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.

**Background:**
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.

**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/](http://www.preprints.org/manuscript/202008.0021/)
- More Resources: [https://serc.carleton.edu/advancegeo/resources/field_work.html](https://serc.carleton.edu/advancegeo/resources/field_work.html)
Things to add in a formal code of conduct for labs and university departments: There's a lot of “unknowable” things in academia that require mentors to help you navigate. A formal code of conduct about the following things may help students navigate these things:

- Statement on mental health
- Normal working hours, holiday expectations (i.e., it’s okay to say no)
- How to discuss authorship
- Conference list and guidance on how to attend / seek funding
- Lead discussion about anti-racism in your lab regularly
- Peer-to-peer mentoring systems, formally, if possible
- Lab discussions about safety - how your action affect others

Regarding field work:

- Not everyone is “outdoorsy” - it doesn’t make you a bad scientist if you aren’t this way
- PIs should consider how they can accommodate everyone
- Field work isn’t always accessible e.g., many people need childcare and similar kinds of support with pets and so on
  - This support needs to be funded. Here’s NSF’s current policy: [https://www.nsf.gov/pubs/2010/nsf10032/nsf10032.jsp](https://www.nsf.gov/pubs/2010/nsf10032/nsf10032.jsp) which is pretty unaccessible
  - Need to mention childcare needs in grant writing by PIs and put the ball in the funders court.
  - Need grassroots push on program managers to support this

Other valuable things that came out of the conversation:

- Potentially going to our universities safety officer, including these topics formally in trainings
- Not holding meetings at night, or providing virtual options