

Topic #2: Scenario

Cairo is a graduate student studying plant communities at a residential field station in a rural prairie. She has dark skin and wears a headscarf everyday. A stranger approached Cairo in the field and made comments about her appearance and associated identity before leaving the field site. While Cairo was physically fine, the interaction made her feel uncomfortable and unsafe for the rest of her stay at the field station

Questions:

- 1. Identify the risk and consequences that Cairo experienced in the scenario.**
- 2. Write at least 3 actions that can be taken by the researcher, supervisor and department/institution to assist Cairo in How would the recommended actions change if the perpetrator was not a stranger but a colleague in the field with Cairo.**
- 3. Consider how you could implement these strategies at your home institution. Be specific.**

Topic #2: Scenario

Page 1

Risk of anxiety leads to physical distress, lack of productivity. Use buddy system, or supervisor could accompany student. We felt that identifying clothing would be really useful.

1. Cultural discrimination Consequences: Decreases productivity, can i come back to this place?, lose researcher

2. Researcher: Buddy system, carry credential/ID clothing/safety vests. Supervisor: reporting supervisor (researchers to be alone in the field ever), make a plan-safety plan.

UC: nice to have signs from the UC entrance of fieldwork trails, let community know about the researchers working in area

A recommendation for the supervisor/institution would be to create a resource of past field researchers who can talk about their experiences to new field researchers

Personal attack on autonomy

1. Risk of physical attack, emotional attack via harassment, risk of a repeated attack again later on another day, uncertainty about safety in the field

3. Have conversation ahead of time, chain of command-pathway for reporting (supervisor/institution)

4. Checking in about current protocols/pathways, getting signage/vests to your lab group, talking with your lab group about concerns they have

places onus of solution on Cairo by having her need to relive the trauma

Cairo could take an undergraduate student worker to not be alone, supervisor should supply labeled apparel, university should create documents and trainings to create supportive community

Providing documentation that Cairo can show stranger permission to be there. Drop landowner's name (having a good working relationship with landowners) could help stop harassment

2. Debrief with Cairo (check in, see what she wants done, how she would feel safer in the future), ensure a buddy who is prepared to deal with this person returning, ensure there is communication (radio, phone, etc.)

Require written consensus on community guidelines, expectations, reporting procedures, and individual rights

3. If it were a colleague, more serious change would need to occur (reporting to institution, removal from field work or lab, discussions with supervisor, additional training, etc.)

Risk: discrimination, racism, gender-bias

Consequences: low self confidence, might leave the work early, question career decisions

There should always be the option to say 'No' and change the situation

Actions: 1. Identifying clothing; 2. At least 2 researchers working together; 3. engage with the local community beforehand

Actions: No one should be alone in the field, especially in high-risk situations.

Actions: Planning—there may be cultural-social situations that are inherently higher risk and these need to be planned-for or if necessary, avoided entirely.

1. Physical risk and mental health risk. Risk in productivity as a researcher.

Supervisors should communicate with the field station, help accommodate the researcher until they feel safe. Have contingency plans to accommodate people if they can't make it in the field.

Risks: Racial/religious/gender discrimination/profilin g. Territorialism.

In terms of #3 - institutional culture AND reporting mechanisms are both crucial. First and foremost for the well-being of Cairo. There should be potential for both growth and discipline, as necessary.

Actions: Extension work may be able to normalize the research to the community.

2. Research should communicate with their PI and the field station. Ask for a fieldwork buddy. And seek any help for their personal health.

Institutions should provide identifying clothing, provide resources and training opportunities.

Supervisor can help by facilitating outreach to community to make aware of work being done; put community and researchers on the same team (fliers, outreach to schools, notify local officials)

Risk: Our group learned that rape is a major risk in ag.

**Keep locals away:
Maintaining the appearance of not being "alone," contacting local authorities/residents and letting them know that you're going to be there,**

posting signs "plant research in process" to hopefully deter people from approaching her, remaining in contact with your supervisor or local contact person in case something happens.

Wanted more training for field supervisors on how to deal with "smaller" incidents like microaggression training, to change culture of people-to-people interactions and nip things that might escalate in the bud.

Also, trying to connect WITH the community you work in will help connect not just the science but the people in the field (rural communities sensitive to "stranger danger").

For the scenario of microaggression by a co-worker or PI: some form of anonymized reporting

Pairing Cairo with another student or researcher, writing out responses ahead of time to have prepared statements, practicing ways to diffuse/deescalate confrontations

Cairo could have a field buddy (if possible), carry identification and credentials, and report incidents.

There are actions that can be taken by all parties before something like this happens as well as after.

How can this be prevented and how can we make Cairo feel safe to report when this happens/have others who saw this report it and support her.

Topic #2: Scenario

Page 4

1. Consequence:
leaving graduate
program, changing
research or career
path

Risks: Mental
torture-feel
uncomfortable-refuse
to the field ; Solving
problems: report to
the field station

3. make sure all team
members are
introduced ahead of
time, make
expectations for
teamwork and
community
agreements clear, find
accountability
strategies

It is difficult to work
in places that might
have different social
norms/cultures than
where you are from.

What do you do when
the places you want
to work are places
that make you feel
uncomfortable? We
talked about how it is
important to first
notice the situation,
assess it, and then
report it.

a. Notice (aware there
are risks)b. assess
(especially when the
local culture perceives
the risk differently.
Reflect on the issue,
and reassess it)c.
report (to your
supervisor and all
your cohort - mark the
people/issue)

d. escape (if it really
makes you suffer a lot,
escape from this
person even this
people is your
important source of
info; or escape from
the field if the
systematic problem is
unacceptable for you)

actions: debrief with
all parties. Provide
resources for
reporting, counseling.
Let know that don't
have to return to area
if don't feel safe. Tone
setting ahead of time
is super important to
encourage reporting
of feelings.

If the perpetrator is
a colleague, the
institution has more
power to enforce
policies and carry
out consequences

**Risks: Gender, mental abuse, perceived physical threat.
Consequences: felt unsafe and uncomfortable to continue research**

Actions: work in a team, submit an incident report (are reports focused more on physical injury or do they include psychological harm -- they should be equivalent), bystander intervention training

suggestion of identification of the institution, but being appropriate to the area/circumstance. E.g., instead of IDing as "entomology", use "ag research" in farmland setting.

Work is required at the group level, department, and institution to address issues and provide proactive training.

Field training needs to include more of the human element and things that we might not have encountered.

Actions that could be taken include contacting local LEO as well as the research station personnel and making them aware of the harassment.

Implement signage that clearly shows the area is a research area. Have Cairo work at a different field site (if available). Schedule another researcher/supervisor to accompany her in the field

Physical Risk

consequence - time lost, and continued discomfort

Send Cairo with a partner

Incident reporting

Consult code of conduct for a violation

how do we avoid simmering conflict and taking sides

risk of losing situational awareness

consequence, fear of returning to that site

UC branded researcher, UC vehicle, UC clothing

Provide support for Cairo to feel comfortable with her decision to report or not report

Repercussions could be more clear with a colleague

getting both sides of the story

long term risk of not feeling belonging in the field or as identity as a scientist

consequence general dread of negative field experiences

supervisor - some attempt to identify and mitigate the perpetrator - being mindful if Cairo actually wants to revisit this with the perpetrator and seek restorative justice

attend to mental impact

can this be resolved in the field? not going to keep someone in an unsafe environment

avoidance might not be terrible if it's a large crew and Cairo could be separated from this person. depends on duration etc.

risk of escalation, no longer anonymous in the field and able to focus

Preparing other field staff grads etc for potential encounters

policy change, require partners

Risk: Cairo could feel threatened (emotional wellbeing) and fear esp for future conflicts.

Consequences - feeling unsafe can lead to poor work performance, or even leaving the work.

Supervisor: check in with Cairo and see if they want time off. Also asking Cairo what actions could be done for future. Offer company so they are not alone.

For Cairo, have credentials or wear identifying clothing. Also, notify local authorities or neighboring land owners.

For Institution, have field safety plans required.

In colleague case, having a field safety plan that delineates code of conduct and expectations.

For home institution, including more emotional and psychological safety and risk management in formal safety plans.

Risks and consequences:
Harassment, stress that can last for the whole season or beyond, risk of ongoing harassment, risk of assault.

Consequences for her career: she may end up leaving this job, this career, or have fewer career opportunities if she is unsafe in the field.

Actions:
Actions: 1. Work with another person.

2. Wear university gear or even just a plain orange vest to look more official/authoritative.

3. Talk with the field station manager in advance and talk to them about what happened. Is this a public-access site?

4. Train researchers on how to respond to harassment, what to expect at this site, local politics, de-escalation and conflict resolution skills.

If a colleague?
Handle it ASAP. Let them know right away that this behavior is not okay, or it will only get worse.

Escalate it to a supervisor or other employer resource (HR, Title IX, employee assistance program), if you feel they will support you.

At our institutions?
Include this type of discussion in our existing safety trainings, field safety plans, risk assessment documents.

Provide branded clothing/vests -- not very expensive to print if you print a large batch; work with another department.

1) Risk/Hazard: an interaction that made Cairo feel unwelcome and possibly at risk. Consequence: inability to focus on her work

2) Actions: By researcher- engage with colleagues at the field station about the interaction. Get their input and suggestions. By Supervisor: must be notified. Administration should also be notified.

1. Risk: mental health is dampered by this, making future concerns. Consequences: Cairo is now uncomfortable and this can lead to bad field days.

If colleague... Supervisor - add observer, discussions with both parties, training, repercussions, removal/dismissal.

2. 3 actions to take: 1.HR report, 2. working with a buddy in the future,

Immediate risk: Physical/safety, Long-term: Emotional, fear, reluctance to return

Go with a buddy, wear identification, Report to local authorities, community outreach - flyers

3. not a stranger: having a discussion before and after field work to gather info on how the day went and what things need to be addressed. 4. at home: we could discuss bias that we experience in the field

Briefings to establish communication. G.A.R. Model: Green Amber Red - for supervision, weather, environment, team, personal