

URGE

Unlearning Racism in Geoscience



UNIVERSITY OF MINNESOTA

Safety Plan

This is what was discussed by the Breccia pod at the University of Minnesota – Twin Cities on Policies for Working with Communities of Color as well as plans for improved processes and/or needed resources.

The links to the university and the school's codes of conduct are provided on the school's website: <https://cse.umn.edu/esci/codes-conduct>

- The University provides detailed guidelines on students **Code of Conduct** and general community standards.
- General information on community conduct can be found on the University's **Community Standards** webpage. The University policy prohibits sexual harassment of any kind by anyone.
- The Department of Earth & Environmental Sciences Codes of Conduct and procedures for handling Workplace Issues are as follows:
 - **Code of Conduct**
 - **Field Code of Conduct**
 - **Field Course Sexual Misconduct Policy**
 - **Resource Guide for Workplace Issues**

Departmental students and personnel should acknowledge that they have read and understand these policies.

- Field code of conduct may be modified in the future with the input from EOAA and Title IX for consistency with the university's policy and the usage of language.
- MGS is using University's but should have it's own field code of conduct.

Related to Where We Work

- Working in the evening and encountering UMPD; increase everyone's visibility (e.g., photos on the entrance monitors)
- Addressing challenges with power dynamics; have multiple mentors

Related to Field Work

- Issues: field work where many/most residents carry guns; field work that requires a lot of physical activities; field work doing alone in rural areas, approached by strangers
- Field school requires that everyone to be someone all times; if found alone, the student fails the course. – **No body should be in the field alone for physical safety.**
- How to craft a group that can cope with a range of potential challenges in the field, including social dynamics and cohesiveness?



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- Students learning how to work in a group is critical in making everyone safe and comfortable. **Could we provide a training for undergraduate students on group work/communication and self-advocacy explicitly before the field camp.** This can also allow us to provide a consistent message for all field camps. **Written check-ins** are useful to make sure everyone is okay during the (hydro) field camp (e.g., twice during the camp; daily; with a prompt directly related to group dynamics). Let's normalize check-ins. Discuss how to manage stressful or uncomfortable situations before issues arise. Build and agree on a team contract at the beginning of the field camp.
- It'll be good to have a policy or guidelines for field assistants.
- We should have a standard set of policies, and encourage each group or each camp to modify/include more specific guidelines; lab specific protocols/policies in line with general department ones