

URGE

Unlearning Racism in Geoscience



Safety Plan for The College of Wooster Department of Earth Sciences DRAFT

Our safety plan is a work in progress. Currently borrowed language comes from the following sources:

Red – NAGT https://nagt.org/nagt/about/nagt_policies.html (also same as GSA)

Blue – HHMI <https://hhmicdn.blob.core.windows.net/policies/Expectations-for-HHMI-events>

Purple – [Ten Steps to Protect BIPOC Scholars in the Field](#)

Orange - (Demery & Pipkin, 2021) www.preprints.org/manuscript/202008.0021/

Green - [Basin Research Group](#) (under “Inclusivity and Diversity”)

Brown – Keck <https://keckgeology.org/wp-content/uploads/Keck-Project-Director-Handbook-2019-2020.pdf>

Dark red – AGU https://www.agu.org/-/media/Files/Learn-About-AGU/AGU_Scientific_Integrity_and_Professional_Ethics_Policy_document.pdf

Our Commitment to a Diverse, Inclusive, and Thriving Community

ESCI is committed to fostering a diverse, inclusive, and thriving community in which persons of all identities and from all backgrounds feel welcome, safe, and supported. Members of our community and participants at ESCI-supported events can expect a collaborative environment in which they are valued, respected, and treated with dignity. This requires a community free of discrimination, harassment, bullying, and intimidation. Behaviors that do not uphold the highest standards of our inclusive culture are not tolerated. This Code of Conduct applies in all venues, including classes and labs, field work and other off-campus trips, research programs, employment settings, on-line forums and discussions, and social gatherings.

The ESCI Code of Conduct is not a legal document; it aligns with and supplements The College of Wooster's [Policy on Non-Discrimination](#) and [The Scot's Key](#).

Expectations for Members of our Community

ESCI expects all members of our community to contribute to a harassment-free experience for everyone, regardless of gender identity and expression, sexual orientation, disability, physical appearance, political or other opinion, socioeconomic status, citizenship, language, ethnic or national origin, race, age, and/or religion.

All members are expected to:

- Treat others with respect, consideration, and kindness. Be collegial and collaborative.
- Communicate with civil attitudes, critiquing ideas rather than individuals. Frame discussions as openly and inclusively as possible.
- Be aware of how language or images may be perceived by others. All communication, be it online or in person, should be appropriate for a professional audience and be considerate of people from different cultural backgrounds. Sexual language and imagery are not appropriate at any time. Harassment and sexist, racist, or exclusionary jokes and comments are not tolerated. Offensive and unwelcome behaviors, even if intended as "humor," are not permitted.
- Obey the rules and policies of The College of Wooster and any other venue where you are representing ESCI.
- Alert ESCI leadership if you notice someone in distress, or perceive a potentially dangerous situation, or witness a dangerous situation.
- Immediately comply with requests to stop behavior that is not consistent with ESCI expectations and/or policies.

Process for Reporting Violations

If you experience or witness unacceptable behaviors, please notify ESCI or The College through one of the following methods:

- Contact an ESCI member with a designated leadership position (e.g., faculty, staff, TA, ZI) in-person, online, or by phone.
- Complete the [Discrimination and Bias-related Harassment Form](#).
- Complete the [Sexual Misconduct, Sexual Harassment, Relationship Violence, and Stalking Reporting Form](#).
- Call the anonymous tip line at 330-263-2337.
- Consult the [Discrimination and Bias-Related Harassment site](#) for additional reporting options depending on whether the issue involves students, staff, faculty, or community members.

If the situation is an emergency, CALL 911 or contact The College of Wooster's Security and Protective Services at 330-287-3333. **Anyone experiencing or witnessing behavior that constitutes an immediate or serious threat to health or safety, or a criminal act, should also take actions necessary to maintain their own personal safety.**

Training Resources and Requirements

ESCI leaders are trained to anticipate and respond responsibly to health, safety, harassment, discrimination, and security issues. Several campus offices and college affiliates (APEX, CDI, GEO, Chem-Tech) provide training on antiracism, bystander intervention, [SafeZONE training](#), risk management, emergency response, lab safety, field safety, and first aid. Trainings may be routinely scheduled or offered on an ad-hoc basis. We encourage members of our community to take advantage of institutionally-provided training to responsibly manage their own well-being and uphold the standards of our inclusive culture.

Off-campus Considerations

ESCI is committed to creating off-campus experiences that are welcoming to everyone. People with disabilities, LGBTQ+, BIPOC, and those from other marginalized groups commonly experience discrimination and harassment in off-campus geoscience settings, such as at field sites, external labs, and professional conferences. ESCI leaders and participants should be aware of additional health and safety measures that apply in all ESCI-supported off-campus events.

The ESCI Off-Campus Considerations aligns with and supplements the [Health & Safety policies of The College of Wooster Global Engagement Office](#).

Discrimination and Harassment Risk Assessment of Off-Campus Sites

Prior to leading any off-campus program, leaders will consider the experiences of underrepresented participants and do the following:

- Participate in training to **increase safety, promote awareness,** and **learn ways to address potential discriminatory attitudes** that underrepresented participants may encounter.
- Lead collaborative discussions to identify discriminatory incidents that could occur and encourage bystander interventions among participants.
- Reach out to off-campus partners (e.g., **field/lab managers,** landowners, conference organizers, local authorities, businesses, community leaders) to **inform them when/where the group will be at those sites,** provide early notice of the diverse nature of the participants, and **clearly demonstrate affiliation with ESCI to provide additional credibility.**
- **Contact the Global Engagement Office** for assistance with **researching the site, identifying potential risks,** and strategies for **best managing risk.**
- **Self-educate on the politics, demographics, culture, and previous risk cases of the site to be fully aware of potential risks.**
- **Create a risk management plan using the [Global Engagement Office's checklist.](#) This document details potential risks and identifies mitigation strategies. Copies of the plan should be carried with the participants as well as left in the workplace/lab/ESCI office.**
- **Arrange safe housing accommodations, including the ability to secure food, safe travel to and from sites, and supportive points of contact in the local community.**

During the program, leaders will:

- Encourage **self-awareness of one's own privilege** in participants from majority identity groups to spur strong allyship.
- Introduce all participants to the host community and other stakeholders.
- **Provide materials to clearly identify participants and their purpose (e.g., name tags, signs for vehicles and field sites, safety vests, etc.).**
- **Create time and space to talk to participants about safety concerns, validate participant experiences, and modify the experience so that participants can continue safely.**
- Document hostile encounters, regardless of severity.
- Address incidents of discrimination when they happen.

Strategies to Minimize Risk

Participants should follow these strategies to minimize risk:

- Familiarize yourself with the site, including culture, language, and protocols for health, safety, and security. Ask the leader to clarify participant expectations.
- **Work with another person, when possible. When this is not possible, make the leader aware of your whereabouts and expected schedule.**

- Always carry credentials, including photo ID and relevant permits. Any additional form of identification that clearly demonstrates affiliations with ESCI can also be helpful.
- If at any time you feel unsafe, contact the leader to discuss ways to modify the experience.

Pre-Departure Discussion Checklist

Prior to departure, the participants should discuss:

1. The risk management plan, including risks, preparations to minimize risks, reporting mechanisms, and emergency contingency plans.
2. Site culture, policies, and laws, particularly for international locations for which the scale of risk can be higher. Become aware of laws and customs, current political situations, and actual degree of law enforcement.
3. Expectations for participant behavior and ethical conduct related to the program activities.

Documenting Incidents Off-campus

Incidents that occur off-campus can be reported in the same manner as on-campus incidents (See Process for Reporting Incidents). Leaders and participants should follow the APEX Crisis Ready Plan and are encouraged to consult with the [Director of the Global Engagement Office](#) or the [Title IX coordinator](#), as appropriate.

Additional Training and Resources

- [The 5D's of Bystander Intervention Training by hollaback!](#)
- [ADVANCEGeo Partnership Resources to transform workplace climate](#)
- [Keck Geology Consortium Project Director Handbook](#)