasonable belief of being in physical danger.

Q3.3 Within the last five years, do you believe unfair treatment, harassment, and/or other unacceptable behaviors have been a problem at STRI?

- o Not a problem
- o Minor problem
- o Moderate problem
- o Major problem
- o Not sure

Q3.4 Within the last five years, have you experienced unfair treatment, harassment, and/or other unacceptable behaviors at STRI?

- o No
- o Yes
- o Not sure

Q3.5 Have you **witnessed** individuals from **any of the following groups** experiencing unfair treatment, harassment, or any other unacceptable behaviors at STRI? In this context, "witnessing" includes being told directly about the experience by the person who experienced it. (Select all that apply)

- o STRI's non-scientific community (staff in finance, human resources, legal, facilities, security, education, communications, or other non-scientific positions)
- o STRI leadership and/or senior management
- o STRI local hires
- o STRI's scientific visitors (undergraduate students, master's students, predocs, postdocs, fellows, and other scientific visitors)
- o STRI's scientific employees (staff scientists, or other scientific employees)
- o ⊗ I have not witnessed anyone experiencing unfair treatment, harassment, or any other unacceptable behaviors at STRI

Q3.6 While at STRI or while engaging in work related to STRI (e.g., on official travel), have you ever felt unwelcome, uncomfortable, or unsafe or been treated unfairly based on any of the factors listed below? (Select all that apply)

I felt unwelcome, uncomfortable, or unsafe or was treated unfairly because of my

- o Age
- o Gender (includes gender expression)
- o Sexual orientation
- o Race and/or ethnicity
- o Physical disability

- o Cognitive or mental disability
- o Physical or appearance-related factors such as weight, body type, style of dress, etc.
- o Country of origin
- o Religious beliefs
- o Social/economic class
- o Proficiency understanding or speaking English
- o Proficiency understanding or speaking Spanish
- o Academic credentials/education level
- o Academic discipline/professional focus
- o Position type
- o Time spent at STRI
- o Other factors. Option to specify: _____
- o ⊗None of the above. I feel welcome, comfortable, and safe at STRI

Q3.7 Where did the experience(s) of being unwelcome, uncomfortable, or unsafe happen? (Select all that apply)

- o Onsite at STRI facilities (incl. labs, offices etc.)
- o During fieldwork or work in a field research site while at STRI (fieldwork is defined as academic, research, and/or related support functions conducted at a location not typical of office, campus or other urban environments)
- o At overnight accommodations or living quarters
- o Offsite for work other than fieldwork (incl. conferences, teaching, consulting, etc.)
- o Via email, telephone, or virtual meetings
- o Other, option to specify a location: _____

Q3.8 While at STRI or in a work-related situation (e.g., on official travel), how often have you personally experienced or witnessed the following **by a supervisor or someone in a supervisory-like position** (e.g., mentor or advisor)?

	Never	Once	A few times	Many times	Difficult to quantify
Abuse of power	○	○	○	○	○
Bullying	○	○	○	○	○
Gender bias	○	○	○	○	○
Intimidating behavior	○	○	○	○	○
Demeaning comments or actions related to identity (e.g., gender, race, national origin, disability, age)	○	○	○	○	○
Pressure to socialize outside the normal "workday" (with or without alcohol)	○	○	○	○	○
Micro-aggressions, implicit bias, or other behaviors that may not rise to the level of harassment	○	○	○	○	○
Sexist jokes, stories, or comments	○	○	○	○	○
Threats	○	○	○	○	○
Unfair treatment	○	○	○	○	○

	Never	Once	A few times	Many times	Difficult to quantify
Unwanted invitations or pressure for dates or to engage in sexual activities	○	○	○	○	○
Unwanted remarks about a person's body (negative or positive)	○	○	○	○	○
Unwelcome physical contact (touching without consent, by coercion or force; could be sexual in nature)	○	○	○	○	○
Workplace violence	○	○	○	○	○
Other inappropriate behaviors not listed here	○	○	○	○	○

Display This Question:

If Within the last five years, have you experienced unfair treatment, harassment, and/or other unacc... = Yes

Or Within the last five years, have you experienced unfair treatment, harassment, and/or other unacc... = Not sure

Or Have you witnessed individuals from any of the following groups experiencing unfair treatment, ha... = STRI's non-scientific community (staff in finance, human resources, legal, facilities, security, education, communications, or other non-scientific positions)

Or Have you witnessed individuals from any of the following groups experiencing unfair treatment, ha... = STRI leadership and/or senior management

Or Have you witnessed individuals from any of the following groups experiencing unfair treatment, ha... = STRI local hires

Or Have you witnessed individuals from any of the following groups experiencing unfair treatment, ha... = STRI's scientific visitors (undergraduate students, master's students, predocs, postdocs, fellows, and other scientific visitors)

Or Have you witnessed individuals from any of the following groups experiencing unfair treatment, ha... = STRI's scientific employees (staff scientists, or other scientific employees)

Q3.9 While at STRI or in a work-related situation (e.g., on official travel), how often have you personally experienced or witnessed the following by **anyone else at STRI who is or was NOT a supervisor or in a supervisory-like position?**

	Never	Once	A few times	Many times	Difficult to quantify
Abuse of power	○	○	○	○	○
Bullying	○	○	○	○	○
Gender bias	○	○	○	○	○
Intimidating behavior	○	○	○	○	○

Demeaning comments or actions related to identity (e.g., gender, race, national origin, disability, age)	○	○	○	○	○
Pressure to socialize outside the normal "workday" (with or without alcohol)	○	○	○	○	○
Micro-aggressions, implicit bias, or other behaviors that may not rise to the level of harassment	○	○	○	○	○
Sexist jokes, stories, or comments	○	○	○	○	○
Threats	○	○	○	○	○
Unfair treatment	○	○	○	○	○
Unwanted invitations or pressure for dates or to engage in sexual activities	○	○	○	○	○
Unwanted remarks about a person's body (negative or positive)	○	○	○	○	○
Unwelcome physical contact (touching without consent, by coercion or force; could be sexual in nature)	○	○	○	○	○
Workplace violence	○	○	○	○	○
Other inappropriate behaviors not listed here	○	○	○	○	○

Q3.10 What action(s), if any, did you take following the behaviors(s) or incident(s) you experienced or witnessed? (Select all that apply)

- o   I spoke directly with the person responsible for the behavior
- o   I communicated the behavior to a peer
- o   I communicated the behavior to the STRI senior leadership (e.g., Director)
- o   I communicated the behavior to my supervisor (or mentor/advisor/sponsor, if applicable)
- o   I communicated the behavior to STRI administration (Human Resources, Legal, or Administration)
- o   I communicated the behavior to a Smithsonian resource such as the Smithsonian Ombuds, Employee Assistance Program (EAP), Office of Equal Employment and Supplier Diversity (OEESD), or the SI Civil Coordinator/Anti-Harassment Coordinator
- o   I reported the behavior to law enforcement or another external authority
- o   I avoided communicating or interacting with the person responsible for the behavior
- o   I am considering leaving or plan to leave STRI
- o   I made a personal change with the hope that the offensive behavior would go away
- o   I only felt confident to do or say something after leaving STRI
- o   I took other action(s)
- o   ⊗I took no action

Q3.11 If you chose not to take any action(s) following the incident(s) you experienced or witnessed, please indicate the reasons. (Select all that apply)

- o I did not know what actions to take
- o I did not have any confidence that reporting the behavior would make a difference
- o I was afraid of retaliation
- o I was afraid of being labeled a "trouble-maker"
- o I was afraid of potential academic or career consequences
- o I am not comfortable talking about my sociocultural experiences in the workplace
- o I was being threatened
- o I was embarrassed or ashamed
- o Other reason. Option to specify: _____

Q3.12 Did the person(s) or office(s) to whom you communicated with about the behavior(s) or incident(s) take your concerns seriously?

- o Yes
- o No
- o In some cases (if experienced more than one behavior and/or took more than one action)
- o Unsure

Q3.13 After taking action, were you generally satisfied with the outcome?

- o Yes
- o No
- o In some cases (if took more than one action)
- o I am unsure of the outcome

Q3.14 If you **needed** to report an incident of harassment or other inappropriate behavior at STRI, which statement best describes you?

I would...

- o ...know exactly where to go to report
- o ...be able to find out where to go to report
- o ...have difficulties finding out where to go to report
- o ...not report an incident even if I knew the process. Option to specify why: _____
- o Not applicable. I did not know that reporting an incident of harassment or concerning behavior was an option

Before this survey, I was aware...

	Yes	No	Not sure
...of the SI Civil Program	○	○	○
...that I can report an issue like harassment to my supervisor/mentor/advisor/ or sponsor	○	○	○
...that I can report an issue like harassment to STRI Human Resources	○	○	○

Q3.16 Please indicate your agreement with the following statements.

If I report an issue like harassment to the following people, it will be taken seriously:

	Yes	No	Not sure
My supervisor/mentor/advisor/ or sponsor	○	○	○
The STRI senior leadership (e.g., Director)	○	○	○
STRI Administration (Human Resources, Legal, or Administration)	○	○	○
SI Civil Program	○	○	○

Block 4: Fieldwork

Q4.1 You indicated that you felt unwelcome, uncomfortable, or unsafe during fieldwork or work in a field research site while at STRI.

We would like to ask some follow-up questions. If you choose not to answer a question, simply move to the next question.

How often do you conduct fieldwork?

- o Frequently (e.g., weekly or multiple times a month)
- o Occasionally (e.g., once a month)
- o Rarely (e.g., once a year or less)

Q4.2 How often have you felt unwelcome, uncomfortable, or unsafe while conducting fieldwork?

- o Frequently
- o Occasionally
- o Rarely
- o Not sure

Q4.3 In addition to the reasons you listed earlier in the survey, did any of the following make you feel uncomfortable or unsafe? (Select all that apply)

- o I was by myself in a remote area
- o I (or we) did not follow a fieldwork safety manual or guide.
- o I was not given prior training (either generally or specific to the site)
- o My fieldwork training(s) and or manual(s) were not relevant to my needs in the field
- o I did not have proper equipment
- o I did not know how to leave safely and quickly
- o The behaviors of members of the public
- o Fear of violence or other potentially criminal behavior (e.g., robbery by non-STRI individuals)
- o Unknown area/terrain
- o Other safety concerns (e.g., environmental hazards, animals, diseases). Option to specify: _____

Q4.4 Please indicate what subject matter, if any, was covered in any fieldwork training(s) and or manual(s) that you received or followed. (Select all that apply.)

- o Professional conduct in the field
- o Harassment in the field
- o ⊗Not sure
- o ⊗I did not receive or follow any training(s) or manual(s)

Block 5: Job Characteristics

Q5.1 In this section, we will ask you about aspects of your work and identity. These questions will allow us to group responses by different factors to see if people are answering questions differently based on a demographic characteristic or a job aspect. The survey administrators at SOAR will only disaggregate the data when there are enough responses to maintain anonymity.

If you choose not to answer a question, simply move to the next question.

Are you **currently** a member of the STRI community (employee or affiliated in some other way)?

- o Yes
- o No, not currently but I was in the past

Q5.2 Which best describes your current or most recent affiliation with STRI?

- o Employee or Contractor (includes scientific and support staff, administration, protection services, and facilities)
- o Scientific Visitor (includes fellows, interns, volunteers, research associates, field course participants and other scientific visitors)

Display This Question:

If Which best describes your current or most recent affiliation with STRI? = Employee or Contractor (includes scientific and support staff, administration, protection services, and facilities)

Q5.3 Select your position category:

- o I am on the Panamanian (local) payroll
- o I am a Smithsonian federal or trust employee
- o I am a grant-funded employee
- o I am a contractor
- o My position category is not listed above. Option to specify: _____
- o Display This Question:

Display This Question:

If Which best describes your current or most recent affiliation with STRI? = Employee or Contractor (includes scientific and support staff, administration, protection services, and facilities)

Q5.4 Which position type best describes you?

- o Staff scientist
- o Scientific support staff (incl. scientific coordinators, lab managers, research technicians/assistants/aides)
- o Protection and security
- o Facilities and maintenance
- o Finance and administration (including finance, visitors office, IT, HR, procurement, legal, accounting, Director's office)
- o Education, communications, academic programs, advancement, library
- o Other position type. Option to specify: _____

Q5.5 Which position type best describes you?

- o   Fellow (incl. postdoctoral, graduate students, and other fellows)
- o   Field course participant
- o   Intern (incl. lab or field research assistant)
- o   Research associate
- o   Volunteer
- o   Other scientific visitor. Option to specify: _____

Q5.6 Which is your pay grade level?

- o   Grade 1 to 4
- o   Grade 5 to 7
- o   Grade 8 to 10
- o   Grade 11 or 12
- o   Grade 13 or 14
- o   Grade 15
- o   Above Grade 15: Senior Executive
- o   Not sure
- o   I do not have a Federal, Trust, or Wage Grade position

Q5.7 Which is your salary level?

- o   Below $15,000 per year
- o $15,000 to $30,000 per year
- o $31,000 to 45,000 per year
- o $46,000 to $60,000 per year
- o $61,000 to $75,000 per year
- o $76,000 to $90,000 per year
- o   More than $90,000 per year

Q5.8 Are you a STRI supervisor or in a supervisory-like role (e.g., an advisor, mentor, or sponsor)?

o   Yes
o   No
o   Not sure

Q5.9 Are you a mentor or advisor of other scientific visitors (do you advise or co-advise or act as co-mentor for one or more STRI visitors including interns, undergraduate or graduate fellows, research assistants, or volunteers)?

o   Yes
o   No
o   Not sure

Q5.10 In total, approximately how long have/had you been with STRI?

o   Less than 3 months
o   3 months up to a year
o   5 years
o   6-10 years
o   11-15 years
o   16-20 years
o   More than 20 years

Q5.11 At which STRI facilities are you or were you most recently based and how often did you work or visit each?

	Primarily (most of time)	Regularly (from once a week to once or twice a month)	Infrequently (1-2 times a year)	I do not use or visit this facility
Agua Salud	○	○	○	○
Ancon/CTPA	○	○	○	○
Barro Colorado Island	○	○	○	○
Bocas del Toro	○	○	○	○
Coibita	○	○	○	○
Gamboa	○	○	○	○
Fortuna	○	○	○	○
Metropolitan Park	○	○	○	○
Naos	○	○	○	○
Punta Culebra	○	○	○	○
Punta Galeta	○	○	○	○
San Lorenzo	○	○	○	○
Tupper	○	○	○	○

Block 6: Demographics

Q6.1 Now we will ask you demographic questions. Please be aware that all information requested is voluntary.

Q6.2 I am:

- o   Female
- o   Male
- o   Nonbinary
- o   Identity not listed. Option to specify: _____

Q6.3 Do you identify as LGBTQIA+?

LGBTQIA+ refers to people who identify as lesbian, gay, bisexual, transgender, queer (or

questioning their gender identity or sexual orientation), intersex, and asexual. The + represents additional gender identities and sexual orientations that are not in the lettered acronym.

- o Yes
- o No
- o Not sure

Q6.4 My age is:

- o 25 and under
- o 26-30
- o 31-35
- o 36-40
- o 41-45
- o 46-50
- o 51-55
- o 56-60
- o 61-69
- o 70 and over

Q6.5 Do you have a disability or chronic illness that affects how you work?

- o Yes - I have a disability that is visible (e.g., physical disability, blindness, etc.)
- o Yes - I have a disability that is invisible (e.g., learning disability, hearing loss, ADHD, etc.)
- o Yes - I have a chronic illness or illnesses
- o ⊗No

Q6.6 Which is your country of origin?

▼ Panama ... Zimbabwe

Q6.7 Which country is your primary residence?

▼ Panama ... Zimbabwe

Q6.8 With which of the following race and ethnicity categories do you identify? (Select all that apply.)

- o White
- o Black
- o Hispanic/Latinx
- o Asian
- o Indigenous
- o Identity not listed. Option to specify: _____

Q6.9 Which language(s) are you most comfortable using?

- o Spanish
- o English
- o Both Spanish and English equally
- o Language not listed. Option to specify: _____

Q6.10 What is your **highest** level of education?

▼ Basic education (pre-school, primary or elementary, secondary or middle school) … My highest level of education is not listed

Block 7: Suggestions for improvement

Q7.1 Now we will ask you for your thoughts about how to improve the culture at STRI.

Q7.2 Please rate the importance of the following measures to ensure people at STRI are treated fairly.

	Not a priority	Low priority	Moderate priority	High priority
Additional training	○	○	○	○
Gathering regular feedback from individuals at all levels (incl. exit surveys)	○	○	○	○
Increased communication related to policies and expectations	○	○	○	○
Greater accountability when people treat others unfairly	○	○	○	○

Display This Question:

If Please rate the importance of the following measures to ensure people at STRI are treated fairly. != Additional training [Not a priority]

Q7.3 Which of the following training topics would you like to see provided to the STRI community? (Select all that apply)

Description of training topics:
Respect in the workplace: focuses on helping individuals create a work environment where respectful communication and interactions are high priorities.

Implicit bias: helps individuals understand and recognize their own unconscious and intrinsic biases, and suggests behaviors to mitigate them.

Bystander intervention: focuses on educating individuals to be proactive in addressing inappropriate behaviors and teaches the skills needed to intervene successfully when they occur.

Relationship boundaries: focuses on understanding and acceptance of the importance of setting and keeping healthy personal and professional boundaries.

Smithsonian/STRI anti-harassment policies: focuses on Smithsonian's Anti-Harassment Policy (SD 225), prohibited behaviors, reporting processes, and STRI code of conduct.

- o Respect in the workplace
- o Implicit bias
- o Bystander intervention
- o Relationship boundaries
- o Smithsonian/STRI anti-harassment policies
- o Other: _____
- o ⊗Additional training is not necessary

Q7.4 How can STRI better communicate harassment reporting processes, policies, and other resources? (Select all that apply)

- o Posters and signs at STRI facilities
- o Regular emails with the information
- o Presentations at staff meetings or other events
- o Trainings and webinars
- o STRI website and intranet
- o Workforce and visitor onboarding materials
- o Other. Please specify: _____

Q7.5 Finally, we have two **write-in** questions you may choose to answer.

This survey is designed to assess the culture at STRI, and is not a mechanism for reporting incidents of harassment or discrimination.

Your comments will not be connected to your name, email, or other personally identifiable information. However, if you use the following text boxes to describe criminal activities or specific incidents of harassment, retaliation, workplace violence, threats, intimidating behavior, or assault occurring at the Smithsonian, the survey administrator will report it to SI Civil. While every effort will be made to protect your identity, we cannot guarantee anonymity in all cases.

Depending on the information provided, the Smithsonian may investigate. If you need to report an incident, contact SI Civil (sicivil@si.edu) or STRI Human Resources (strireport@si.edu). [Smithsonian resources | recursos del Smithsonian](#).

Q7.6 What is STRI doing **well** in terms of building a supportive, inclusive, and safe work environment?

_____

_____

_____

_____

_____

Q7.7 What can STRI do to prevent harassing conduct and/or provide a more supportive, inclusive, and safe work environment?

_____

_____

_____

_____

_____

End of Survey

Q8.1 Thank you for completing this survey. Please click the forward arrow to submit.

Once you click on the forward arrow, you will not be able to re-enter the questionnaire or change your responses.

Appendix B: Frequencies

Block 2: IDEA

Q2.2 I value inclusion, diversity, equity, and accessibility at STRI.

Response	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly agree	539	68.5	68.9	68.9
Agree	174	22.1	22.3	91.2
Neither agree nor disagree	51	6.5	6.5	97.7
Disagree	12	1.5	1.5	99.2
I don't know	6	0.8	0.8	100
Total	782	99.4	100	
Missing	5	0.6		
Total	787	100		

Q2.3 Inclusion, diversity, equity, and accessibility are valued at STRI.

Response	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly agree	192	24.4	24.6	24.6
Agree	313	39.8	40.1	64.7
Neither agree nor disagree	146	18.6	18.7	83.5
Disagree	72	9.1	9.2	92.7
Strongly disagree	17	2.2	2.2	94.9
I don't know	40	5.1	5.1	100
Total	780	99.1	100	
Missing	7	0.9		
Total	787	100		

Q2.4 People from all backgrounds and with a range of identities have equitable opportunities at STRI.

Response	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly agree	149	18.9	19.5	19.5
Agree	240	30.5	31.5	51
Neither agree nor disagree	136	17.3	17.8	68.8
Disagree	133	16.9	17.4	86.2
Strongly disagree	43	5.5	5.6	91.9
I don't know	62	7.9	8.1	100

Total	763	97	100	
Missing	24	3		
Total	787	100		

Q2.5 My unique background and identity are valued at STRI

Response	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly agree	185	23.5	24.3	24.3
Agree	299	38	39.2	63.5
Neither agree nor disagree	168	21.3	22	85.6
Disagree	47	6	6.2	91.7
Strongly disagree	14	1.8	1.8	93.6
I don't know	49	6.2	6.4	100
Total	762	96.8	100	
Missing	25	3.2		
Total	787	100		

Q2.6 Now, we would like to ask you about accommodations. Have you ever required accommodations while at STRI?

Response	Frequency	Percent	Valid Percent	Cumulative Percent
No - I have not required accommodations	573	72.8	76.8	76.8
Yes - and I was appropriately accommodated	93	11.8	12.5	89.3
Yes - but I wasn't appropriately accommodated	27	3.4	3.6	92.9
Yes - but I never requested one	15	1.9	2	94.9
Not sure	38	4.8	5.1	100
Total	746	94.8	100	
Missing	41	5.2		
Total	787	100		

Block 3: Unacceptable behaviors and reporting

Q3.3 Within the last five years, do you believe unfair treatment, harassment, and/or other unacceptable behaviors have been a problem at STRI?

Response	Frequency	Percent	Valid Percent	Cumulative Percent
Not a problem	192	24.4	26.7	26.7
Minor problem	97	12.3	13.5	40.1
Moderate problem	133	16.9	18.5	58.6
Major problem	144	18.3	20	78.6

Not sure	154	19.6	21.4	100
Total	720	91.5	100	
Missing	67	8.5		
Total	787	100		

Q3.4 Within the last five years, have you experienced unfair treatment, harassment, and/or other unacceptable behaviors at STRI?

Response	Frequency	Percent	Valid Percent	Cumulative Percent
No	526	66.8	71.9	71.9
Yes	138	17.5	18.9	90.7
Not sure	68	8.6	9.3	100
Total	732	93	100	
Missing	55	7		
Total	787	100		

Q3.5 Have you witnessed individuals from any of the following groups experiencing unfair treatment, harassment, or any other unacceptable behaviors at STRI? (Select all that apply) -

Response	N	Percent	Percent of Cases	
STRI's non-scientific community (staff in finance, human resources, legal, facilities, security, education, communications, or other non-scientific positions)	105	11.90%	15.20%	
STRI leadership and/or senior management	28	3.20%	4.00%	
STRI local hires	76	8.60%	11.00%	
STRI's scientific visitors (undergraduate students, master's students, predocs, postdocs, fellows, and other scientific visitors)	172	19.50%	24.90%	
STRI's scientific employees (staff scientists, or other scientific employees)	94	10.70%	13.60%	
I have not witnessed anyone experiencing unfair treatment, harassment, or any other unacceptable behaviors at STRI	407	46.10%	58.80%	
Total	882	100.00%	127.50%	

Q3.6 While at STRI or while engaging in work related to STRI (e.g., on official travel), have you ever felt unwelcome, uncomfortable, or unsafe or been treated unfairly based on any of the factors listed below? (Select all that apply)

Response	N	Percent	Percent of Cases	
Age	29	2.90%	4.30%	
Gender (includes gender expression)	83	8.20%	12.20%	
Sexual orientation	12	1.20%	1.80%	
Race and/or ethnicity	37	3.70%	5.50%	
Physical disability	4	0.40%	0.60%	
Cognitive or mental disability	3	0.30%	0.40%	

Physical or appearance-related factors such as weight, body type, style of dress, etc.	36	3.60%	5.30%	
Country of origin	54	5.30%	8.00%	
Religious beliefs	4	0.40%	0.60%	
Social/economic class	18	1.80%	2.70%	
Proficiency understanding or speaking English	49	4.80%	7.20%	
Proficiency understanding or speaking Spanish	25	2.50%	3.70%	
Academic credentials/education level	51	5.00%	7.50%	
Academic discipline/professional focus	34	3.40%	5.00%	
Position type	77	7.60%	11.40%	
Time spent at STRI	40	4.00%	5.90%	
Other factors. Option to specify:	25	2.50%	3.70%	
None of the above. I feel welcome, comfortable, and safe at STRI	431	42.60%	63.60%	
Total	1012	100.00%	149.30%	

Q3.7 Where did the experience(s) of being unwelcome, uncomfortable, or unsafe happen? (Select all that apply)

Response	N	Percent	Percent of Cases	
Onsite at STRI facilities (incl. labs, offices etc.)	166	46.60%	70.30%	
During fieldwork or work in a field research site while at STRI (fieldwork is defined as academic, research, and/or related support functions conducted at a location not typical of office, campus or other urban environments)	71	19.90%	30.10%	
At overnight accommodations or living quarters	34	9.60%	14.40%	
Offsite for work other than fieldwork (incl. conferences, teaching, consulting, etc.)	25	7.00%	10.60%	
Via email, telephone, or virtual meetings	44	12.40%	18.60%	
Other, option to specify a location:	16	4.50%	6.80%	
Total	356	100.00%	150.80%	

Q3.8 While at STRI or in a work-related situation (e.g., on official travel), how often have you personally experienced or witnessed the following by a supervisor or someone in a supervisory-like position (e.g., mentor or advisor)?

Response	Never	Once	A few times	Many times
Abuse of power	42%	8%	31%	15%
Bullying	61%	7%	19%	9%
Gender bias	51%	7%	24%	15%
Intimidating behavior	51%	9%	25%	12%
Demeaning comments or actions related to identity (e.g., gender, race, national origin, disability, age)	54%	8%	26%	9%
Pressure to socialize outside the normal "workday" (with or without alcohol)	69%	3%	14%	11%

Micro-aggressions, implicit bias, or other behaviors that may not rise to the level of harassment	43%	8%	31%	13%
Sexist jokes, stories, or comments	53%	7%	22%	15%
Threats	86%	6%	5%	2%
Unfair treatment	38%	10%	32%	16%
Unwanted invitations or pressure for dates or to engage in sexual activities	81%	6%	9%	2%
Unwanted remarks about a person's body (negative or positive)	68%	8%	17%	6%
Unwelcome physical contact (touching without consent, by coercion or force; could be sexual in nature)	87%	4%	6%	2%
Workplace violence	92%	3%	4%	1%
Other inappropriate behaviors not listed here	75%	3%	8%	4%

Q3.9 While at STRI or in a work-related situation (e.g., on official travel), how often have you personally experienced or witnessed the following by anyone else at STRI who is or was NOT a supervisor or in a supervisory-like position?

Response	Never	Once	A few times	Many times
Abuse of power	58%	7%	21%	10%
Bullying	65%	7%	17%	7%
Gender bias	55%	5%	22%	14%
Intimidating behavior	57%	10%	23%	6%
Demeaning comments or actions related to identity (e.g., gender, race, national origin, disability, age)	54%	10%	23%	10%
Pressure to socialize outside the normal "workday" (with or without alcohol)	69%	4%	16%	8%
Micro-aggressions, implicit bias, or other behaviors that may not rise to the level of harassment	51%	7%	24%	12%
Sexist jokes, stories, or comments	53%	6%	23%	15%
Threats	88%	4%	5%	0%
Unfair treatment	52%	6%	24%	10%
Unwanted invitations or pressure for dates or to engage in sexual activities	76%	6%	13%	5%
Unwanted remarks about a person's body (negative or positive)	68%	4%	16%	8%
Unwelcome physical contact (touching without consent, by coercion or force; could be sexual in nature)	78%	7%	11%	4%
Workplace violence	95%	3%	1%	1%
Other inappropriate behaviors not listed here	80%	2%	7%	3%

Q3.10 What action(s), if any, did you take following the behaviors(s) or incident(s) you experienced or witnessed? (Select all that apply)

Response	N	Percent	Percent of Cases	
I spoke directly with the person responsible for the behavior	69	10.20%	23.10%	

I communicated the behavior to a peer	122	18.00%	40.80%
I communicated the behavior to the STRI senior leadership (e.g., Director)	28	4.10%	9.40%
I communicated the behavior to my supervisor (or mentor/advisor/sponsor, if applicable)	94	13.90%	31.40%
I communicated the behavior to STRI administration (Human Resources, Legal, or Administration)	57	8.40%	19.10%
I communicated the behavior to a Smithsonian resource such as the Smithsonian Ombuds, Employee Assistance Program (EAP), Office of Equal Employment and Supplier Diversity (OEESD), or the SI Civil Coordinator/Anti-Harassment Coordinator	12	1.80%	4.00%
I reported the behavior to law enforcement or another external authority	2	0.30%	0.70%
I avoided communicating or interacting with the person responsible for the behavior	116	17.20%	38.80%
I am considering leaving or plan to leave STRI	26	3.80%	8.70%
I made a personal change with the hope that the offensive behavior would go away	49	7.20%	16.40%
I only felt confident to do or say something after leaving STRI	18	2.70%	6.00%
I took other action(s)	25	3.70%	8.40%
I took no action	58	8.60%	19.40%
Total	676	100.00%	226.10%

Q3.11 If you chose not to take any action(s) following the incident(s) you experienced or witnessed, please indicate the reasons. (Select all that apply)

Response	N	Percent	Percent of Cases	
I did not know what actions to take	23	26.10%	42.60%	
I did not have any confidence that reporting the behavior would make a difference	19	21.60%	35.20%	
I was afraid of retaliation	10	11.40%	18.50%	
I was afraid of being labeled a "trouble-maker"	6	6.80%	11.10%	
I was afraid of potential academic or career consequences	7	8.00%	13.00%	
I am not comfortable talking about my sociocultural experiences in the workplace	6	6.80%	11.10%	
I was embarrassed or ashamed	4	4.50%	7.40%	
Other reason. Option to specify:	13	14.80%	24.10%	
Total	88	100.00%	163.00%	

Q3.12 Did the person(s) or office(s) to whom you communicated with about the behavior(s) or incident(s) take your concerns seriously?

Response	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	75	9.5	38.9	38.9

No	28	3.6	14.5	53.4
In some cases (if experienced more than one behavior and/or took more than one action)	52	6.6	26.9	80.3
Unsure	38	4.8	19.7	100
Total	193	24.5	100	
Missing	594	75.5		
Total	787	100		

Q3.13 After taking action, were you generally satisfied with the outcome?

Response	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	36	4.6	18.6	18.6
No	68	8.6	35.1	53.6
In some cases (if took more than one action)	41	5.2	21.1	74.7
I am unsure of the outcome	49	6.2	25.3	100
Total	194	24.7	100	
Missing	593	75.3		
Total	787	100		

Q3.14 If you needed to report an incident of harassment or other inappropriate behavior at STRI, which statement best describes you? I would…

Response	Frequency	Percent	Valid Percent	Cumulative Percent
…know exactly where to go to report	168	21.3	24.9	24.9
…be able to find out where to go to report	324	41.2	48	72.9
…hsve difficulties finding out where to go to report	87	11.1	12.9	85.8
…not report an incident even if I knew the process. Option to specify:	40	5.1	5.9	91.7
Not applicable. I did not know that reporting an incident of harassment or concerning behavior was an option	56	7.1	8.3	100
Total	675	85.8	100	
Missing	112	14.2		
Total	787	100		

Q3.15 Please indicate your agreement with the following statements. Before this survey, I was aware…

Response	Yes	No	Not sure	
…of the SI Civil Program	30%	55%	15%	
…that I can report an issue like harassment to my supervisor/mentor/advisor/ or sponsor	81%	11%	8%	
…that I can report an issue like harassment to STRI Human Resources	72%	18%	10%	

Q3.16 Please indicate your agreement with the following statements. If I report an issue like harassment to the following people, it will be taken seriously:

Response	Yes	No	Not sure	
My supervisor/mentor/advisor/ or sponsor	76%	5%	19%	
The STRI senior leadership (e.g., Director)	58%	7%	35%	
STRI Administration (Human Resources, Legal, or Administration)	53%	11%	36%	
SI Civil Program	48%	3%	49%	

Block 4: Fieldwork

Q4.1 You indicated that you felt unwelcome, uncomfortable, or unsafe during fieldwork or work in a field research site while at STRI. How often do you conduct fieldwork?

Response	Frequency	Percent	Valid Percent	Cumulative Percent
Frequently (e.g., weekly or multiple times a month)	29	3.7	50	50
Occasionally (e.g., once a month)	12	1.5	20.7	70.7
Rarely (e.g., once a year or less)	17	2.2	29.3	100
Total	58	7.4	100	
Missing	729	92.6		
Total	787	100		

Q4.2 How often have you felt unwelcome, uncomfortable, or unsafe while conducting fieldwork?

Response	Frequency	Percent	Valid Percent	Cumulative Percent
Frequently	10	1.3	16.1	16.1
Occasionally	20	2.5	32.3	48.4
Rarely	31	3.9	50	98.4
Not sure	1	0.1	1.6	100
Total	62	7.9	100	
Missing	725	92.1		
Total	787	100		

Q4.3 In addition to the reasons you listed earlier in the survey, did any of the following make you feel uncomfortable or unsafe? (Select all that apply)

Response	N	Percent	Percent of Cases	
I was by myself in a remote area	16	13.70%	34.80%	
I (or we) did not follow a fieldwork safety manual or guide.	8	6.80%	17.40%	
I was not given prior training (either generally or specific to the site)	7	6.00%	15.20%	

Response	N	Percent	Percent of Cases	
My fieldwork training(s) and or manual(s) were not relevant to my needs in the field	6	5.10%	13.00%	
I did not have proper equipment	4	3.40%	8.70%	
I did not know how to leave safely and quickly	9	7.70%	19.60%	
The behaviors of members of the public	14	12.00%	30.40%	
Fear of violence or other potentially-criminal behavior (e.g., robbery by non-STRI individuals)	19	16.20%	41.30%	
Unknown area/terrain	11	9.40%	23.90%	
Other safety concerns (e.g., environmental hazards, animals, diseases). Option to specify:	23	19.70%	50.00%	
Total	117	100.00%	254.30%	

Q4.4 Please indicate what subject matter, if any, was covered in any fieldwork training(s) and or manual(s) that you received or followed. (Select all that apply.)

Response	N	Percent	Percent of Cases	
Professional conduct in the field	12	18.80%	20.30%	
Harassment in the field	6	9.40%	10.20%	
Not sure	15	23.40%	25.40%	
I did not receive or follow any training(s) or manual(s)	31	48.40%	52.50%	
Total	64	100.00%	108.50%	

Block 5: Job Characteristics

Q5.1 Are you currently a member of the STRI community (employee or affiliated in some other way)?

Response	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	393	49.9	58.3	58.3
No, not currently but I was in the past	281	35.7	41.7	100
Total	674	85.6	100	
Missing	113	14.4		
Total	787	100		

Q5.2 Which best describes your current or most recent affiliation with STRI?

Response	Frequency	Percent	Valid Percent	Cumulative Percent
Employee or Contractor	240	30.5	35.5	35.5
Scientific Visitor	436	55.4	64.5	100
Total	676	85.9	100	
Missing	111	14.1		
Total	787	100		

Q5.3 Select your position category:

Response	Frequency	Percent	Valid Percent	Cumulative Percent
I am on the Panamanian (local) payroll	173	22	76.2	76.2
I am a Smithsonian federal or trust employee	34	4.3	15	91.2
I am a grand-funded employee	3	0.4	1.3	92.5
I am a contractor	11	1.4	4.8	97.4
My position category is not listed above. Option to specify:	6	0.8	2.6	100
Total	227	28.8	100	
Missing	560	71.2		
Total	787	100		

Q5.4 Which position type best describes you?

Response	Frequency	Percent	Valid Percent	Cumulative Percent
Staff scientist	34	4.3	14.5	14.5
Scientific support staff (incl. scientific coordinators, lab managers, research technicians/assistants/aides)	71	9	30.2	44.7
Protection and security	12	1.5	5.1	49.8
Facilities and maintenance	35	4.4	14.9	64.7
Finance and administration	51	6.5	21.7	86.4
Education, communications, academic programs, advancement, library	24	3	10.2	96.6
Other position type. Option to specify:	8	1	3.4	100
Total	235	29.9	100	
Missing	552	70.1		
Total	787	100		

Q5.5 Which position type best describes you?

Response	Frequency	Percent	Valid Percent	Cumulative Percent
Fellow (incl. postdoctoral, graduate students, and other fellows)	150	19.1	34.9	34.9
Field course participant	38	4.8	8.8	43.7
Intern (incl. lab or field research assistant)	103	13.1	24	67.7
Research associate	81	10.3	18.8	86.5
Volunteer	21	2.7	4.9	91.4
Other scientific visitor. Option to specify:	37	4.7	8.6	100
Total	430	54.6	100	
Missing	357	45.4		

Total	787	100		

Q5.6 Which is your pay grade level?

Response	Frequency	Percent	Valid Percent	Cumulative Percent
Grade 12 and under	4	0.5	12.1	15.1
Grade 13 or 14	9	1.1	27.3	39.4
Grade 15	9	1.1	27.3	66.7
Above Grade 15: Senior Executive	5	0.6	15.2	81.8
Not sure	5	0.6	15.2	97
I do not have a Federal, Trust, or Wage Grade position	1	0.1	3	100
Total	33	4.2	100	
Missing	754	95.8		
Total	787	100		

Q5.7 Which is your salary level?

Response	Frequency	Percent	Valid Percent	Cumulative Percent
Below $15,000 per year	34	4.3	19.9	19.9
$15,000 to $30,000 per year	73	9.3	42.7	62.6
$31,000 to $45,000 per year	37	4.7	21.6	84.2
$46,000 to $60,000 per year	14	1.8	8.2	92.4
More than $60,000 per year	13	1.7	7.6	100
Total	171	21.7	100	
Missing	616	78.3		
Total	787	100		

Q5.8 Are you a STRI supervisor or in a supervisory-like role (e.g., an advisor, mentor, or sponsor)?

Response	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	77	9.8	33.8	33.8
No	144	18.3	63.2	96.9
Not sure	7	0.9	3.1	100
Total	228	29	100	
Missing	559	71		
Total	787	100		

Q5.9 Are you a mentor or advisor of other scientific visitors (do you advise or co-advise or act as co-mentor for one or more STRI visitors including interns, undergraduate or graduate fellows, research assistants, or volunteers)?

Response	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	119	15.1	27.5	27.5
No	301	38.2	69.7	97.2
Not sure	12	1.5	2.8	100
Total	432	54.9	100	
Missing	355	45.1		
Total	787	100		

Q5.10 In total, approximately how long have/had you been with STRI?

Response	Frequency	Percent	Valid Percent	Cumulative Percent
Less than 3 months	100	12.7	14.7	14.7
3 months up to a year	107	13.6	15.7	30.4
1-5 years	208	26.4	30.5	60.9
6-10 years	83	10.5	12.2	73
11-15 years	59	7.5	8.7	81.7
16-20 years	40	5.1	5.9	87.5
More than 20 years	85	10.8	12.5	100
Total	682	86.7	100	
Missing	105	13.3		
Total	787	100		

Q5.11 At which STRI facilities are you or were you most recently based and how often did you work or visit each?

Response	Primarily	Regularly	Infrequently	I do not use or visit this facility
Agua Salud	5%	2%	10%	84%
Ancon/CTPA	11%	5%	18%	66%
Barro Colorado Island	21%	13%	37%	30%
Bocas del Toro	13%	2%	22%	62%
Coibita	1%	2%	14%	83%
Gamboa	30%	16%	28%	26%
Fortuna	1%	1%	12%	87%
Metropolitan Park	2%	5%	20%	74%
Naos	20%	10%	21%	49%
Punta Culebra	4%	7%	17%	72%
Punta Galeta	2%	3%	21%	75%

San Lorenzo	2%	3%	12%	83%
Tupper	31%	30%	24%	16%

Block 6: Demographics

Q6.2 I am:

Response	Frequency	Percent	Valid Percent	Cumulative Percent
Female	348	44.2	51.6	51.6
Male	318	40.4	47.1	98.7
Nonbinary	8	1	1.2	99.9
Identity not listed. Option to specify:	1	0.1	0.1	100
Total	675	85.8	100	
Missing	112	14.2		
Total	787	100		

Q6.3 Do you identify as LGBTQIA+?

Response	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	94	11.9	14.2	14.2
No	557	70.8	83.9	98
Not sure	13	1.7	2	100
Total	664	84.4	100	
Missing	123	15.6		
Total	787	100		

Q6.4 My age is:

Response	Frequency	Percent	Valid Percent	Cumulative Percent
25 and under	58	7.4	8.7	8.7
26-30	138	17.5	20.8	29.5
31-35	126	16	18.9	48.4
36-40	85	10.8	12.8	61.2
41-45	71	9	10.7	71.9
46-50	55	7	8.3	80.2
51-55	43	5.5	6.5	86.6
56-60	36	4.6	5.4	92
61-69	40	5.1	6	98
70 and over	13	1.7	2	100

	665	84.5	100	
Total				
Missing	122	15.5		
Total	787	100		

Q6.5 Do you have a disability or chronic illness that affects how you work?

Response	N	Percent	Percent of Cases	
Yes - I have a disability that is visible (e.g., physical disability, blindness, etc.)	6	0.90%	0.90%	
Yes - I have a disability that is invisible (e.g., learning disability, hearing loss, ADHD, etc.)	37	5.50%	5.50%	
Yes - I have a chronic illness or illnesses	33	4.90%	4.90%	
No	599	88.70%	89.40%	
Total	675	100.00%	100.70%	

Q6.5_R Do you have a disability or chronic illness that affects how you work?

Response	Frequency	Percent	Valid Percent	
Yes	65	8.3	10.8	
No	539	68.5	89.2	100
Total	604	76.7	100	
Missing	183	23.3		
Total	787	100		

Q6.6 Which is your country of origin?

Response	Frequency	Percent	Valid Percent	Cumulative Percent
Missing(*)	153	19.4	19.4	19.4
Argentina	4	0.5	0.5	19.9
Australia	1	0.1	0.1	20.1
Austria	1	0.1	0.1	20.2
Belarus	1	0.1	0.1	20.3
Brazil	13	1.7	1.7	22
Bulgaria	1	0.1	0.1	22.1
Cameroon	1	0.1	0.1	22.2
Canada	14	1.8	1.8	24
Chile	2	0.3	0.3	24.3
China	2	0.3	0.3	24.5
Colombia	52	6.6	6.6	31.1
Costa Rica	13	1.7	1.7	32.8
Cuba	2	0.3	0.3	33

Czech Republic	1	0.1	0.1	33.2
Dominican Republic	1	0.1	0.1	33.3
Ecuador	4	0.5	0.5	33.8
El Salvador	2	0.3	0.3	34.1
Finland	2	0.3	0.3	34.3
France	3	0.4	0.4	34.7
Germany	16	2	2	36.7
Guatemala	1	0.1	0.1	36.8
India	2	0.3	0.3	37.1
Israel	2	0.3	0.3	37.4
Italy	3	0.4	0.4	37.7
Latvia	1	0.1	0.1	37.9
Mexico	9	1.1	1.1	39
Netherlands	6	0.8	0.8	39.8
New Zealand	2	0.3	0.3	40
Nicaragua	3	0.4	0.4	40.4
Nigeria	1	0.1	0.1	40.5
Panama	264	33.5	33.5	74.1
Peru	2	0.3	0.3	74.3
Poland	2	0.3	0.3	74.6
Portugal	2	0.3	0.3	74.8
Romania	1	0.1	0.1	75
Spain	2	0.3	0.3	75.2
Switzerland	3	0.4	0.4	75.6
Thailand	1	0.1	0.1	75.7
United Kingdom of Great Britain and Northern Ireland	10	1.3	1.3	77
United States of America	172	21.9	21.9	98.9
Uruguay	1	0.1	0.1	99
Venezuela, Bolivarian Republic of…	8	1	1	100
Total	787	100	100	

Q6.7 Which country is your primary residence?

Response	Frequency	Percent	Valid Percent	Cumulative Percent
Missing (*)	166	21.1	21.1	21.1
Argentina	3	0.4	0.4	21.5
Australia	2	0.3	0.3	21.7
Austria	4	0.5	0.5	22.2
Brazil	15	1.9	1.9	24.1

Canada	14	1.8	1.8	25.9
Chile	1	0.1	0.1	26
Colombia	31	3.9	3.9	30
Costa Rica	11	1.4	1.4	31.4
Denmark	1	0.1	0.1	31.5
Dominican Republic	1	0.1	0.1	31.6
Ecuador	2	0.3	0.3	31.9
Finland	1	0.1	0.1	32
France	1	0.1	0.1	32.1
Germany	18	2.3	2.3	34.4
Guatemala	1	0.1	0.1	34.6
Hong Kong (S.A.R.)	2	0.3	0.3	34.8
India	1	0.1	0.1	34.9
Israel	1	0.1	0.1	35.1
Italy	1	0.1	0.1	35.2
Latvia	1	0.1	0.1	35.3
Mexico	5	0.6	0.6	36
Netherlands	4	0.5	0.5	36.5
Nigeria	1	0.1	0.1	36.6
Panama	314	39.9	39.9	76.5
Peru	1	0.1	0.1	76.6
Spain	3	0.4	0.4	77
Sweden	1	0.1	0.1	77.1
Switzerland	4	0.5	0.5	77.6
United Kingdom of Great Britain and Northern Ireland	11	1.4	1.4	79
United States of America	164	20.8	20.8	99.9
Venezuela, Bolivarian Republic of...	1	0.1	0.1	100
Total	787	100	100	

Q6.8 With which of the following race and ethnicity categories do you identify? (Select all that apply.)

Response	N	Percent	Percent of Cases	
White	290	38.60%	43.80%	
Black	48	6.40%	7.30%	
Hispanic/Latinx	345	45.90%	52.10%	
Asian	23	3.10%	3.50%	
Indigenous	24	3.20%	3.60%	
Identity not listed. Option to specify:	22	2.90%	3.30%	
Total	752	100.00%	113.60%	

Q6.9 Which language(s) are you most comfortable using?

Response	Frequency	Percent	Valid Percent	
Spanish	216	27.4	32.1	32.1
English	214	27.2	31.8	63.9
Both Spanish and English equally	228	29	33.9	97.8
Language not listed. Option to specify:	15	1.9	2.2	100
Total	673	85.5	100	
Missing	114	14.5		
Total	787	100		

Q6.10 What is your highest level of education?

Response	Frequency	Percent	Valid Percent	Cumulative Percent
Basic education (pre-school, primary or elementary, secondary or middle school)	1	0.1	0.2	0.2
Some high school education	1	0.1	0.2	0.3
High school graduate, diploma or the equivalent	10	1.3	1.5	1.8
Some college/university, no degree	24	3	3.7	5.5
Trade/technical/vocational training	6	0.8	0.9	6.4
Associate's degree student	1	0.1	0.2	6.6
Associate's degree	2	0.3	0.3	6.9
Bachelor's degree student	33	4.2	5.1	12
Bachelor's degree	119	15.1	18.3	30.2
Master's degree student	33	4.2	5.1	35.3
Master's degree	100	12.7	15.3	50.6
Professional degree student	6	0.8	0.9	51.5
Professional degree	18	2.3	2.8	54.3
Doctorate degree (e.g., PhD) student	65	8.3	10	64.3
Doctorate degree (e.g., PhD)	231	29.4	35.4	99.7
My highest level of education is not listed	2	0.3	0.3	100
Total	652	82.8	100	
Missing	135	17.2		
Total	787	100		

Block 7: Suggestions for improvement

Q7.2 Please rate the importance of the following measures to ensure people at STRI are treated fairly.

Response	Not a priority	Low priority	Moderate priority	High priority
Additional training	6%	16%	41%	37%

Gathering regular feedback from individuals at all levels (incl. exit surveys)	2%	12%	43%	43%
Increased communication related to policies and expectations	2%	9%	46%	43%
Greater accountability when people treat others unfairly	2%	5%	20%	74%

Q7.3 Which of the following training topics would you like to see provided to the STRI community? (Select all that apply)

Response	N	Percent	Percent of Cases	
Respect in the workplace	354	21.30%	59.20%	
Implicit bias	344	20.70%	57.50%	
Bystander intervention	313	18.80%	52.30%	
Relationship boundaries	277	16.70%	46.30%	
Smithsonian/STRI anti-harassment policies	315	18.90%	52.70%	
Other:	30	1.80%	5.00%	
Additional training is not necessary	30	1.80%	5.00%	
Total	1663	100.00%	278.10%	

Q7.4 How can STRI better communicate harassment reporting processes, policies, and other resources? (Select all that apply)

Response	N	Percent	Percent of Cases	
Posters and signs at STRI facilities	307	17.50%	49.10%	
Regular emails with the information	284	16.10%	45.40%	
Presentations at staff meetings or other events	273	15.50%	43.70%	
Trainings and webinars	291	16.50%	46.60%	
STRI website and intranet	272	15.50%	43.50%	
Workforce and visitor onboarding materials	304	17.30%	48.60%	
Other. Please specify:	28	1.60%	4.50%	
Total	1759	100.00%	281.40%	

Appendix C: Associations

All Associations

	Staff/ Visitor	Payroll	Intern	Fellow	Salary	Super-visor	Advisor/ Mentor	Time at STRI	Vulner-able Site	Sex	LGBT+	Age	Disability	Country of Origin	Hispanic
Q5.2: Staff/Visitor								.446	.175	.088	.137	.363		.572	.217
Q5.3: Payroll						.366								.771	.383
Q5.5a: Intern							.300	.337	.113	.142	.201	.470	.086	.125	.112
Q5.5b: Fellow							.128	.182				.231		.327	.100
Q5.7: Salary						.681		.398*	.250			.379*		.212 (b)	
Q5.8: Supervisor		.366			.681			.274	.153	.181		.415		.429	.163
Q5.9: Advisor/Mentor			.300	.128				.471		.150		.368		.300	.257
Q5.10: Time at STRI	.446		.337	.182	.398*	.274	.471			.130	.192	.621*		.213	
Q5.11: Vulnerable Site	.175		.113		.250	.153						.163		.225	.140
Q6.2: Sex/Gender	.088		.142			.181	.150	.130			.111	.286		.168	
Q6.3: LGBTQIA	.137		.201					.192		.111		.229	.179	.148	
Q6.4: Age	.363		.470	.231	.379*	.415	.368	.621*	.163	.286	.229				.100
Q6.5: Disability			.086								.179			.143	.102
Q6.6: Country of Origin	.572	.771	.125	.327	.212 (a)	.429	.300	.213	.225	.168	.148		.143		.706
Q6.8a: Race/Hispanic	.217	.383	.112	.100		.163	.257		.140			.100	.102	.706	
Q6.8b: Race/White	.267	.535	.137	.136		.317	.329		.145			.103	.091	.762	
Q6.8c: Race/Black	.115					.163								.160	
Q6.8d: Race/Asian	.090							.135						.118	
Q6.8e: Race/Indigenous					.240 (b)							.131		.146	
Q6.9: Language	.374	.645	.121	.215	.280 (c)	.368	.282	.084	.163		.111			.850	.636
Q6.10: Education	.449	.692	.328	.438	.342*	.466	.440		.162	.229		.279*		.374	.381

Notes on the next page.

All associations were treated as comparisons of categorical variables, using variables as recoded for crosstab analysis.

Correlation coefficient for ordinal-on-ordinal variable analyses is Spearman's rho, designated in the table as (*). Association coefficient for all other analyses is Cramer's V.

Where ordinal-on-ordinal analysis was possible, the original variables were used for Age, Time at STRI, and Salary; the six-category recoded Education variable was used.

In analysis of Education on categorical variables, the six-category recoded Education variable was also used.

Note that lower left cells (below the black cells) are a mirror image of upper right cells.

For details on the nature of the association between variables displayed in this table, see crosstab analysis section for each job/demographic variable

COLOR KEY

Black	Self-association (= 1)
Gray	Association analysis not possible/ meaningful
Empty	No significant association between variables.
Green	Weak association (coefficient < .200)
Yellow	Moderate association (coefficient .200-.400)
Red	Strong association (coefficient >.400)

NOTES

(a) Although only five Panamanian payroll employees selected the United States as their Country of Origin, these respondents were conspicuously concentrated at the top of the Salary ladder.

(b) Although there were only 11 Indigenous respondents on the Panamanian payroll, they were conspicuously concentrated at the bottom of the Salary ladder.

(c) Although only five Panamanian payroll employees selected English as their preferred language, these respondents were conspicuously concentrated at the top of the Salary ladder.

Moderate and Strong Associations

	Staff/ Visitor	Payroll	Intern	Fellow	Salary	Super-visor	Advisor/ Mentor	Time at STRI	Vulner-able Site	Sex	LGBT+	Age	Country of Origin	Hispanic	White	Language	Educa-tion
Q5.2: Staff/Visitor								Strong				Mod.	Strong	Mod.	Mod.	Mod.	Strong
Q5.3: Payroll						Mod.							Strong*	Mod.	Strong	Strong*	Strong*
Q5.5a: Intern							Mod.	Mod.				Mod.	Strong				Mod.
Q5.5b: Fellow												Mod.	Mod.			Mod.	Strong
Q5.7: Salary						Strong*		Mod.	Mod.			Mod.	Mod.			Mod.	Mod.
Q5.8: Supervisor		Mod.			Strong*			Mod.				Strong	Strong		Mod.	Mod.	Strong
Q5.9: Advisor/Mentor			Mod.					Strong				Mod.	Mod.	Mod.	Mod.	Mod.	Strong
Q5.10: Time at STRI	Strong		Mod.		Mod.	Mod.	Strong						Strong*	Mod.			
Q5.11: Vulnerable Site					Mod.								Mod.				
Q6.2: Sex/Gender												Mod.					Mod.
Q6.3: LGBTQIA			Mod.									Mod.					
Q6.4: Age	Mod.		Strong	Mod.	Mod.	Strong	Mod.	Strong*		Mod.	Mod.						Mod.
Q6.6: Country of Origin	Strong	Strong*		Mod.	Mod.	Strong	Mod.	Mod.	Mod.					Strong*	Strong*	Strong*	Mod.
Q6.8a: Race/Hispanic	Mod.	Mod.					Mod.						Strong*			Strong*	Mod.
Q6.8b: Race/White	Mod.	Strong				Mod.	Mod.						Strong*			Strong*	Strong
Q6.9: Language	Mod.	Strong*		Mod.	Mod.	Mod.	Mod.						Strong*	Strong*	Strong*		Mod.
Q6.10: Education	Strong	Strong*	Mod.	Strong	Mod.	Strong	Strong		Mod.			Mod.	Mod.	Mod.	Mod.	Strong	

This table captures the associations that SOAR judged to be of greatest relevance to interpretation of crosstab findings.

Compared to the previous table, association coefficients have been replaced with simple designations of association strength

All weak associations have been deleted.

Especially strong associations (coefficient > .600) are designated with an asterisk (*)
Race variables other than White and Hispanic have been deleted. All associations with these variables were weak except one (Indigenous vs. Salary, moderate).

Strong Associations

	Staff/Visitor	Payroll	Intern	Fellow	Salary	Super-visor	Advisor Mentor	Time at STRI	Age	Country of Origin	Hispanic	White	Language	Educa-tion
Q5.2: Staff/Visitor	■							Strong		Strong				Strong
Q5.3: Payroll		■								Strong*		Strong	Strong*	Strong*
Q5.5a: Intern			■						Strong					
Q5.5b: Fellow				■										Strong
Q5.7: Salary					■	Strong*								
Q5.8: Supervisor					Strong*	■			Strong	Strong				Strong
Q5.9: Advisor/Mentor							■	Strong						Strong
Q5.10: Time at STRI	Strong						Strong	■	Strong					
Q6.4: Age			Strong			Strong		Strong	■					
Q6.6: Country of Origin	Strong	Strong*				Strong				■	Strong*	Strong*	Strong*	
Q6.8a: Race/Hispanic										Strong*	■		Strong*	
Q6.8b: Race/White		Strong								Strong*		■	Strong*	Strong
Q6.9: Language		Strong*								Strong*	Strong*	Strong*	■	
Q6.10: Education	Strong	Strong*		Strong		Strong	Strong						Strong	■

This table narrows associations to only those with a coefficient > .400.

Especially strong associations (coefficient > .600) are designated with an asterisk (*)