Maintaining an Environment of Respect Aboard Ships

(MERAS) Committee

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

1. **Define terms and create codes of conduct at your institutions and with your teams**

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

2. **Review your documents, websites, and forms for gendered or exclusionary language and publish your codes of conduct and various inclusion policies to the public.**

3. **Revisit information that you are requesting from participants to ensure you are protecting legal name and gender on identification documents.**

   - Name in use for public documents, muster lists, and berthing charts

4. **Review workstations, tools, PPE, and living areas for inclusive designs and equal access.**

   - Adequate sizes for fall protection harnesses and immersion suits
   - Provide pregnancy and nursing accommodations onboard and period products with private disposal options in public heads
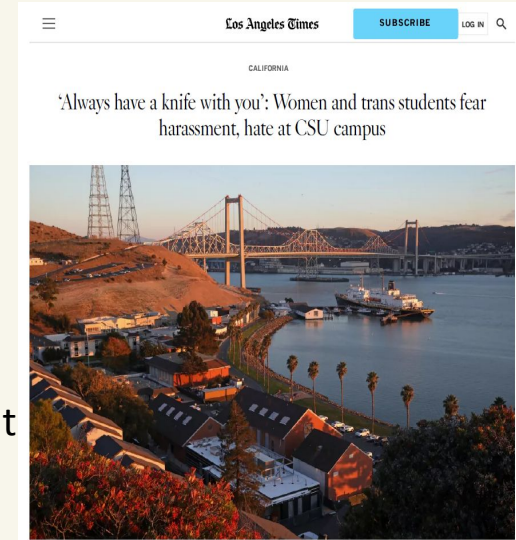
Developing Field Safety Standards and Guidelines

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.

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

See these recent articles and published studies of unsafe working cultures and institutional betrayal of students and staff by not responding to or correctly reporting rape and harassment in various maritime and fieldwork sites.

Los Angeles Times

CALIFORNIA

'Always have a knife with you': Women and trans students fear harassment, hate at CSU campus

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**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 for bias prevention and bystander intervention on Google Drive
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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.
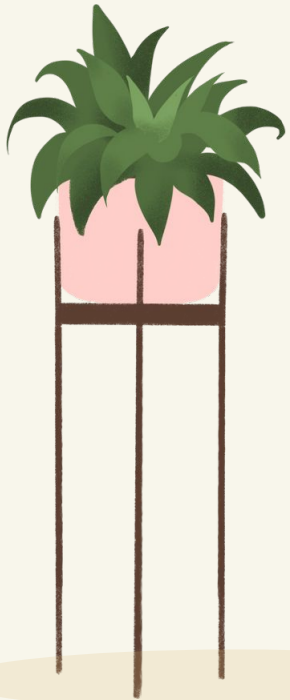
Goals for Field Safety and Inclusion

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.