

## Session 6 Deliverable

Education is essential but action is also imperative for achieving the objectives of URGE. Therefore, each URGE topic is paired with deliverables for individual pods to draft and share. This deliverable is a safety plan, whether you work in a laboratory or in remote field settings.

Consider spaces in your organization as well as in the broader geosciences that have barriers to access for people of color. Much of the attention on this topic has been regarding field work but this also applies to spaces closer to home, e.g. a Black graduate student walking home late from lab work may be more likely to be stopped and questioned by police. Consider that Black, Brown, Indigenous, and other people of color will face different challenges from one another.

Suggested discussion questions:

- Where is your work done? Are these spaces uncomfortable or unsafe for people of color?

There are three main areas in which field work is conducted.

- 1. Seminar field trips - These vary depending on place. Some examples are Montana, Lake Superior region, Puerto Rico and more. During these seminars, you are with LU people and there is no situation in which you have to go anywhere by yourself.
- 2. Summer research - These are often conducted on campus and may only require travel to conferences. Each student is given on campus housing which provides a familiar location. Sometimes summer research will require travel to less known/comfortable spaces for field work, but you are still with LU people.
- 3. Intro labs - These areas traveled to are local. These are controlled environments with only Lawrence faculty and students. If you have a disability, you most likely cannot participate in some of the areas traveled to.

These main areas in which field work is conducted are often in places of remote, predominantly white areas as Lawrence resides in the Midwest. There are often times that one or two students are the only people of color in that region. The controlled Lawrence environments make it so that if there is a problem in the field, it most likely originated from the classroom. This is where our focus should be to stop racism and lack of safety in the Lawrence geoscience department.

- What training does your organization require or offer? How often? Do you find this training effective? What would you introduce to make it more effective?

-There are pockets of available resources but not requirements. Professors are not required to take any safety training before taking students out. This could be improved by implementing these safety training and awareness. The issue of safety and how professors deal with it should also be communicated to the students. There is currently no public record of anything related to field safety.

Deliverable: Develop and publish a safety plan specific to your pod (lab, university, organization). This safety plan should include a code of conduct as well as a process for reporting violations, as covered in your Complaints and Reporting Policy deliverable from

Session 2. Outline training resources that are available and requirements for antidiscrimination, bystander intervention, and de-escalation training. For field work, include a racial risk assessment of sites, a pre-departure checklist of discussions within the field team, procedures for documenting incidents in the field, as well as additional required or supported training 5 . This safety plan can (and should be) a work in progress that is revisited and refined.

This is a link to the Lawrence student handbook. The details contained within provide an umbrella code of conduct in which all students are expected to obey in all capacities. This applies in all situations that Lawrence students and faculty participate in. [Student Handbook 2020-2021](#) One of our unique policies at Lawrence University is the Honor Code. Every student is to abide by its rules.

Here is a link to all Lawrence policies some of which have been included in our previous deliverables: [Lawrence University Policies](#) This list includes some that are more applicable to this session's topic such as hate speech policy and sexual misconduct policies.

The Lawrence geoscience department is expected to follow these same rules both in the classroom and in the field. However, there is no training in classes before you head out into the field. Our student Committee On Diversity Affairs is currently in the process of petitioning to add mandatory anti-racisit training for all students.

This deliverable was written by one member of the LU geoscience pod.

- Example Safety Plan: (Demery & Pipkin, 2021) [www.preprints.org/manuscript/202008.0021/ 6](http://www.preprints.org/manuscript/202008.0021/6)
- Example Code of Conduct: Basin Research Group (under "Inclusivity and Diversity")
- More Resources: [https://serc.carleton.edu/advancegeo/resources/field\\_work.html](https://serc.carleton.edu/advancegeo/resources/field_work.html)

Pods should upload their safety plans to the URGE website by 4/16/21. We also encourage pods to post on their organization's website and share over social media (#URGEoscience & tag @URGEoscience). Sharing deliverables will propagate ideas, foster discussion, and ensure accountability.