

Diversity, Equity, Inclusion, and Justice (DEIJ): Safe Space Commitment

Appendix B. Suggested Best Practices

1. Amplify voices of Black, Indigenous, and People of Color colleagues, support their efforts to organize, and evaluate your organization's mentoring practices. Encourage publishing papers, writing grants, establishing dynamic research agendas, intentionally recruiting a diverse staff, and advocating for racially diverse leadership in the field of science.
2. When conducting fieldwork:
 - a. Increase field safety and promote awareness through trainings i.e., first aid, safety aids, bystander intervention or allyship, anti-discrimination, racial bias, gender bias, ableism bias, self-defense, cultural history about the area. Trainings should help identify and learn ways to address potentially discriminatory attitudes, and make sure staff and volunteers go into the field in teams when possible. Trainings should happen as often as new staff, interns, and volunteers are added to the team to ensure all organization members are at the same starting point.
 - b. Field programs should have a mandatory racial risk assessment as part of pre-travel protocols. This document should detail potential risks and identify mitigation(s) for that risk. This document should also act as a living document for recording discrimination/safety incidents when they happen and address racism in your field and/or lab safety guidelines. Contact others especially those who share an at-risk identity that have previously used a field site where there is a history of risk and establish guidelines to reduce risk.
 - c. Before traveling to your field site, teams should discuss discriminatory or race-related incidents that could occur and encourage bystander interventions. Create a framework of language/role playing to figure out best interventions and reactions for certain situations. Talk with colleagues and supervisors about the risks, preparations to minimize risk, and reporting mechanisms (connect this back to your racial risk assessment in b). Review and agree upon fieldwork and safety plans with the field staff before any fieldwork begins, including informing managers when and where you will be at those locations.
 - d. Team leaders should reach out to local authorities, businesses, and community leaders to provide early notice of their teams field work. Introduce yourself to the neighbors surrounding the field site, or leave an official letter informing neighbors about research/work being conducted at nearby locations, who will be conducting the research, and contact information. Create identifying car magnets, uniforms, etc. to give to field workers. All of this provides additional credibility to the field staff, if and when they are approached and challenged.
 - i. Examples
Audubon Society's Car Identification Place Card:



National Audubon Christmas Bird Count Volunteer Select and type mobile phone # here

New Jersey Department of Environmental Protection's Intern ID Card (no chip):



- e. Create ongoing space with team members specifically about fieldwork safety concerns in advance of the field season, and touch base with them throughout the season to address new concerns. Lead informed discussions about anti-racism with your staff regularly and identify blind spots to address your racial bias. Identify and share cultural norms, expectations, and policies practiced while conducting fieldwork.
3. For organizations who run internship, education and volunteer programs:
 - a. Create ongoing space to talk to your staff, interns and volunteers about safety concerns, in advance of programming, and touch base with them throughout the season to address new concerns.
 - b. Lead informed discussions about anti-racism with your staff and volunteers regularly and identify blind spots to address your racial bias.
 - c. Identify and share cultural norms, expectations, and policies practiced while conducting education, internship, and volunteer programs.

Citations:

Anadu, J., H. Ali, and C. Jackson (2020). Ten steps to protect BIPOC scholars in the field, *Eos*, 101, <https://doi.org/10.1029/2020EO150525>. Published on 10 November 2020.

Chaudhary VB, Berhe AA (2020). Ten simple rules for building an antiracist lab. *PLoS Comput Biol* 16(10): e1008210. <https://doi.org/10.1371/journal.pcbi.1008210>

Demery, A.J.C., Pipkin, M.A.(2021). Safe fieldwork strategies for at-risk individuals, their supervisors and institutions. *Nat Ecol Evol* 5, 5–9. <https://doi.org/10.1038/s41559-020-01328-5>