Education is essential but action is also imperative for achieving the objectives of URGE. Therefore, each URGE topic is paired with deliverables for individual pods to draft and share. This deliverable is a safety plan, whether you work in a laboratory or in remote field settings.

Consider spaces in your organization as well as in the broader geosciences that have barriers to access for people of color. Much of the attention on this topic has been regarding field work but this also applies to spaces closer to home, e.g. a Black graduate student walking home late from lab work may be more likely to be stopped and questioned by police. Consider that Black, Brown, Indigenous, and other people of color will face different challenges from one another.

Suggested discussion questions:
- Where is your work done? Are these spaces uncomfortable or unsafe for people of color?
- What training does your organization require or offer? How often? Do you find this training effective? What would you introduce to make it more effective?

**Deliverable: Develop and publish a safety plan specific to your pod (lab, university, organization).** This safety plan should include a code of conduct as well as a process for reporting violations, as covered in your Complaints and Reporting Policy deliverable from Session 2. Outline training resources that are available and requirements for antidiscrimination, bystander intervention, and de-escalation training. For field work, include a racial risk assessment of sites, a pre-departure checklist of discussions within the field team, procedures for documenting incidents in the field, as well as additional required or supported training. This safety plan can (and should be) a work in progress that is revisited and refined.

- Example Safety Plan: (Demery & Pipkin, 2021) [www.preprints.org/manuscript/202008.0021/](www.preprints.org/manuscript/202008.0021/)
- Example Code of Conduct: Basin Research Group (under “Inclusivity and Diversity”)
- More Resources: [https://serc.carleton.edu/advancegeo/resources/field_work.html](https://serc.carleton.edu/advancegeo/resources/field_work.html)

Pods should upload their safety plans to the URGE website by 4/16/21. We also encourage pods to post on their organization’s website and share over social media (#URGEoscience & tag @URGEoscience). Sharing deliverables will propagate ideas, foster discussion, and ensure accountability.

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2. [https://notimeforsilence.org/](https://notimeforsilence.org/)