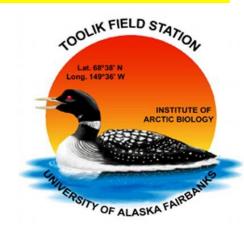
TOOLIK FIELD STATION

2021 DIVERSITY, EQUITY, & INCLUSION

HALEY DUNLEAVY





UNLEARNING RACISM IN THE GEOSCIENCES

- 28 participants
 - 4 Pls, 2 postdocs and RAs, 5 graduate students, 10 TFS staff, 3 TFS management, and 1 NEON, 1 Battelle-ARO, and 2 former users
- 7 deliverables drafted (available to download on **URGE** website or in **Google** doc)
- Discussion notes available

Session 6 - Deliverable 1 - Safety Plan



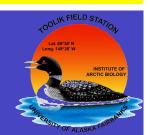
The following safety plan-in-progress includes a racial risk assessment of Toolik Field Station and surrounding field sites and some suggestions to mitigate these risks. In addition, it includes Toolik Field Station's current code of conduct, the complaints and reporting procedure, and suggestions for next steps.

Racial Risk Assessment of Toolik Field Station & Research Sites

Toolik Field Station is located in an extremely isolated part of Alaska, adjacent to the Dalton

Highway, but h people at Tool couple days to and staff inte





UNLEARNING RACISM IN THE GEOSCIENCES

What's Next?

- Always recruiting new members
 - Curriculum is available online for self-guided course
- Continuing URGE this winter—still waiting to hear from URGE leaders about
- Likely will shift Toolik's focus from URGE to monthly or quarterly DEI Discussion and Action Group

Session 6 - Deliverable 1 - Safety Plan

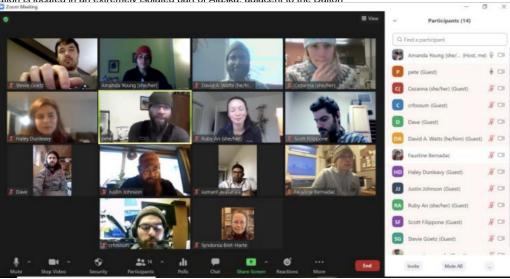


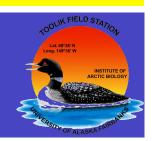
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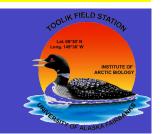


UNLEARNING RACISM IN THE GEOSCIENCES

Feedback from Participants

Grad student participant: "It's really important that if we have these kinds of discussions, then we take that input, take it seriously, and follow through. In my head, it's not over yet." PI participant: Discussions had an "open, positive, receptive atmosphere" that at the same time, "really dug into the Toolik structure and looked for places where we could make improvements in the system. ... There was no judgment, but there was critical thought."

RA participant: "It was exciting to try to take some actions in a community that I also really care about. My hope is that everyone regardless of their background or identity can experience that kind of community at Toolik."



trying to

is made

incorporating

DEI into every

decision that

DEI COMMUNITY DISCUSSIONS

- Two in-camp DEI discussions (notes available for I July and 4 August)
 - 31+ people in attendance
- Two off-season virtual discussions
 - 11 Oct, Indigenous Peoples' Day discussion on decolonization and workshopping land acknowledgements (notes, slides)
 - 3 Nov, brainstorming a Statement of Commitment (notes, jamboard, slides)
- Collaborating with the Arctic LTER DEI committee and the IAB JEDI committee

What should be included in a statment of commitment?

Add comments on sticky notes

Stay on the leading edge of attempting to make things right.

Pledge by Pl's to diversify teams

what is going well at Toolik? This discussion, URGE Pod, discussions in camp. Good communication

promotes diversity

Engagement with north slope Native

Alaskans

What is going well at Toolik? Lots of open minds, interest in change (which can be scary). With all the turbulence in our country, it is great to see open minds.

Incorporating both Toolik staff and facility but also incoming researchers

Diversity of options for entry

Recruitment

and retention

having sections

Accountability

Co-production of knowledge

Acknowledge prior history in a statement of commitment

compensation for indigenous knowledge is important.

> increasing outreach with native communities

How to keep

conversations going during the off season.

> of past, present and future efforts

included in a statement of with specific tasks. Especially achievable

What should be commitment? Like the Tyson example general philosoph

reasonable goals.

using terms like "antiracism" and being firm that Toolik does not tolerate any type of racism discrimination, etc.

OTHER DELACTIONS

- Naturalist Journal published in Spanish and English
 - Thank you EDC season techs Dani Aguirre and Mayra Melendez Gonzalez!
- Spanish Speaking Dinner Club
- Appointed a second science community liaison, Lexy Salinas
- Posted inclusivity flyers/Pride flags in camp
- Created <u>online reporting form</u> for incidents of bias, bullying, microaggressions, discrimination, harassment, and assault.
 - Option of anonymous reporting

Tuesday, 2 November 2021 at 6:52 pm.



General Comments

It is very difficult to capture what the tundra looks like with a camera, let alone a phone camera. When the sun hits the snow just right it almost looks like someone spilled a jar of glitter on the ground, it really is a wonderful sight. Or to see the icicles hanging off buildings, or how the snow steals all the land features with its perfectly white coat, or to see how pitch-black ice can be.

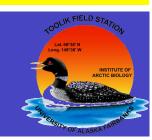
- Dani

Comentarios Generales

Es muy difícil capturar cómo se ve la tundra con una cámara, y mucho menos con la cámara de un celular. Cuando el sol brilla en la nieve a el ángulo correcto, casi parece que alguien derramó un frasco de brillantina en el suelo, realmente es una vista maravillosa. O para ver los carámbanos que cuelgan de los edificios, o cómo la nieve roba todas las características de la tierra con su abrigo perfectamente blanco, o para ver que tan negro puede ser el hielo.

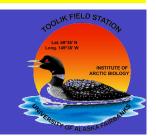
- Dani





2021 TRAININGS

- Available for all in camp
 - GreenDot Bystander Intervention
 - Emphasized to users and staff that <u>Hollaback! Active Bystander Trainings</u> are free, frequent, and highly informative
 - URGE self-guided course
- Available for staff and UAF researchers
 - QPR Suicide Prevention
 - LGBTQ+ SafeZone
- Project-specific Arctic Field Safety Training



HAVE QUESTIONS, COMMENTS, CONCERNS?



Please reach out!

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hdunleavy@alaska.edu

Phone: 907-474-6407

Schedule a chat: <u>calendly.com/hdunleavy</u>