

Deliverable - Plankton Pod 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 work⁴ 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 training⁵. 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/202008.0021/⁶
- Example Code of Conduct: [Basin Research Group](#) (under “Inclusivity and Diversity”)
- More Resources: 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.

¹R. E. Bernard, E. H. G. Cooperdock, No progress on diversity in 40 years. Nature Publishing Group. 11, 1–5 (2018). ²<https://notimeforsilence.org/>

³<https://www.change.org/p/geoscientists-call-for-a-robust-anti-racism-plan-for-the-geosciences>

⁴www.sciencefriday.com/segments/making-outdoors-inclusive

⁵J. Anadu, H. Ali, C. Jackson, Ten steps to protect BIPOC scholars in the field, Eos, 101, DOI: [10.1029/2020EO150525](https://doi.org/10.1029/2020EO150525) (2020). ⁶A.J.C. Demery, M.A. Pipkin, Safe fieldwork strategies for at-risk individuals, their supervisors and institutions. Nat Ecol Evol, (2021).

Plankton Pod Safety Plan

Laboratory Code of Conduct

Dr. Antonietta Quigg's Phytoplankton Dynamics Laboratory values each of its members' safety and wellbeing. In order to ensure that each lab member feels included, cared for, and treats others as such, a laboratory code of conduct has been established and discussed by all lab members. This code of conduct is meant to be a living document and should be reviewed and updated at least once a year. Changes must be agreed upon by each member and no member should be excluded in the discussion. Upon a new member's arrival, the code of conduct must be discussed. This will ensure that each member understands their responsibility for their peers and the responsibility of the lab to create an inclusive, caring environment, so that novel science can be performed.

1. Words/actions should be appropriate, considerate, and inclusive. Our lab should be setting the example of what it means to create an environment where all people, regardless of race, gender, sexuality, culture, disability, religion, etc. can thrive.
2. Uplift one another in successes and setbacks.
3. Harassment and sexist, racist, or exclusionary jokes are not appropriate and will not be tolerated.
4. Be mindful of talking over others when discussing in groups, and encourage active listening of others and their ideas.
5. Actively create a welcoming environment where lab members feel free to voice issues/grievances without fear of unwarranted retribution.
6. Ensure all lab members have completed, and understand content of, required title IX and anti-discrimination training courses within the first month of becoming a lab member.
7. Include and give experience to all lab members interested in field work and lab experiments.
8. Each lab member should carefully review the ethics of scientific publication and authorship, as well as understand the roles of an author in research.*
9. Before beginning an experiment the expectations of each lab member and researcher involved should be thoroughly detailed. Each participant should be included in a meeting to go over the steps of the experiment and the effort required of each person.
10. Laboratory members should feel open to share negative experiences at the institution so that others can avoid such negative transgressions and work in adjusting the institutional issues for the benefit of future lab generations.

*Our lab members will follow the publication ethics described in "Publication ethics: Role and responsibility of authors" by Singhal and Kalra. Publications add to the credibility of the research and bring recognition, therefore they are a cornerstone of working in academia. An author is an individual who fulfills enlisted criteria collectively: (1) substantial contributions to conception and design; (2) acquisition, analysis, or interpretation of data; (2) drafting the publication or revising it critically for its intellectual content; and (3) final approval of the

version to be published. Individuals who have provided technical services/translating text/identifying patients for study/supplying material/providing funds/applied statistics/medical writers are not eligible for authorship. However, all those contributors who do not meet the criteria for authorship should be listed in the acknowledgement section. Authorship of articles must be honest, reliable, trustworthy, and transparent.

Field Work Safety Plan

Scientists have the great benefit to learn and research in the field. Field work involves working outside the comfort of the lab and potentially encountering uncomfortable or unsafe conditions. For these reasons, the Plankton Dynamics Laboratory has created a field work safety plan and seriously considers the safety and inclusivity of each field opportunity. A laboratory member feeling unsafe, unequipped, or inadequate in field experiences will not be tolerated and it is the responsibility of our entire lab to make sure each member feels safe and valued when engaging in field work. Below are some guidelines to ensure this. These are to be frequently discussed and should be reassessed and improved if necessary at least once a year. New members should always be included in these discussions during the early stages of joining the lab.

1. If working in an area that is interacting with members of the public, have clear badges/safety vests to avoid unwanted interactions or questions.
2. Have a pre-trip meeting where a packing list and daily schedules are discussed.
3. Offer to help new or inexperienced members of the lab with field protocol until they become more comfortable.
4. Check-in on lab members throughout the trip to make sure they are comfortable and not being left behind.
5. Report any incidents to Dr. Quigg immediately.
6. Establish a point of contact (person outside of the lab) that can help aid in any discussions of concern or worry.
7. Avoid going into the field alone. Ensure lab members are equipped with at least one partner.
8. Time leading up to the field work should include researching the field area, including the areas demographics, special cultural customs, and list potentially dangerous interactions.
9. If it is determined that some interactions may be uncomfortable or dangerous, the field work should be reassessed for importance and a plan of action for each interaction should be detailed to protect laboratory personnel.