Deliverable - Safety Plan

Here the UCI ESS Pod at University of California Irvine Earth System Department presents a draft of their safety plan, as well as what the pod would propose to change and improve.

Safety concerns

I. Conferences:

- Where? In hallways of large conference venues, and in adjacent bars and restaurants.
- Comfortable for BIPOC? Yes and no. Aspects that may be uncomfortable:
  - AGU & AMS are visibly white-dominated overall spaces, evident in the population but also some of the format of main events (e.g. traditions of the AGU awards banquet).
  - Increasingly white-dominated as the hierarchy of informal working meetings (e.g. lunch small groups, after-hours meetings at bars, etc.) move up rungs in the seniority ladder and thereby distills privilege.
- Comfortable and inclusive in general?
  - Barriers to introverts in the social energy assumed of typical conference interaction & schedules & format.
  - Barriers to class privilege in the assumptions of having e.g. airport essentials, carry-on luggage, and credit that can easily frontload ~$2k of debt reimbursed later.
  - International conferences may be inaccessible to undocumented students or students from specific countries due to Visa issues.

II. Off campus field trips / work:

- Anza Borrego/near the border
  - potentially unsafe for undocumented students
- Virtual field trips are good ways of getting experience without traveling
- Visits to student health center before international travel to receive vaccines and other
medication may be an uncomfortable experience

- **Cruises on research vessels and small ships**
  - Safety training is conducted weekly onboard research vessels, but not on small ships
  - Insurance is required of participants who are doing certain types of work, e.g. SCUBA diving away from campus
- **Land cruises (soil, vegetation collections/observations)**
  - Safety training is handled in various ways, and the link [https://ehs.uci.edu/safety/field-safety.php](https://ehs.uci.edu/safety/field-safety.php) provides guides as to steps that need to be taken e.g. trip planner, risks, insurance needed
- **Field work on ice sheet, or on marine vessels:**
  - Safety training is conducted onboard ship at arrival and weekly during the cruise
  - Safety training is conducted in the field on the ice sheet, or prior departure at a predefined site
  - CPR red cross training
  - registration to the global insurance program.

- **Comfortable and inclusive?**
  - Barriers to BIPOC who may have less exposure to field work in remote areas and do not have proper gear for field work e.g. hiking and SCUBA gear
  - PIs should provide proper gear and advice and training to make the experience safe and enjoyable
  - International field trips may be inaccessible to undocumented students or researchers from specific countries due to Visa issues.

### III. On campus

- **Facilities**
  - NMR, Mass Spectrometry, Keck AMS (Physical Sciences), SEM (Engineering)
  - Swimming pool (training for work in aquatic settings, e.g. skin diving, etc.)

- **Outside areas on campus where samples are taken, and experiments are conducted**

- **Comfortable and inclusive?**
  - Barriers to BIPOC include white-dominated heads of facilities that may make the experience less comfortable than for some others
  - Mentoring by PI and fellow group members, sharing information and strategies for dealing with challenges while conducting research on campus (e.g. handling questions from passersby and maintain control of your work)

### Current safety trainings and requirements

- Mandatory training is uneven, exceptions are First Aid/CPR and SCUBA certification for work done off site; effectiveness is variable
● Voluntary training (see resources)
  ○ [https://care.uci.edu/greendot/](https://care.uci.edu/greendot/)
● Safety forms before fieldwork
● No training on norms, expectations, or code of conduct surrounding national conference attendance and comportment., best practices for inclusivity.
  ○ Gap that could be filled.

Recommendations

I. **Conferences:**
● More Zoom, even post-pandemic, would make conferences more accessible (reduces need for travel, cost, be inclusive of introverted scientists, etc.)
● Default policy of pre-payment for travel as a department could remove financial inclusivity barriers.
● PIs should help manage student's schedules (plan ahead to make introductions, bringing them to dinners). PIs committing to honing their schedule *ahead of time* is one way to maximize group inclusivity opportunities, avoid spontaneous meetings that can be prone to exclusion.
● ESS happy hour/alumni night for department would be obviously inclusive. Even if no budget exists, a self-organized event at main conferences helps cohesion.
● Departmental Schedule of student presentations, would make it easy for students to support other students.
● Making sure the students have a place to stay / a buddy / reduce intimidation.
● Intentional planning of schedule and meetings to include BIPOC
● Speaking up in a peer environment, especially by someone with power (example of “truncating” situations of “men in a mob mentality”)
● Make voluntary trainings more visible/required

II. **Field Work:**
● Create a departmental checklist or refer to UCI Field Safety Plan ([https://ehs.uci.edu/safety/field-safety.php](https://ehs.uci.edu/safety/field-safety.php))
  ○ Refer to department travel webpage ([https://www.ess.uci.edu/internalESS/travel](https://www.ess.uci.edu/internalESS/travel))
  ○ Insurance (register for travel insurance)
  ○ Health (e.g. vaccinations/medications)
  ○ Register trip with the University
  ○ Safety trainings (first aid)
  ○ Discussion of social/cultural norms at travel destination
  ○ Example: [https://ecoevo.bio.uci.edu/fieldwork-travel-checklist/](https://ecoevo.bio.uci.edu/fieldwork-travel-checklist/)
● Sleeping arrangements: All students should have the option to private sleeping quarters
● Add a racial risk assessment section
● Add a pre-existing conditions section that may require special dietary accommodations
or access to certain equipment (i.e. diabetics often need to store insulin in a fridge or cooler)

- Add a daily schedule or itinerary section to better prepare all participants
- Make sure to include additional resources for those who experience sexual assault and harassment
  - Can help with emergency/urgent travel = [http://oeod.uci.edu/](http://oeod.uci.edu/)
  - List of resources based on location = [https://faculty.sites.uci.edu/tresederlab/resources-available-for-responding-to-sexual-assault-or-harassment-during-field-work-travel/](https://faculty.sites.uci.edu/tresederlab/resources-available-for-responding-to-sexual-assault-or-harassment-during-field-work-travel/)

- Develop a communication plan
  - This includes both how the team will communicate to each other in the field, as well as to a supervisor/PI who may not be in the field
  - Evaluate cell phone coverage before travel, if cell phone coverage is not available, is landline or wifi alternative options?
  - Discuss frequency of communication with supervisor (once a day, upon entering or exiting the field, etc)

**Code of conduct**

- We suggest adhering to the [UC Irvine code of conduct](https://www.orangetheoryfitness.com) and suggest adding the following:
  - All field participants must have access to transportation and communication whenever possible to provide an “out”
  - Emphasize that not following the code of conduct may result in dismissal from the program as well as other negative consequences
  - Encourage bystander intervention and recommend training

**Resources**

- Field
  - Responding to Sexual Assault or Harassment During Fieldwork Travel ([https://ecoenvio.bio.uci.edu/resources-responding-sexual-assault/](https://ecoenvio.bio.uci.edu/resources-responding-sexual-assault/))
  - Departmental travel ([https://www.ess.uci.edu/internalESS/travel](https://www.ess.uci.edu/internalESS/travel))
  - International travel for faculty and staff ([https://global.uci.edu/for-faculty-staff/](https://global.uci.edu/for-faculty-staff/)) and students ([https://global.uci.edu/for-students/](https://global.uci.edu/for-students/))

- Trainings
  - Bystander intervention ([https://care.uci.edu/greendot/](https://care.uci.edu/greendot/))

- Reporting violations
  - see deliverable from [session 2](#)