

TOOLIK FIELD STATION

2021 DIVERSITY, EQUITY, & INCLUSION

HALEY DUNLEAVY



UNLEARNING RACISM IN THE GEOSCIENCES



Session 6 - Deliverable 1 - Safety Plan

- 28 participants
 - 4 PIs, 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



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 there are no people at Toolik Field Station for a couple days to a week. This is a



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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



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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.**”

DEI COMMUNITY DISCUSSIONS



- Two in-camp DEI discussions (notes available for 1 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 statement of commitment?



OTHER DEI ACTIONS

- 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 online reporting form for incidents of bias, bullying, microaggressions, discrimination, harassment, and assault.
 - Option of anonymous reporting



Tuesday, 2 November 2021 at 6:52 pm.

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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

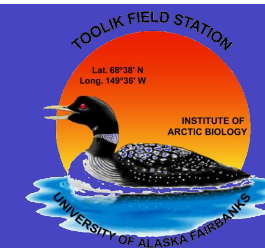


2021 TRAININGS



- Available for all in camp
 - GreenDot Bystander Intervention
 - Emphasized to users and staff that Hollaback! Active Bystander Trainings 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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Schedule a chat: calendly.com/hdunleavy