



## An Evaluation of the ADVANCEGeo Partnership Bystander Intervention Model

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The ADVANCEGeo Partnership program, funded by a National Science Foundation ADVANCE award in 2017, was designed to empower geoscientists to transform workplace climate, and has been recently adapted to other STEM disciplines as well. To date, the ADVANCEGeo Partnership has led over 230 workshops to institutions across the USA and Europe, in both virtual and in-person formats. A main strategy of ADVANCEGeo for organizational climate change is to enact interventions at the individual and collective level through behavior change education informed by intersectionality and ethics of care frameworks. The program uses a community-based model for bystander intervention and workplace climate education designed to give members of the academic community the knowledge and tools to identify, prevent, and mitigate harm from exclusionary behaviors that directly affect the retention of historically excluded groups in STEM.

Evaluation data from 81 workshops held between 2018-2022 were analyzed using a transtheoretical framework of behavioral change. All of these workshops used a consistent structure and length of presentation (averaging 2.5 hours overall). Thirty six workshops were conducted in-person (44%) and forty five workshops were conducted virtually (56%) using the Zoom platform. The workshops were conducted for a variety of audiences, including institutional leadership, academic departments, professional societies, research groups, and student groups. Each workshop included the same core components, though some materials in the presentation portion were tailored to the needs of the audience as requested. Evaluation results show positive increases in participant knowledge, satisfaction, and intent to change behavior directly after the workshop. An additional follow up survey that was disseminated approximately 6 months after the workshop provides evidence of longitudinal behavior change. These results demonstrate that the ADVANCEGeo Bystander Intervention model design successfully shifts behaviors in workshop participants, with an aim to create more positive workplace climates for all seeking to be a part of

STEMM.