

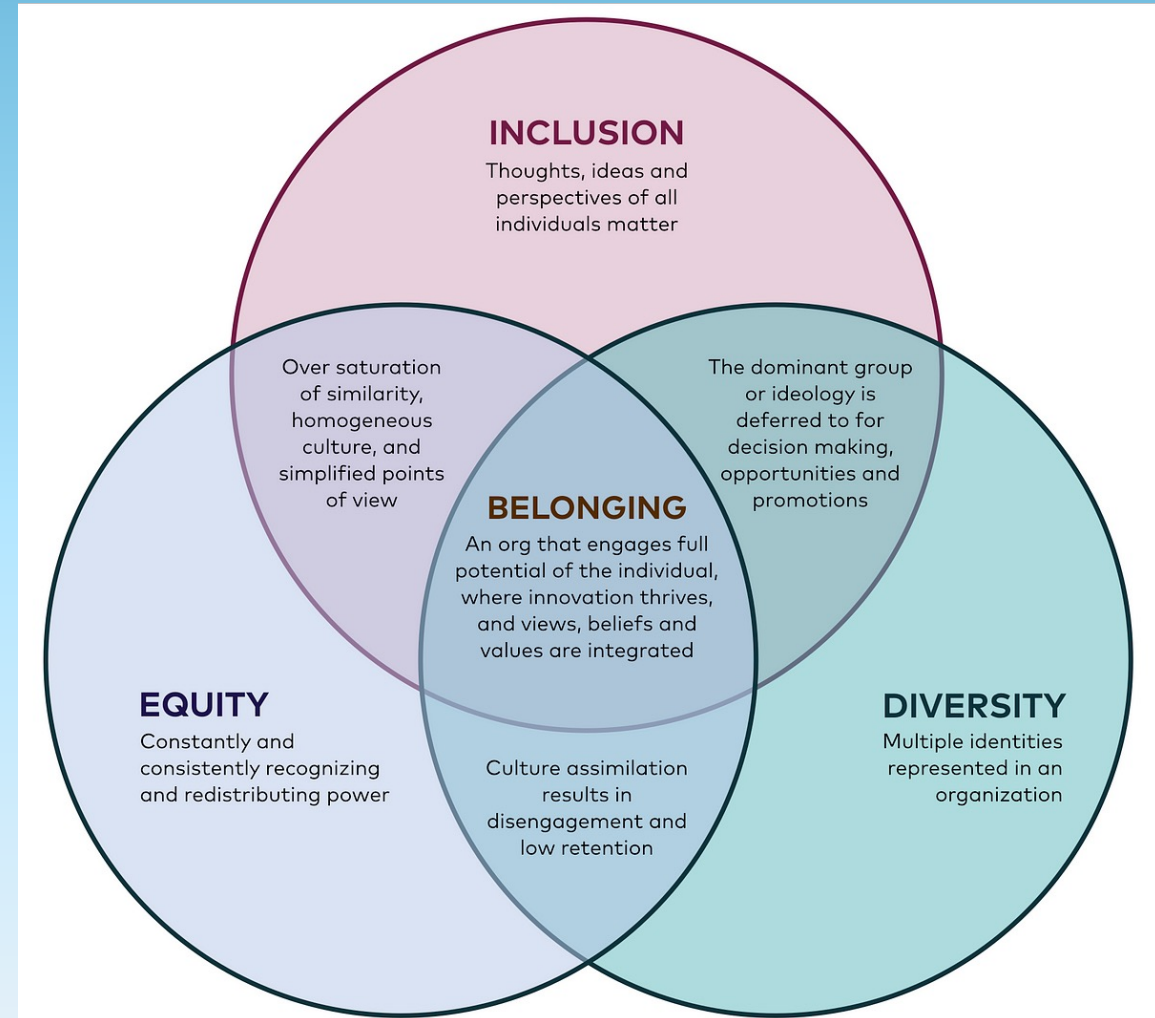
INCLUSION II: FIELD SAFETY & SECURITY

Ruth H. Carmichael
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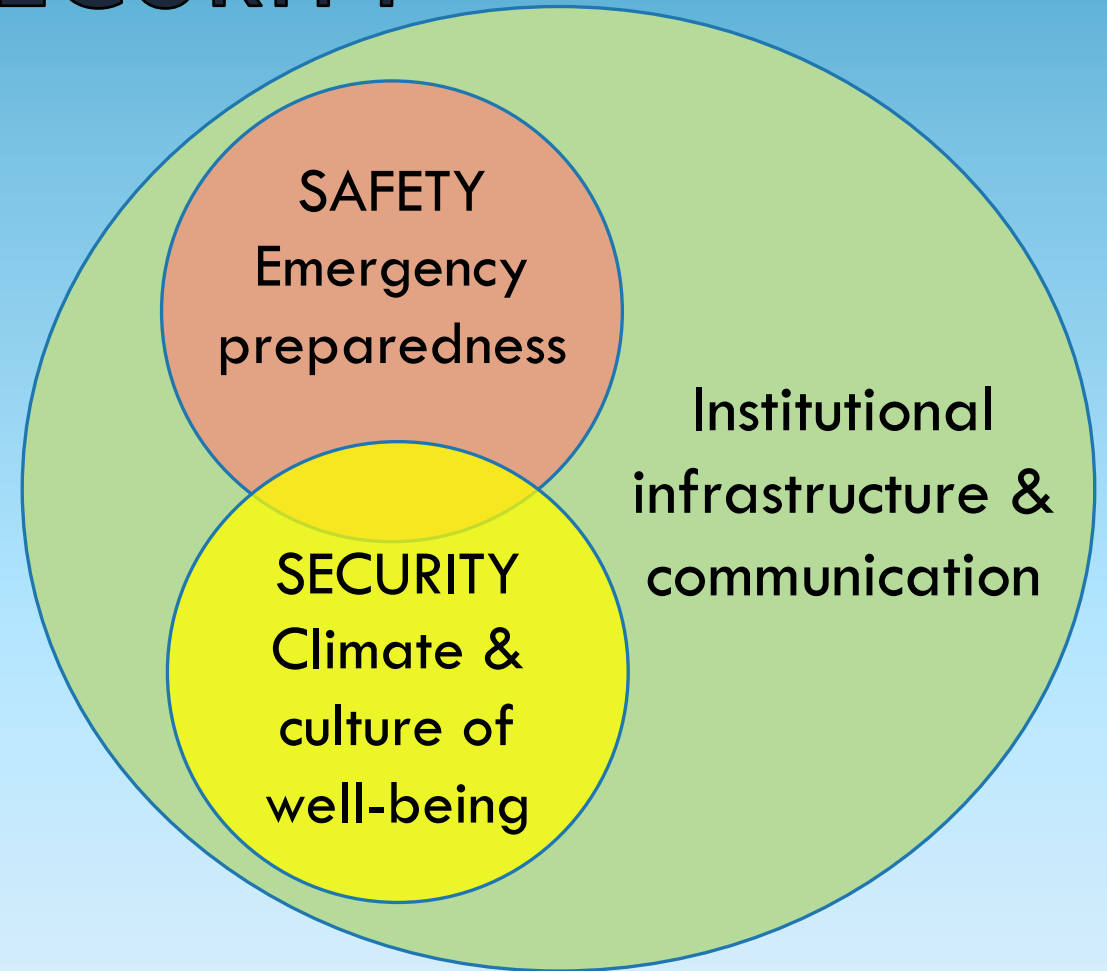
THE ISSUES

- How can we welcome and support all participants, with a goal to increase diversity, equity, and inclusion?
- How and how effectively are we making improvements?
- Are we communicating efforts and tracking outcomes?



SAFETY V. SECURITY

- **Safety** — Being protected from danger, risk, or injury.
> Physical harm management
- **Security** — Being free from danger or threat.
> Social, financial, emotional risk management (vulnerability)



Gillian Bowser (CSU)
[REU panel on safety](#)

SOLUTIONS: BIG IDEAS

- Facilitation (purposeful support structure)
- Listening (asking the right questions & being responsive; expectations & boundaries; truly communicating)
- Training (bottom up, top down, side-ways; beyond awareness to actions)
- Shared experiences (relating to your team)
- Documenting (setting policies & adapting)
- Doubleback (follow up & assess)
- Share successes (lessons learned & best practices)

SOLUTIONS: TANGIBLE STUFF

Facilitation (purposeful support structure)

- Code of Conduct (institutional pledge, expected and unacceptable behavior, consequences, reporting)
- Diversity statement (philosophy, goals, responsibilities)
- Personal health guidance & safety training (institutional policies & resources; safety & injury protocols, videos, mental health & self-care, counseling resources)
- Make it accessible (POC, QR code, post-it, sign it)

SOLUTIONS: TANGIBLE STUFF



- Physical resources
 - PPE
 - Gear (branded, ID)
 - Transportation (branded)
 - Spaces (restrooms, well-being)
 - Training (equipment, vehicle/vessel, CPR, Stop-the-Bleed, swimming/ snorkeling, field prep)
 - Plans (partners, timing, float, ops)
 - Emphasize HUMAN SAFETY

SOLUTIONS: TANGIBLE STUFF

Methods in Ecology and Evolution



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A guide for developing a field research safety manual that explicitly considers risks for marginalized identities in the sciences

Elizabeth N. Rudzki , Sara E. Kuebbing, David R. Clark, Burhan Gharaibeh, Rachael Kramp, Kevin D. Kohl, Talia Mastalski, Michel E. B. Ohmer, Corinne L. Richards-Zawacki

First published: 20 September 2022 | <https://doi.org/10.1111/20>

David R. Clark, Burhan Gharaibeh, Mary J. Janecka, Rachael Kramp, Mastalski, Michel E. B. Ohmer and Martin M. Turcotte listed alphabetically
Handling Editor Aaron Ellison



Resources

ended, ID)
tion (branded)
rooms, well-being)

Comment | [Published: 12 October 2020](#)

Safe fieldwork strategies for at-risk individuals, their supervisors and institutions

[Amelia-Juliette Claire Demery](#) & [Monique Avery Pipkin](#)

[Nature Ecology & Evolution](#) 5, 5–9 (2021) | [Cite this article](#)

SOLUTIONS: TANGIBLE STUFF

Training & preparation

- RCR (mentorship, DEI, sexual harassment, etc.)
- ADVANCEGeo (unconscious bias, bystander)
- Societies (AGU, CERF)
- Private (Virginia Center for Inclusive Communities)
- Who?
 - Faculty, administrators (Tips – Keep it Simple)
 - Students, peer mentors (pre-arrival surveys)
 - Support staff (cruise crews, high contact personnel)

NEXT STEPS

Lessons learned

- What was new or insightful?
- What have you tried (other ideas)?
- What worked and what didn't?
- Are you communicating within/
among programs?
- Are you assessing outcomes?
- Best practices...

