

Creating inclusive environments for all genders

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Introduction

It is important to recognize the environment we have and reflect on the more diverse, welcoming, and equitable community we want to build.

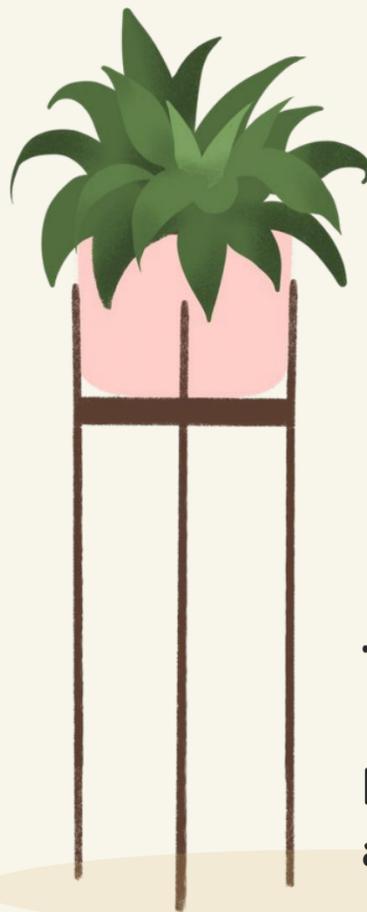
Seagoing work should be safe, accountable, respectful, and fun and our ships should offer an environment that people want to come back to and that everyone has a genuine interest in being and working in.

Being out at sea 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 harassment and interpersonal violence is on the community - not on an individual.

There are links to various studies and guides that I am sharing in the session chat on Whova.

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



Removing barriers for equal participation

Pre-cruise planning and paperwork

- Replace gendered language and binary gender or sex questions with inclusive options.
- Keep legal names and documents confidential and do not use for berthing, muster lists, etc.
- Discuss acceptable and unacceptable behaviors and best practices and encourage participants to request policies and plans from the vessel such as:
 - pregnancy & nursing, period products, codes of conduct, harassment reporting

At Sea

- Communicate on-site plans for safe spaces, private head use, and reporting resources outside of people in positions of power.
- Plan on regular check-ins on safety and environmental climate.

Post-cruise

- Opportunities for workplace climate feedback from all cruise participants
- Reminders that post-cruise activities and celebrations still fall within the respectful and professional codes of conduct and hold each other accountable.



For our reference

Guidelines for respectful communication around gender

DO	DON'T	TRY THIS
Refer to everyone the way they ask you to (e.g. names, pronouns, identities).	Require sharing of pronouns: may force people to misgender or out themselves (if not out at work).	Lead by example: Introduce yourself using the name you prefer and your pronouns.
Handle misgendering briefly, directly, and on your own.	Tell the misgendered person about the incident or expect them to handle it.	Where's Jason? She went for lunch. They went for lunch? Right, yes, they did. Thanks!
Include respect for transgender people in safety training. Include indigenous genders (e.g. two-spirit).	Avoid the topic.	Assume questions around berths, bathrooms, and pronouns will arise. Prepare all authority figures aboard.
Publicly display DEI statements at institutes and onboard.	Assume that individuals in underrepresented groups know they are included and accepted.	Explicitly acknowledge TGD people in public EDI statements.

Suggestions for gender-related policy changes at the PI and institution level

DO	DON'T	TRY THIS
Ask for rooming preferences from all scientists travelling with you.	Assume you can pair people by gender based on their names, appearance, or gender markers on legal identification.	Ask pre-travel questions: 'Rooms have 2 beds. What individuals or gender(s) do you prefer to share with?'
Check how ports handle X gender IDs, some countries will not allow entry.	Wait for the affected persons to ask about the port's requirements.	Consider this issue in the cruise planning phase and communicate information to TGD persons.
Make anonymous feedback options for cases of harassment and misconduct.	Require individuals to communicate directly with captains, mar techs, or other authority figures.	Offer an online portal to report anonymously. Explain its use during safety training.
Consider additional single berthings on new research vessels.	Assume everyone has equal privacy needs, or allocate single berths based solely on seniority.	Ask about accommodations, similar to asking about dietary needs.

Modified from McMonigal et al. (2023) Navigating Gender at Sea. *AGU Advances*. Accepted June 2023.



For our reference

TABLE 1. Checklist to promote field safety for chief scientists, principal investigators, and field team leads. The checklist is organized by three categories: When the action needs to occur, what the action is, and what dimension of preventing or responding to harassment it addresses.

TIMELINE RELATIVE TO MOBILIZATION FOR THE CRUISE OF FIELD PROGRAM	CHECKLIST ITEM	CATEGORY
Ideally at least one week prior to pre-cruise meeting or six months prior to the cruise	Identify and review the ship's or hosting institution's code of conduct.	Code of Conduct
	Identify and review the sexual misconduct policy. It should clearly define harassment and assault.	Prevention
	Identify and review the alcohol and drug policy.	Prevention
	Identify and review the pregnancy and nursing policy.	Prevention
	Identify who will be the ship's reporting contacts and one to two additional points of contact in the science party to act as additional resource persons.	Trained Support & Reporting
	Ensure the science party has resources for, and undertakes trainings on, conflict resolution, bystander intervention, and reporting.	Trained Support & Reporting
	Integrate agenda items on safety at sea at all pre-cruise meetings; all email communications should include aspects related to safety at sea as well as logistics and science.	Communication
	Identify resources that are available to you through your own institution, including those on advising and reporting in remote field situations.	Prevention
At the pre-cruise meeting or initial planning meeting with operators	Ask any questions about the existing institutional code of conduct; if one does not exist, inquire about adopting one for the cruise (e.g., from NSF).	Code of Conduct
	Address any questions about the sexual misconduct policy, alcohol and drug policy, and pregnancy/nursing policy to the ship operators. If policies do not exist, inquire about establishing one. (See below if the ship operator does not establish policies.)	Prevention
	Clarify and share policies for privacy, hygiene, sleeping quarters assignment, or changes mid-cruise.	Prevention
Immediately following the pre-cruise meeting, follow up with science party members	If the ship does not have formal and complete codes of conduct and policies, adopt a code of conduct as a starting place for discussion with the science party.	Code of Conduct
	Communicate policies for sexual harassment, alcohol and drugs, pregnancy and nursing, and any cruise-specific details like milestone ceremonies, if relevant.	Communication
	Communicate policies for privacy, hygiene, and science party berthing assignments.	Communication
	Identify potential safety concerns particular to the specific science group prior to going out into the field.	Prevention
One to two weeks prior to the cruise	Ask that each science party member watch the UNOLS "Shipboard Civility - Fostering a Respectful Work Environment" videos.	Prevention
	Hold a virtual meeting with the science party to meet one another, go over ship life questions, introduce resource persons, and review code of conduct expectations; consider adding time for a discussion on the UNOLS Shipboard Civility videos.	Module and Code of Conduct
During the cruise	Make sure safety at sea is on the agenda during the initial safety meeting on site.	Communication
	Introduce the ship reporters and the science party points of contact; if possible, post contact information in main lab and other areas frequented by participants (e.g., the ship's galley or field station canteen).	Trained Support & Reporting
	Plan on weekly check-ins on safety and environmental climate; these could be coupled to weekly drills.	Maintaining a Safe Environment
After the cruise	Send an email to the field party requesting informal feedback on the cruise environment. This could be set up anonymously via Google forms or Qualtrics. It should be done before submission of the post-cruise assessment.	Trained Support & Reporting
	Notify all participants that they are able to submit a formal post-cruise assessment (specific to UNOLS).	Trained Support & Reporting
	Send an email reminding participants of resources, including reporting avenues.	Trained Support & Reporting

