



We recognize that a Safety Plan is a work in progress. It requires constant review and adaptation for different groups participating in varied scholarly venues (field, training programs in communities less diverse than those from which they are accustomed, national meetings, etc.).

We further recognize that there is not currently a university-wide review process under Research Integrity and/or Engagement and Outreach for vetting field safety. There is also not a set of protocols programs can use to ensure we provide a comfortable space for participating scholars & educators of color. These are issues and challenges we will raise with the Office of Research, Economic Engagement and Outreach.

Until there are comprehensive University safety plans in place or system-wide procedures and templates for generating them, we will develop and employ our own Safety Plan, developed from a template of the following recommendations.

Leitzel Center Safety Plan - General Recommendations

- 1. For visiting cohorts, using the community code of conduct model, we will undertake, during orientation, opportunities to review, build and adapt Safety Plans that are relevant for the programming and types of activities. We will ensure the plans address the full scope of scholarly activities (lab, field, professional meetings).**
- 2. UNH should plan to build and distribute a residential Safety Plan that has been reviewed by Resident Life at UNH for visiting scholars of color who stay in residence at UNH.**
- 3. The Leitzel Center will supplement the existing protocols for the protection of minors from Youth Programs to provide additional guidelines and reporting information to ensure all participating families know the Leitzel Center values programs and spaces where everyone feels comfortable and ready to learn. Further we will leverage positions of leadership with the campus Youth Programs to include a review of practices and guidelines for ensuring participants of color are comfortable.**
- 4. We will request to have our fieldwork safety plans reviewed by our collaborators from appropriate places (departments, UNH Global, etc.). Safety Plans developed by the Leitzel Center will include:**
 - a. Fieldwork Code of Conduct**
 - b. Review of state laws for the location**
 - c. Review of documented racial incidents in surrounding towns**

5. We will provide participants and participating families with appropriate reporting information for incidents of bias and as any other circumstances require. Currently this form is the [incident reporting form](#).

In seeking information on developing our safety plan, our pod has learned the University, through Extension and Outreach, is assembling best practices safety recommendations for programming, inclusive of developing policies. We will seek to be a part of this process.

The Leitzel Center staff for programming will be encouraged and supported to pursue additional training to assist in developing and implementing the Safety Plan and as well promote programming that proactively addresses and includes key elements of safety plans or strategies for successfully enhancing safety in communities. These may include:

- Civil Rights online training provided to Cooperative Extension staff;
- [Social Justice Education \(SJE\)](#) professional development and customized training;
- [UNH Power Play](#); and,
- [Bringing in the Bystander](#).