



Unlearning Racism in Geoscience

This is what was found by Huliāmahi at the University of Hawai'i at Mānoa for the URGE deliverable: Safety Plan for the Laboratory, Department, and University.

DRAFT (12-Apr-21)

- 1. Code of Conduct for the Department of Earth Sciences.** Our department has a code of conduct, including information about reporting and resolution of conflicts, that may be accessed at the following link immediately off the department's home page:
[http://www.soest.hawaii.edu/GG/resources/docs/EARTH Guidelines Ethical Professional Conduct.pdf](http://www.soest.hawaii.edu/GG/resources/docs/EARTH_Guidelines_Ethical_Professional_Conduct.pdf)
- 2. Field trip safety.** Our department website has a page dedicated to field trip guides for use in supervised course expeditions. *We don't seem to have a safety plan for field trips*, but this would be a good location to post one for access by all. See below for resources on this topic. [Note: Colleagues previously organized safety training as part of the orientation for incoming Earth and Ocean graduate students, but this training is likely no longer being done.]
http://www.soest.hawaii.edu/GG/resources/gg_field_trips.html
- 3. Training resources for antidiscrimination, bystander intervention, and de-escalation of conflicts.** Our department does not seem to have any training available on these topics, but some are provided and/or required by the University. For example, all faculty must complete Title IX training on "Preventing Harassment and Discrimination" every two year (yearly for students), and the UH Office of Institutional Equity (Title IX) has recently developed a Workplace Non-Violence Training. *The University does not seem to provide specific training on bystander intervention or de-escalation of conflicts.* [Note: Colleagues organized a one-off bystander training several years ago, facilitated by a Professor for Women's Studies.]
<https://www.hawaii.edu/titleix/training/online-training-employees/>
- 4. General safety.** The University Department of Public Safety maintains a detailed website with information that is available to all students, staff, and faculty. This information includes aspects of Security, Fire Safety, Sexual Assault or Domestic Violence, Safety Escorts, Crime Reporting, Advocacy Services, PAU Violence Program, Counseling, LGBTQ+ Center, Medical Services, Facilitation of Academic Grievances, Student Code of Conduct, Assistance for Students with Disabilities, Environmental Health and Safety (e.g., Lab Safety), and more.
<https://manoa.hawaii.edu/dps/uhm-emergency-plan/>

RECOMMENDATIONS

Based on this preliminary survey, Huliāmahi recommends that:

1. The Department of Earth Sciences should create a safety plan for field work. These papers and resources could be used as templates for this safety plan:

[Safe Fieldwork Strategies for At-Risk Individuals](#)

[UCSC Field Safety Plan Form](#)

Bruno, B.C., Haacker, R., Dalbotten, D., Sloan, V. (2020). Chapter 10: Safety. In Sloan, V., & Haacker, R. (Eds.), [GEO REU Handbook: A Guide for Running Inclusive and Engaging Geoscience Research Internship Programs \(1st ed.\)](#) (pp. 99-112). Boulder CO: National Center for Atmospheric Research.

[Carleton Fieldwork Safety Resources](#)

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

[The Challenges of Fieldwork for LGBTQ+ Geoscientists](#) (EOS)

2. Safety plans should include considerations for marginalized communities, including aspects of race/ethnicity, sexual orientation, gender and gender identity, disability, and/or religion.
 - a. Additional cultural considerations for respecting Native Hawaiian and Pacific Islander communities should be implemented in fieldwork.
 - b. A racial risk assessment for field sites should be conducted prior to fieldwork. All faculty leading fieldwork should have previously taken part in antidiscrimination and bystander training in order to appropriately understand potential risks associated with a location and take necessary precautions to mitigate those risks.
3. Our school should develop and require bystander intervention training for all employees.