Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) is a community-wide journal-reading and policy-design curriculum to help Geoscientists unlearn racism and improve accessibility, justice, equity, and inclusion (AJEDI) in our discipline. URGE’s primary objectives are to (1) deepen the community’s knowledge of the effects of racism on the participation and retention of black, brown, and indigenous people in Geoscience, (2) use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies, and (3) share, discuss, and modify anti-racist policies and strategies within a dynamic community network and on a national stage. By meeting these objectives, we hope that Geoscience departments and societies will be able to implement a well-researched crowdsourced group of anti-racist policies.

**Deliverable - Safety Plan**

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, a process for reporting violations, (as covered in your Complaints and Reporting Policy deliverable from Session 2), and outline consequences. 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/v1](www.preprints.org/manuscript/202008.0021/v1)
- 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)
UC Davis Safety Plan Resources

Codes, Manuals, Plans

- University “Code of Conduct” is our Principles of Community. Within the Earth & Planetary Sciences Department, there is a Diversity Statement that also addresses reporting of issues.
- In general, issues of harassment, sexual harassment, discrimination, sexual violence, hate, and bias are dealt with through the Harassment and Discrimination Assistance and Prevention Program. The reports to this office can be anonymous or non-anonymous.
- There is a UC Field Safety manual that includes some guidance on issues associated with gender, race, harassment, and bias. The manual includes an example of a UCI Field Station Code of Conduct.
- There is a UC Davis Field Safety Checklist but the template does not explicitly include issues of bias, discrimination, harassment or racism. “Training” for field work commonly includes Wilderness First Aid but no mandatory training in racism or bias.

Training

- Training in Implicit Bias, Harassment Prevention, Diversity, Ant-Bullying and similar topics are available to students, faculty and staff. People in a supervisory role are required to complete training in Title IX and related topics every two years.

Things that can/should be added or modified in these resources

- Field safety checklist for field-going departments/institutes that includes these issues
- Code of Conduct for specific field stations or field locations that builds upon Principles of Community
  - This should be something that delivers consequences, but also has a path for “lower stakes” resolutions for people to learn and fix problems
- “Mandatory” training - meaning can we develop a culture where training in these issues is expected and normed?
- Avenues for reporting issues regarding discrimination of any kind are clearly stated
- Safe exit strategies should be considered
- Options for field experiences - some that are more/less remote, or 1 day versus multi day
- Adding training for instructors and TAs for field courses specifically in terms of mental health (e.g., Mental health gatekeeper training, offered by UC Davis)
- The UC Davis EPS ARAC could be asked to develop policies related to field teaching

Moving beyond policies and procedures

- Changes in culture
- Reckoning with barriers to field experiences
- Money
  - Scholarships for field experience (compensate for lost salary)
  - Readily available research funds
- Gear (more challenging for femms)
- Ability / Disability
- Racism / isolation
- Land / sovereignty / Indigenous places
- Make money available for field funds without forcing people to apply for it
- Have students fill out forms following field excursions (exit surveys/alumni surveys)
  - Specific questions about whether teachers/leaders made students feel safe

**General Resources**

Guidelines and examples of Codes of Conduct can be [found here](#).

**Ten steps to protect BIPOC scholars in the field.**

Resources for [inclusive and accessible](#) field work.

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.

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