

URGE

Unlearning Racism in Geoscience



URGE Safety Plan for Grand Valley State University, Grand Rapids Community College, and Muskegon Community College

1. Code of Conduct: adapted from [University of Kansas Code of Conduct statement for the Center for STEM Learning](#)
 - a. A Safe Space: We will work to create a positive work environment where all individuals:
 - i. Respect the dignity and worth of others
 - ii. Are open to other ideas, beliefs, and perspectives, even if they challenge us
 - iii. Perform our responsibilities with integrity, professionalism, and honesty
 - iv. Are accountable for our actions
 - v. Are transparent in are decision-making processes
 - vi. Feel comfortable sharing our experiences
 - vii. Do not tolerate violence, harassment, or hate speech or any misconduct or unacceptable behavior outlined below.
 - b. Our Expectations: We will put our values into action
 - i. **Conduct:** Build an inclusive environment where we act with honesty and accountability, and fulfill our obligations while treating others with others with courtesy, respect, equity and fairness.
 - ii. **Acknowledgement:** Consistently acknowledge the work of all contributors.
 - iii. **Environment:** We are all responsible for creating safe, open, and productive environments for our work which honors privacy and confidentiality and is characterized by integrity, respect, fairness, trustworthiness, and transparency. This includes training members of our community to be aware of (physical, social, emotional) hazards in their surroundings and how to intervene (see “Intervention” below)

- iv. **Non-peer Relationships:** Respectful treatment of all individuals will be coupled with a sensitivity to the power imbalance in a relationship (example: student/advisor relationship).
 - v. **Public Communication:** In professional settings including social media platforms, we will limit our comments to our areas of expertise and refrain from personally critical comments.
 - vi. **Adherence to Law and Policies:** Members will be aware of and adhere to laws, institutional policies, and this Code of Conduct in their professional behavior.
 - vii. **Intervention:** Supported by leadership, we will learn how to positively intervene when made aware or witnessing misconduct or suspected misconduct including discrimination, harassment, bullying, or other irresponsible behaviors. We will come together to care for the (physical, social, emotional) well-being of all members of our community.
 - viii. **Reporting:** We will promptly report misconduct we witness or of which we become aware. See the reporting section of this document. (need to get this from session 2 documents)
 - ix. **Misconduct and unacceptable behavior:** We will not engage in discrimination, harassment, bullying, micro-aggressions, dishonesty, fraud, misrepresentation, coercive manipulation, censorship, or other misconduct. This applies to all professional settings.
- c. Policies:
- i. Policies should be explicit, transparent, and easily accessible to all members of the community
 - ii. Communication is key and should be conducted without assumptions and with an avenue for confidentiality
 - iii. Develop a protocol for code of conduct to be shared and discussed in determined settings (e.g. classroom, field trips, department meetings...)
2. Reporting process (aligns with Complaints and Reporting policy from session 2):
- a. Follow Complaints and Reporting policy from session 2
 - b. Like policies above, the process for reporting incidents should be explicit, transparent, and easily accessible to all members of the community
3. Examples of beneficial training:
- a. GVSU:
 - i. [Intervention Strategies](#) (this is geared towards sexual harassment/assault)
 - ii. [Resolution Pathways](#) (conflict resolution between students)
 - b. MCC: Title IX training is required
 - c. GRCC: Suggestions
 - i. ODEI [Institute for Healing Racism](#)
 - ii. ODEI [Intergroup Dialogue Training](#)
 - iii. ODEI [Cultural Competence Institute](#)

- iv. CTE [Trauma Informed Teaching and Learning](#)
 - v. Workforce Training: [Navigating Conflict with an Open Mind](#)
 - vi. I would like to suggest a bystander intervention course and de-escalation training to CTE
4. Preparation work for specific events (Off campus events including conferences and meeting, field trips, field work, etc)-see [example on GVSU website](#)
- a. Safety assessment of sites
 - i. Fill out a safety plan ([example from GVSU](#)) and summarize safety concerns and risk control. Update safety plan to include race-based aggression and violence.
 - b. Pre-departure checklist of discussions within the field team
 - i. Go over safety plan
 - ii. Outline protocol for addressing incidents
 - iii. Go over code of conduct statement (work in progress above)
 - c. Procedures for documenting incidents in the field
 - d. Additional required or supported training