

Field Safety Toolkits

2022 RVTEC

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Introduction

Find ways to motivate and support each other in our efforts.

Share and implement strategies, tools, and resources at the institutional and UNOLS Council levels as we come across them.

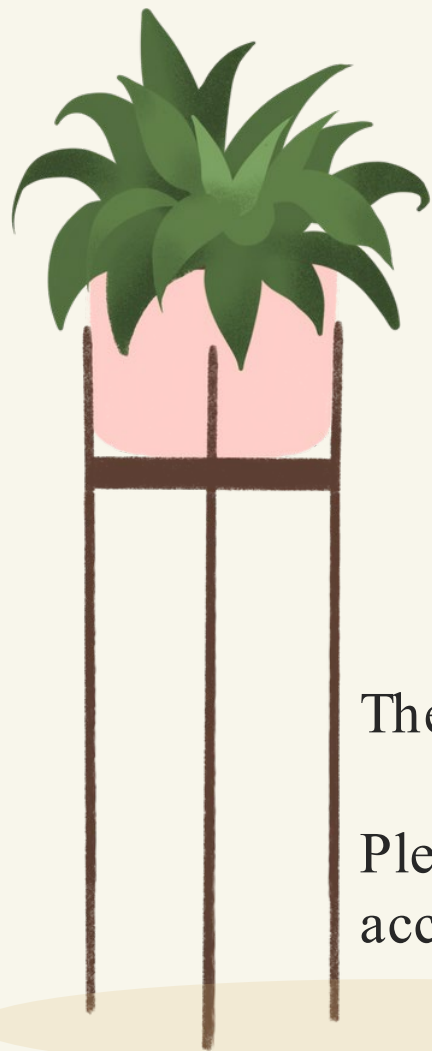
Everyone is going to be at a different place in their diversity, equity, justice, and inclusion learning and comfort level and that is okay, but we want to minimize people feeling helpless on where to begin or disheartened by slow progress.

I think 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.

I don't know how far we will get today but I would love to meet more regularly and would be interested in workshops and collaborations so let's keep that in mind as we talk today.

There are various resources, training materials, and guides I am sharing on [Google Drive](#)

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



Establishing and maintaining a welcoming environment

Define terms for yourself or as a team and create codes of conduct

Review documents, websites, forms for gendered or exclusionary language

Public versus Confidential information and protecting this information

Space for cruise participants to have berthing consideration discussions respectfully for any of their needs or concerns.

Consider having menstruation product machines and supplies onboard



Bystander and Bias Intervention Trainings

Definitions from OSU Bias Intervention Framework Training:

Bias is prejudice in favor of or against one thing, person, group, or identity compared with another, usually in an uncritical or unfair way.

A **Bias Incident** is a negative act directed towards a person or community based on perceived or actual identity, including age, color, disability, gender identity or expression, marital status, national origin, race, religion, sex, sexual orientation, or veteran status.

Scenarios we discussed with our Office of Institutional Diversity Director in our OSU Marine Tech Session:

1. Someone is publicly called out during orientation about needing an oversized immersion suit.
 - Public shaming in front of your peers in a place that you have worked hard to get to. Regardless of body shape or size you should have access to what you need.
 - Talk with your peer about how the comment impacted you and/or the values that it undermined.
 - Want to center the agency to the person who is being impacted as there is potential for them to act for themselves.
 - Can feel stunned and not sure what to say but you can diffuse by saying something and circle back later. For example - "Size has nothing to do with science."
 - Care for the person who was impacted and get their permission before you go and confront and let them know that you didn't think what was said was okay and wanted to talk to that person but wanted to check in if that was okay to do first.
2. Apornographic image is being displayed onboard.
 - Takes people out of a professional setting and can be disconcerting that someone can view them as a sexual object.
 - We have workplace and cohabitation values and you don't get to necessarily have the home you had when you left.



Developing Field Safety Standards and Guidelines

Power imbalances and hierarchical and dependent relationships between PIs and students, and within crew ranks can discourage intervention and reporting.

Additionally, 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.

Living/working environments can be difficult for people to be professional 24/7.

Important because interpersonal violence prevention is part of our community values and we cannot just wish these, we have to actively practice this and show up and do the work for it.

The responsibility to prevent violence is on the community - not on an individual (ie. on the victim - avoid victim blaming)

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

