

MERAS Committee Update

Fall 2022 UNOLS Council Meeting

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Members

Prof. Mark Brzezinski, UCSB co-chair

Emily Shimada, OSU co-chair

Dr. Kay McMonigal, NCSU member

Dr. Craig Lee, UW member

Catherine Smith, TAMU member

Hannah Delapp, SIO SSC Committee rep

Ex Officio/ Council

RDML Anita Lopez NOAA/Ret., UH

Prof. Debbie Bronk, Bigelow

Dr. Dennis Hansell, RSMAS



2022 Committee Activities



**Adopted first
Code of Conduct
—
Modules I&II
Companion Guide**

**UNOLS Council
Recommendations
—
Safety in Field
Sciences Report
Reviews**

**Researching DEI
Resources
—
Opportunities for
assessment**



Committee Initiatives

Resource Availability:

Scientists

- Support upcoming NSF field safety requirements
 - Meet with Rose Dufour to understand new requirements after public comment period
 - Create Pre-expedition checklist tool including harassment prevention and response planning/training

Crew

- Coordinate with RVTEC for specific resource needs and DEI-specific meetings

Scientists and Crew

- Compile lists of trainings and other resources currently gathered by operators and institutions
- Post relevant materials in separate sections for crew/scientists on relevant sections of UNOLS webpage.
- Expand each to include additional resources identified by MERAS resources.

Assessment

Scientists and Crew

- Include DEI questions to Post cruise assessment report relative to crew and science party performance tailored to address NSF requirements. This should be available to all cruise participants.
 - Make sure all onboard the ship knows that it's available, include that in any checklist with the cruise planning.

Promoting an Inclusive UNOLS

- Recommend that current onboarding sessions for new Council members become accepted practice.
- Include DEI lessons and learning strategies as a part of the onboarding presentation
- Make sessions inclusive of anyone who wants to attend
 - Get it advertised
 - UNOLS Resources include Newsletter, website, twitter, Facebook, Instagram
- Work with council on increasing awareness of opportunities within UNOLS through "Rev the Reps".



Goals for Field Safety and Inclusion



Find ways to motivate and support each other in our efforts and share and implement strategies, tools, and resources at the institutional and UNOLS Council levels as we come across them.

Everyone is going to be at a different place in their diversity, equity, justice, and inclusion learning and comfort level and that is okay, but we want to minimize people feeling helpless on where to begin or disheartened by slow progress.

It is important to recognize the environment we have and reflect on the equitable community we want to build. a safe, accountable, respectful, and fun environment that people want to come back to and that everyone has a genuine interest in being and working in.

We need leadership within UNOLS Council and at our institutions to be an active part of this effort of prioritizing DEI strategies and work safety by dedicating support, time, and resources for sustainable change. This should not be a burden or responsibility for any individual or groups to do alone.



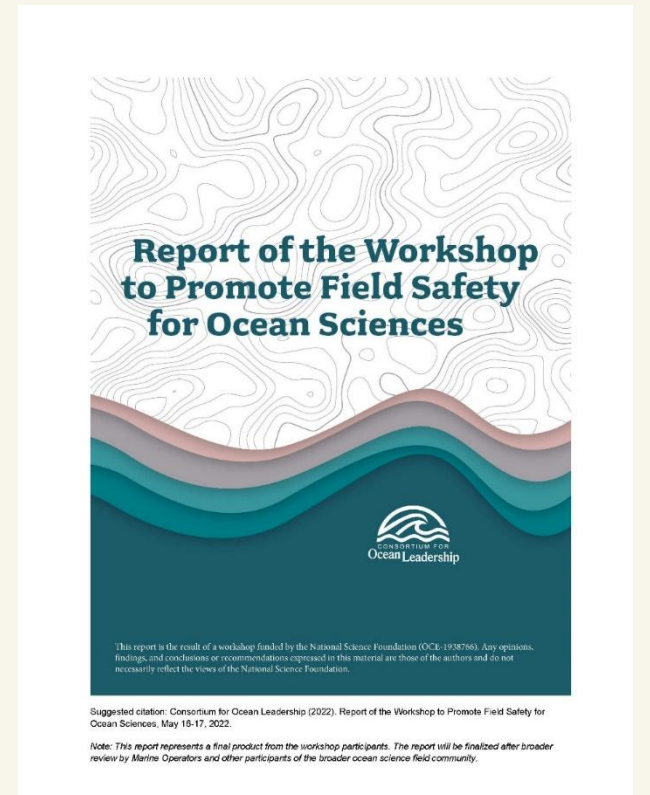
Developing Field Safety Standards and Guidelines

Standards apply to everyone onboard the ship.

Being out at sea in an isolated environment where living and working together 24/7 can make it difficult to set professional boundaries. This is where preparation and training can come in to shift this culture.

Have a toolkit to feel more confident when going into situations.

The responsibility to prevent violence is on the community - not on an individuals.



MERAS is Assembling Materials to Aid in Developing Safety and Inclusion plans.

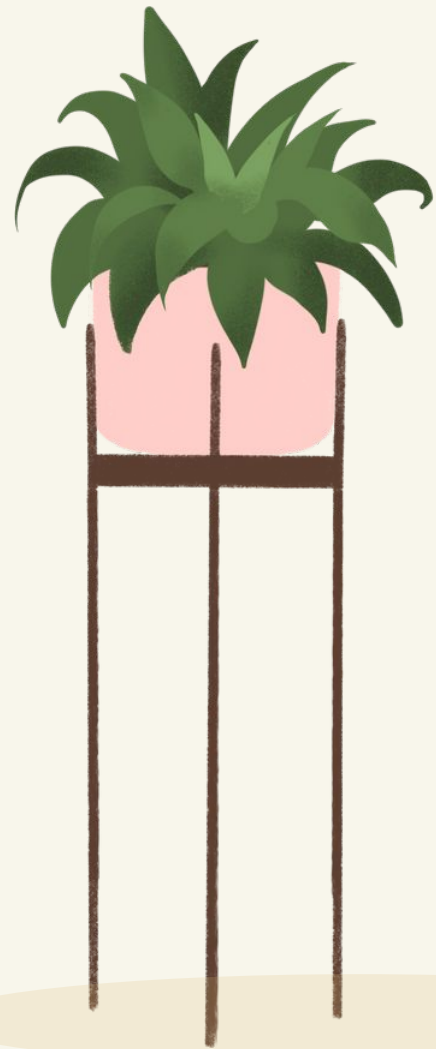
Training slides from the OSU Marine Tech Group Bystander Intervention training on Google Drive [at this link](#).

Shared resources, training materials, and guides on [Google Drive](#)

Proposal & Award Policies & Procedures Guide (PAPPG)

Available Formats: [HTML](#) | [PDF](#)

Please email emily.shimada@oregonstate.edu if you have any questions or if there are any issues accessing materials.



Establishing and maintaining a welcoming environment (examples of plan elements)

1. Define terms and create codes of conduct

- What does 'diversity', 'inclusivity', and 'equity' mean to you or your team?
- What are acceptable and unacceptable behaviors in your workspace?

2. Review documents, websites, and forms for gendered or exclusionary language

3. Revisit what is public versus confidential information

- Name in use for public documents and protecting passport information as confidential

4. Have a mechanism for cruise participants to have berthing consideration discussions respectfully for any of their needs or concerns.

5. Provide menstruation product machines and supplies onboard.

